PUBLIC SECTOR

TRANSPORT

LABOUR

1975 - 1976

266

White jobs in SAR investigated

C.T. 8/2/75

Cape Times Correspondent

JOHANNESBURG.—The South African Railways is quietly conducting a massive investigation into the jobs of about 9 000 White artisans which may give them improved status and pay and provide opportunities for Black advancement.

The investigation is being conducted jointly by the Railways Administration and the 19 000-strong Artisan Staff Association, one of the strongest trade unions in the country.

It was hoped that the investigation would have been completed this month but the task of evaluating the jobs concerned has proved so complicated that it is now likely to be finalized by mid-year.

The present basic wage for railway artisans on completing their apprenticeship is R370 a month.

The Railways are believed to be short of about 1 500 artisans and the present investigation into raising the status of White artisans and advancing Blacks' status is regarded by the ASA as a productivity deal to ease the skilled manpower shortage.

● A delegation of leaders of the Right-wing South African Confederation of Labour is flying to Cape Town on Monday to complain to the Minister of Labour, Mr Marais Viljoen, about the "lax manner" in which job reservation is being applied.

At its biennial congress last year the confederation passed a resolution supporting the retention of job reservation and demanding that it "be applied effectively" and that a living wage be coupled to every reserved job by way of proclamation".

At an executive meeting in November it was decided to seek a meeting with the Minister and discuss the resolution with him.

Mine faces shutdown

WELKOM. — The St Helena Mine near here, one of the country's major gold producers, faces a close-down on Monday with the management and members of the all-White Mine Workers' Union apparently determined on a confrontation.

The controlling company, Union Corporation, issued a statement yesterday saying the 74 White double-shift stopers involved would be out of work on Monday if they did not halt their work-to-rule which has cut the mine's production by 15 percent.

The union's reply last night was: "We will meet their bluff on Monday."

The mine's general manager, Mr Denis McChesney, told Sapa last night: "We're not bluffing. These men will have their papers waiting for them on Monday if they do not revert to their normal working practices."

He added: "I have no option. They will have terminated their services."

The men were not being sacked, strictly speaking, he said. By retarding work at the mine they were breaching their agreements of service and technically they were quitting.

HANSARD 2 Q. column 91-2
11 February 1975.

South African Railways and Harbours Administration: non-White Staff affected by amendments to regulations

16 Mr I F WOOD asked the Minister of Transport

How many (a) Coloured, (b) Asian and (c) Bantu staff members of the South African Railways and Harbours Administration fall within each of the categories listed in the latest schedule of amendments to the regulations published in Government Notice 1735 of 27 September 1974

The MINISTER OF TRANSPORT

Salary per annum	Wages per month	(a)	(b)	(c)
R 864-00 – R 959-99	R 72-00—R 79-99	—	—	51 621
R 960-00—R1 079-99	R 80-00—R 89-99	—	—	5 126
R1 080-00—R1 199-99	R 90-00—R 99-99	3 382	240	2 286
R1 200 00 R1 343-99	R100-00—R111-99	1 438	135	1 060
R1 344-00 – R1 511-99	R112-00—R125-99	821	295	2 697
R1 512-00 R1 679-99	R126 00 –R139-99	559	273	341
R1 680-00 R1 871-99	R140-00 R155-99	388	126	4 133
R1 872-00 R2 087-99	R156-00 R173-99	69	13	1 421
R2 088-00 R2 327-99	R174-00—R193-99	70	6	847
R2 328-00 – R2 615-99	R194-00—R217-99	194	—	180
R2 616-00 R2 927-99	R218-00—R243-99	5	—	15
R2 928-00 R3 263-99	R244-00 —R271-99	2	—	31
R3 264-00 R3 647-99	R272-00— R303-99	29	—	4
R3 648-00 – R4 079-99	R304-00—R339-99	7	—	—

HANSARD 2 Q. column 91-92

11 February 1975.

266

South African Railways and Harbours Administration: Pay increases

18 Mr I F WOOD asked the Minister of Transport

(1) Whether (a) White, (b) non-White employees of the South African Railways and Harbours Administration received pay increases during 1974 if so, what was the overall percentage increase in each case,

(2) how many (a) Bantu, (b) Coloured and (c) Indian employees are in receipt of salaries, rations and allowances which total (i) less and (ii) more than R2 per working day

The MINISTER OF TRANSPORT

(1) (a) and (b) Yes Whites 12½% and non-Whites 14% to 24%

(2) (a) (i) 1 759

(ii) 108 996

(b) (i) None

(ii) 17 804

(c) (i) None

(ii) 1 514

HANSARD 2 Q column 93+94

11 February 1975

266

Authorized establishment of South African Railways and Harbour Police at main ports

25 Mr I F WOOD asked the Minister of Transport

(1) What is the (a) authorized establishment and (b) actual strength of the South African Railways and Harbours Police in respect of (i) officers and (ii) other ranks,

(2) how many men were (a) recruited and (b) discharged from the Force during the latest year for which figures are available,

(3) what is the (a) authorized and (b) actual strength of the units of the Force in the harbour areas of (i) Durban, (ii) Cape Town, (iii) Port Elizabeth and (iv) East London

The MINISTER OF TRANSPORT

			Whites	non-Whites
(1)	(a)	(i)	160	—
		(ii)	3 016	2 349
	(b)	(i)	145	—
		(ii)	2 451	2 039
(2)	(a)		445	287
	(b)		400	193
(3)	(a)	(i)	155	98
		(ii)	103	10
		(iii)	109	59
		(iv)	—	—
	(b)	(i)	125	90
		(ii)	89	8
		(iii)	98	53
		(iv)	—	—

The details reflected in reply to parts (3) (a) (iii) and (b) (iii) of the Question include police staff employed at the Port Elizabeth station, airport and harbour, as there is no separate establishment for police staff in the harbour area in view of the close proximity of the station to the harbour

Concerning the reply to parts (3) (a) (iv) and (b) (iv) it should be explained that the police post at East London harbour was closed on 16 October 1973, and the staff transferred to Cambridge There is, therefore, no longer a separate establishment for police staff for the East London harbour area and staff are posted duly from East London station

HANSARD 2 Q. column 96

11 February 1975.

266

South African Railways and Harbours
Wages

34 Mr I F WOOD asked the Minister of Transport

What was the average annual wage paid to the White, Coloured, Indian and Bantu employees, respectively of the South African Railways and Harbours as at 31 December 1974

The MINISTER OF TRANSPORT

Whites	R5 153-89
Coloureds	R1 343-76
Indians	R1 479-12
Bantu	R1 092-72

14.2.75. Rand Daily Mail (266) Public sector Transport Labour

Insight on labour — by JOHN IMRIE

Railway unions in backlash

THE SEVEN Railway trade unions are to consider withdrawing their group membership of the Right-wing South African Confederation of Labour.

The idea is that they should affiliate to the confederation individually, instead of as at present as a group through their co-ordinating body, the Federal Consultative Council of Railway Staff Associations

The move appears to be a backlash against the takeover of the confederation's management committee late last year by one of its biggest affiliates, the ultra-Rightwing Pretoria-based Co-Ordinating Council of South African Trade Unions.

In the course of the takeover three candidates nominated by the FCC were defeated, but two Railway unionists not backed by the FCC got in with the help of the Co-Ordinating Council.

The two unionists represented the only two unions in the FCC which are also members of the Co-Ordinating Council The unions concerned, Die Spoorbond and the Railway Police Staff Association, are also the smallest of the seven Railway unions

The belief among some of the other bigger Railway unions is that they were "stabbed in the back" with Die Spoorbond and the Railway Police Staff Association showing greater allegiance to the Co-Ordinating Council than to the FCC.

Individual affiliation to the confederation, it is argued, would eliminate unions having a voice in two camps

What chances, if any, the proposed changes will have of being accepted is difficult to judge, but the whole matter is expected to be thrashed out at the Railway unions annual conference in Johannesburg next week.

There is certainly no move, as far as I can detect, among any of the Railway unions to withdraw from the confederation

Ironically, Die Spoorbond — membership about 6 000 — and the Police Staff Association — just over 2 000 — only enjoy voting rights on the confederation's executive, which elects the management committee, by courtesy of the other Railway unions whose candidates they defeated.

This is because for a union toget a vote it must have 10 000 members, but together all the Railway unions have more than 80 000 members, entitling the FCC to eight votes which it has distributed on the basis of one for each union and one for the secretary of the FCC

Affiliated separately to the confederation, the Salaried Staff Association with over 25 000 members would qualify for two votes, as might also the Artisan Staff Association with a membership bordering on 20 000.

The Running and Operating Staff Union has over 10 000 members and would qualify for one vote, and so might the SA Footplate Staff Association whose membership is close on 10 000

The Cape Town-based SAR & H Employees Union, which is well liked by the other Railway unions, has only about 8 500 members and would be left voteless with Die Spoorbond and the Police Staff Association

★

A MEETING of individuals involved in African labour this week set up a committee to investigate establishing an institute of industrial re-

lations.

The meeting was convened by Dr Alex Boraine, Progressive MP and a labour consultant to Anglo American

A wide range of labour experts attended, including Professor S P Cilliers, professor of sociology at Stellenbosch University, Mr Loet Douwes-Dekker, chairman of the Urban Training Project; Mrs Lucy Mvubelo, general secretary of the National Union of Clothing Workers, and four representatives of Durban's Institute of Industrial Education

It is believed that Dr Borain suggested that an institute be set up to train management and workers alike in industrial relations skills

Most of the delegates were prepared to take part in further investigation of the possibilities of doing this

A steering committee was appointed to investigate the feasibility of the proposition.

Professor Cilliers was made chairman.

Other members include Mr Adam Klein, general secretary of the Garment Workers Union, and Mr Dennis Keenan-Smith, a personnel consultant to South African Breweries

It is believed that all the participants except the representatives of the Institute of Industrial Education agreed on the broad principle of a combined worker-Manager training course.

266

14/2/75

HANSARD 3 Q. column 191
18 February 1975.

266

Representation of Association of Railways, Harbours and Airways Pensioners on Federal Consultative Council/Joint Committee on Pension Matters/Central Railway Sick Fund Council

94 Dr A J BORAINE asked the Minister of Transport

Whether consideration has been given by the Railways and Harbours Administration to allowing the Association of Railways Harbours and Airways Pensioners to be represented on the (a) Federal Consultative Council, (b) Joint Committee on Pension Matters and (c) Central Railway Sick Fund Council if so with what result, if not, why not

The MINISTER OF TRANSPORT

(a), (b) and (c) Yes Only servants of the Administration who have been nominated by the recognized staff associations are permitted to represent the staff on the departmental boards and committee under notice

HANSARD 3 Q. column 231-232.
21 FEBRUARY 1975.

266

Increase in remuneration of railway employees

237. Mr W V RAW asked the Minister of Transport

(1) Whether any increase in salaries wages or allowances of railway employees has been approved during 1975, if so (a) from what date will the increase apply and (b) what is the percentage basis on which it was calculated,

(2) whether all grades benefit equally or proportionately by the increase if not (a) which grades will not benefit and (b) why not

(3) whether there has been any change in classification or nomenclature of grades if so (a) of which grades (b) why and (c) with what effect on remuneration

The MINISTER OF TRANSPORT

(1) Yes

(a) January and March 1975 pay-months

(b) No fixed percentage was applied monthly wages were converted to annual scales and adjusted to fit into the existing grading structure

(2) No

(a) 1 121 grades did not benefit and in view of the large number involved no useful purpose will be served by listing each grade

(b) The increases granted were not part of a general salary and wage award but represent in part the implementation of the policy of ultimately placing the staff on salaried conditions of service

(3) Yes

(a) Artisans, technicians, ticket examiners and conductors

(b) To improve the image and status of the grades

(c) Transferred from the monthly wage schedule to the salaried pay schedule

Mr W V RAW Mr Speaker arising out of the reply of the hon the Minister, is he aware that there is dissatisfaction amongst the grades which have been omitted? Can he also inform the House whether any of the increases are due to posts being taken over by persons of other races?

The MINISTER The reply to the last part of the question is 'not necessarily' and as far as the first portion of the question is concerned I can inform the hon member that the process of negotiation has taken place over a long period of time I am not aware that there are people who are dissatisfied

HANSARD 4 Q. column 322
28 February 1975.

266

Two shift working in Durban harbour

*27 Mr W M SUTTON (for Mr W V Paw) asked the Minister of Transport

Whether two shift working has been introduced at all quays in Durban harbour, if not, why not

The MINISTER OF DEFENCE (for the Minister of Transport)

No, because sufficient trained staff is not available at present to man all the general cargo working berths on a two-shift basis

HANSARD. S. Q. columns. 359-360.
4 March 1975.

266

Railways and Harbours Administration: Posts for Whites filled by non-Whites

*26 Mr T HICKMAN asked the Minister of Transport †

(a) How many posts which had previously been filled exclusively by White employees of the Railways and Harbours Administration were filled (i) temporarily (ii) permanently and (iii) under another denomination by non-White employees during each of the past five years and (b) what is the number of non-Whites who were connected with these posts in each year

†The MINISTER OF TRANSPORT

I furnish the details as at 31 January each year

(a)	(i)	1971	21
		1972	29
		1973	31
		1974	38
		1975	43
	(ii)	1971	2
		1972	2
		1973	8
		1974	8
		1975	8
	(iii)	1971	1
		1972	4
		1973	4
		1974	4
		1975	7
(b)	(i)	1971	1 578
		1972	2 415
		1973	3 203
		1974	3 407
		1975	4 606
	(ii)	1971	477
		1972	501
		1973	590
		1974	652
		1975	671
	(iii)	1975	7 372

The details for 1971 to 1974 are not available

266

13 000 Blacks in 'White' jobs

C.T. 4.3.75

Cape Times Correspondent

JOHANNESBURG.—More than 13 000 Blacks are now employed in "White" jobs on the South African Railways, Railways headquarters revealed yesterday.

Of these appointments 4 501 are classified as "temporary replacements". The remainder are permanent.

In each case the title of the job differs according to whether a Black or a White man is doing it, a Railways spokesman said. The object of this was to make it instantly apparent whether a particular job was held by a Black or a White man.

The spokesman confirmed that "Black" jobs were identical to their White equivalents. He said pay rates differed according to race, but refused to give details.

The temporary replacements include 1 463 Black road transport drivers, 816 flagmen, 36 construction machinery operators and 123 crane drivers.

These employees hold their jobs on condition that they may be replaced if Whites apply for them. "In fact there is very little chance that any of them will ever have to make way for Whites, in the light of the shortage of White labour", the spokesman said.

Jobs classified as White in which permanent Black workers have been taken on include 3 891 shunters and 1 357 sorters. The spokesman said that the thirty Black ticket inspectors now being trained in Johannesburg would be followed by others in all centres where the Railways carried heavy concentrations of Black passengers.

SAR still sets pace in giving jobs to Blacks

rand daily mail 6.3.75

266

By BERNARDI WESSELS
Political Correspondent

THE ASSEMBLY. — The Railways administration have again proved to be the Government's pace-setter in the employment of Blacks in positions traditionally filled by Whites.

This fact was underlined yesterday by the Minister of Transport, Mr Louwrens Muller, in an otherwise unspectacular Railways Budget speech in the Assembly.

Mr Muller revealed that 4 600 Blacks were now employed as flagmen, plant operators, trade hands, vehicle drivers and crane drivers, for instance.

The crystal clear message to emerge from Mr Muller's Budget was that he was continuing the policy started by his famous predecessor, Mr Ben Schoeman, and that he would not hesitate to increase the pace in order to "keep the wheels turning".

Mr Muller said that in addition, various replacement schemes had been evolved and about 7 300 Blacks were now employed in these schemes.

The artisan scheme, which had been in operation for some time, provided improved opportunities for both Whites and Blacks, he said.

To date it embraced the trades of painter, bricklayer, carpenter, plumber, motor mechanic, motor vehicle body builder, electrician, fitter, trimmer and underframe-maker.

"Should the need arise" Mr Muller warned, "it will be extended to other trades".

Blacks were now also employed in 60 shunting yards and it was the intention to extend their use to other yards where a shortage of shunters were experienced.

Furthermore, Blacks were now being trained, and in some instances already employed, as carriage and wagon assistants, trackmen with plate-laying duties, sorters with checking duties, tallymen (mainly Indians in Durban harbour), coalmen in shunting yards, and as ticket collectors on Black commutor trains.

Mr Muller said that he had already "approved in principle" the participation of Blacks in bonus schemes in certain areas and, as a first step, a scientific evaluation was being made of the functions and productive assistance given by these groups of employees.

This would not only result in a greater productivity but also in an increased renumeration for Blacks. Job evaluation was also being conducted where Blacks operated in non-bonus fields with the view to providing incentives towards greater productivity and self-reward.

This would be a further step in narrowing the wage gap between Whites and Blacks, Mr Muller said, reminding MPs that the evaluation of work by Blacks was a task of great magnitude.

A house ownership scheme introduced for Coloureds in 1973 had been successfully launched and already 50 loans totalling R348 000 had been granted.

Approval had now also been given for the introduction of a house ownership scheme for Indian staff as from April 1 this year, and R100 000 had been set aside in the estimates for this.

HANSARD 5

Q. column 399

7 March 1975.

266

Incentive bonus scheme for departmental harbour workers

*18 Mr J HICKMAN asked the Minister of Transport

Whether an incentive bonus scheme for departmental harbour workers has been introduced if not why not

The MINISTER OF TRANSPORT

Yes

HANSARD 5 Q. column 401

7 March 1975.

1. 266
2 ~~125~~
~~3 124~~

Table Bay/ Durban harbour Housing for Bantu workers

*25 Brig C C VON KEYSERLINGK asked the Minister of Transport †

How many Bantu (a) employed by the South African Railways and Harbours Administration and (b) working as stevedores are housed in or near the (i) Table Bay and (ii) Durban harbour

†The MINISTER OF TRANSPORT

(a) (i) 1 508

(ii) 6 004

(b)(i) and (ii) None

HANSARD 6 Q. column 435.

11 March 1975.

1. 266
2. 134
3. 136

Railways and Harbours staff associations for White employees

*11. Mr. J. HICKMAN asked the Minister of Transport:

(a) What are the names of the various staff associations existing in respect of White employees of the Railways and Harbours Administration and (b) what is the membership of each association?

†The MINISTER OF TRANSPORT:

(a) and (b)

S.A.R. and H. Salaried Staff Association 11 164
S.A. Footplate Staff Association 8 655
Running and Operating Staff Union 8 262
Artisan Staff Association 19 946
S.A.R. and H. Employees' Union 10 334
Die Spoorbond 5 395
S.A.R. Police Staff Association 2 302

HANSARD 6 Q column 437
11 March 1975

266

Bantu firemen/coalmen on Railways

*15 Mr R J FORIMER asked the Minister of Transport

(1) Whether Bantu are at present being trained as firemen on the Railways, if so, how many,

(2) whether these trainees receive the same wages as White trainees if not what is (a) the difference in wages and (b) the reason for it

The MINISTER OF TRANSPORT

(1) No, but Bantu servants are being trained as coalmen to undertake certain duties previously allocated to firemen

(2) Falls away

Mr R J FORIMER Mr Speaker, arising out of the reply of the hon the Minister are coalmen being paid the same wages as firemen?

The MINISTER No

Mr I G MURRAY Mr Speaker, further arising out of the hon the Minister's reply, can he differentiate between the duties of a coalman and those of a fireman?

The MINISTER Not now but if the hon member will give notice of that question I shall furnish an answer

HANSARD 6 Q column 437-438

11 March 1975

266

Non-White conductors on trains

*16 Mr R J FORIMER asked the Minister of Transport

Whether the South African Railways and Harbours Administration has given consideration to the employment of Bantu, Indians and Coloureds, respectively, as conductors (a) on trains or (b) in coaches carrying members of their respective race groups, if so with what result, if not why not

The MINISTER OF TRANSPORT

(a) and (b) No Because separate train accommodation is not being made available to Bantu Coloureds and Indians it will be impracticable to appoint ticket staff from each race group to serve the particular group However, a number of Bantu have been employed as ticket collectors and are being trained at present to aid conductors on non White suburban trains on the Witwatersrand

HANSARD 6 Q column 457-458
11 March 1975

266

Two-shift system/workers in Durban harbour

The MINISTER OF TRANSPORT replied to Question *42, by Mr G F Bartlett

Question

(1) What were the average numbers of (a) Whites, (b) Bantu, (c) Indian and (d) Coloureds employed daily in the Durban harbour for each of the four weeks immediately (i) prior to and (ii) after the recent introduction of the two-shift system,

(2) what was the average daily tonnage of general cargo handled in the Durban harbour for each of the four weeks immediately (a) prior to and (b) after the recent introduction of the two-shift system

†**Reply** (laid upon Table with leave of House)

(1) (a) (i) Week ended—
25 December 1974 1 648
1 January 1975 1 460
8 January 1975 1 818
15 January 1975 1 872

(ii) Week ended -
22 January 1975 1 813
29 January 1975 1 971
5 February 1975 1 967
12 February 1975 2 001

(b) (i) Week ended—
25 December 1974 4 296
1 January 1975 3 859
8 January 1975 4 652
15 January 1975 4 925

(ii) Week ended—
22 January 1975 5 228
29 January 1975 5 348
5 February 1975: 4 878
12 February 1975 5 214

(c) (i) Week ended—
25 December 1974 393
1 January 1975 366
8 January 1975 421
15 January 1975 436

(ii) Week ended -
22 January 1975 410
29 January 1975 407
5 February 1975 365
12 February 1975 401

(d) (i) Week ended—
25 December 1974 2
1 January 1975 2
8 January 1975 2.
15 January 1975 1

(ii) Week ended -
22 January 1975· 2
29 January 1975 2
5 February 1975. 2
12 February 1975 2

(2) (a) Week ended—
25 December 1974 13 266 tons
1 January 1975 11 471 tons
8 January 1975 17 970 tons
15 January 1975 15 510 tons

(b) Week ended—
22 January 1975· 14 803 tons.
29 January 1975 16 342 tons
5 February 1975 15 665 tons.
12 February 1975 14 020 tons

LEERLINGE wat geleer word om voertuie vir die Spoorwee te bestuur Die foto is in Culemborg geneem.

Die Burger 20/3/75 (266)

DB 20.3.75

S.A.S.-bestuurders al meer nie-blank

SPOORWEGVOERTUIE sal voortaan al meer deur nie-blankes bestuur word het mnr. J. Thiart, superintendent (personeel) van die Spoorwee in Kaapstad eergister aan Die Burger gesê.

Die Spoorwee het twee skole waar nie-blanke bestuurders opgelei word. Die een is in die hawe en die ander in Culemborg. 'n Spesiale klas word ook opgelei om laaiers en vurkhysers te bestuur.

Toe Die Burger die twee skole besoek, is leerlinge aangetref van die platteland sowel as van die stad. Die kursus is tweetalig.

Sommige leerlinge het net in st. 2 geslaag en ander het die Senior Sertifikaat ontvang. Om tot die kursus toegelaat te word, moet elkeen psigometriese toetse slaag en dit verseker dat net mense van gehalte tot die kursus toegelaat word.

Die blanke instrukteurs sê hulle is baie in hul skik met die leerlinge. Hulle vaar uitstekend. Die een dag doen die leerlinge teoretiese werk en die volgende dag prakties, wanneer hulle die voertuie bestuur en diensopleiding ontvang.

Die kursus duur tien weke en altesame negentig mense het dit voltooi sedert die eerste kursus op 24 Junie verlede jaar begin het. In die huidige klas is 35 leerlinge.

(1) 266
(2) ~~624~~
(3) ~~334~~
(4) ~~173~~

LABOUR

SA Digest-21/3/75

BONUS WORK FOR BLACKS

All railway workers would benefit by the Railways plan to create more job opportunities for Blacks and to pay the Black workers wages based on the nature of their work, the General Manager of South African Railways, Mr J G H Loubser, said in Port Elizabeth

Opening the annual conference of the Railways Artisan Staff Association, Mr Loubser emphasised to the all-White organisation that Black workers would not hold a threat to their job opportunities

He said that the extensive and productive employment of Blacks by the Railways was being increasingly considered

'The gradual implementation of bonus work for persons other than Whites, and the remuneration of these workers based on job-evaluation will yield advantage for all, Mr Loubser said

(1) 265
~~2) 43~~
~~3) 44 B~~

Railmen go to PM over Iscor line

R.D.M. 3/4/75

Staff Reporter

THE Federal Consultative Council of Railway Staff Associations has gone over the head of the Minister of Transport to the Prime Minister in a final attempt to wrest control of the Sishen-Saldanha railway line from Iscor.

The federal council decided at a special meeting in Johannesburg last week to seek an interview with Mr Vorster before the end of the parliamentary session.

Anger among railway trade union leaders has mounted since last year's futile approach to the Minister of Transport, Mr S. L Muller, who was asked to persuade the Cabinet to reverse its decision on control of the line.

The union leaders claim there are three Acts of Parliament which give the SAR and H virtually a monopoly in the administration of railways in South Africa

They also claim that the Straszacker Commission, which investigated the Saldanha project, completed a second report which has never been tabled in Parliament and which, probably, has been seen by only the Cabinet.

They are convinced the commission never recommended that Iscor should have control of a multipurpose line.

But the two strongest objections to giving Iscor control of the line are the heavy and unnecessary costs involved in setting up what will be virtually a duplicated railways infrastructure.

The president of the Artisan Staff Association, Mr Jimmy Zurich, said yesterday the only source of workers for the new line would be the SA Railways.

"Already our workers are being lured away by better pay and working conditions, in spite of an undertaking given us by the Minister that Iscor would pay the same as the railways

"In the Rand Daily Mail last week, Iscor advertised for fitters at R178 a week — substantially more than an SAR fitter earns".

"We feel that against the background of the current struggle against inflation and appeals to avoid unnecessary expenditure, it would be strongly in the national interest if the line was controlled by South African Railways".

Ditching the verkramptes

FM 4/4/75 (266)

What lies behind the big SAR unions' dissatisfaction with the SA Confederation of Labour? The background story

The writing is on the wall for the SA Confederation of Labour It was dramatically underlined last week when the 9 000-member SA Footplate Staff Association decided not to re-apply for membership

The Footplate men's move follows the decision in March of the Federal Consultative Council (FCC) of SAR & H Staff Associations to withdraw its group membership and leave it to its member unions (Footplate being one of them) to re-join individually if they wished.

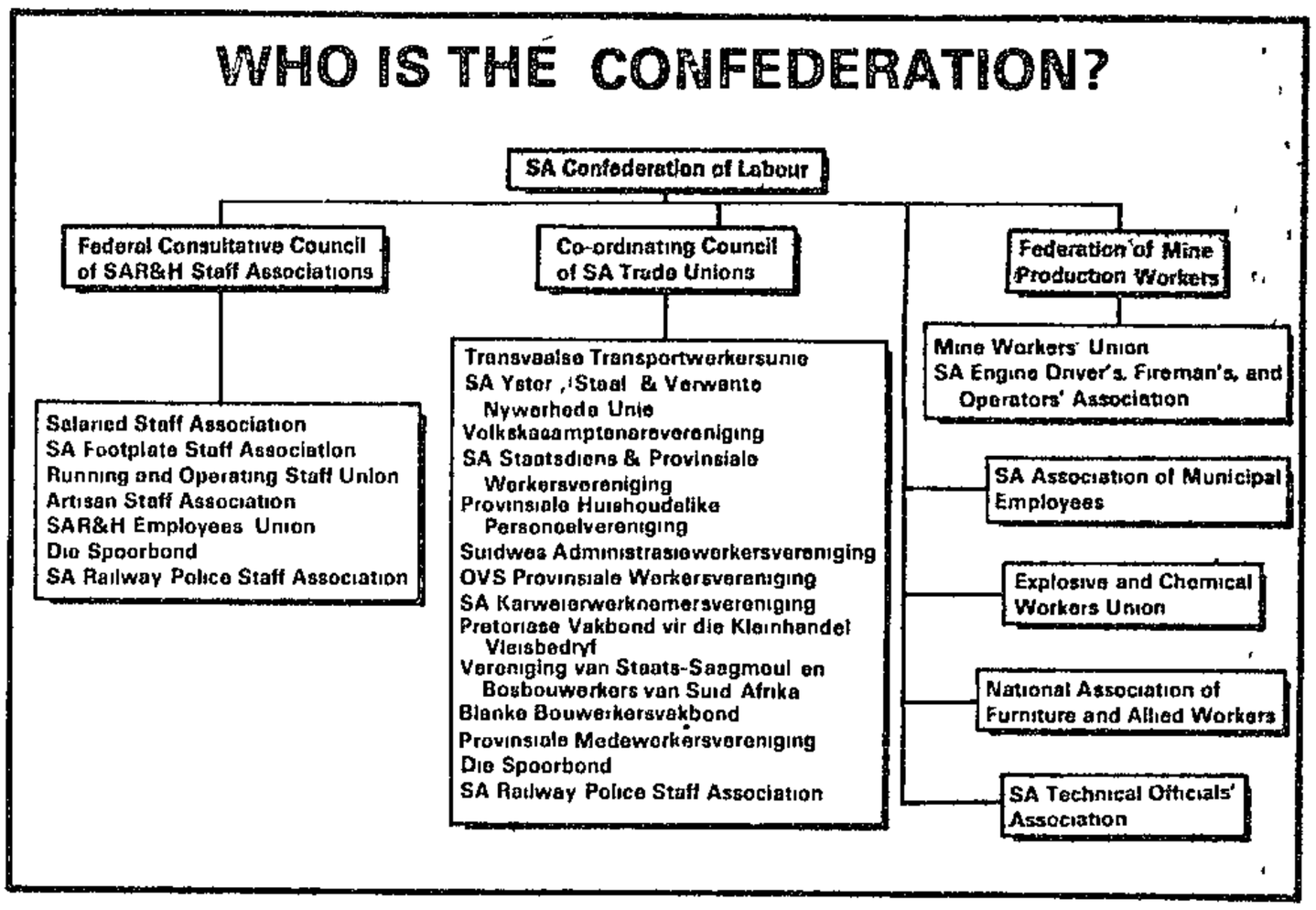
The 20 000-man Artisan Staff Association tells the *FM* it will re-join, but the Footplate men's move may nevertheless precipitate walkouts by other big *verligte* unions which are no longer prepared to go along with the *verkramptes* who control the Confederation

The *verligte* Railway unions, which have taken significant strides in opening jobs to Black workers, have been rendered impotent within the Confederation This has come about largely because of their affiliation as a group through the FCC

In terms of its rules, the FCC cannot even put matters on the Confederation's agenda unless all seven FCC unions agree The result has been that the two small conservative unions in the FCC (Spoorbond and Railway Police) have been able to veto the introduction, by the FCC at Confederation level, of issues which the *verligte* unions regard as crucial — mainly Black job advancement and Black worker representation

There are also divided loyalties Spoorbond and Railway Police are also members of the conservative Pretoria-based Co-ordinating Council of SA Trade Unions (Koordinerende Raad) Ideologically they are much more at home there than in the FCC The Raad's member unions are also affiliated on a group basis to the Confederation HNP firebrand, Gert Beetge, is a key figure in the Raad.

As far as the FCC is concerned, according to Artisan Staff general secretary Wally Grobler (who is also honorary secretary of the Confederation, but clearly out of step with its conservatives), the straw which broke the camel's back came last November The Raad, through backstage manoeuvres, got majority control of the Confederation's six-man management committee in bitterly contested elections — unlike



previous "gentleman's agreement" elections Some railwaymen believe they were stabbed in the back

To add insult to injury, when an announcement easing job reservation in the building industry was gazetted earlier this year (*FM* January 31), Beetge got the Raad-dominated management committee to send a protest deputation to the Minister of Labour without the authorisation of other Confederation members A Raad deputation was thus passed off as a Confederation deputation

As Piet Roodt, general secretary of Footplate Staff, put it to the *FM* "Gert dragged the Confederation in on his own union's opposition to relaxing job reservation So we at the FCC were dragged along against our will with certain Right wing proposals"

Another sore point, says Roodt, is that, while some of the FCC unions would like to co operate with Tucsa on matters of mutual interest such as fighting inflation, the Confederation "adopts an attitude of total non co operation with Tucsa, which is embarrassing to these unions"

It was anger at these *verkrampte* manoeuvres which led to the FCC's withdrawal (effective from the end of May)

As "Liebie" Liebenberg, elder statesman of the Railway unions, put it to the *FM* "We are going through times in SA when everyone must stand up and be counted But the Confederation has shot its bolt because it won't even think about the role of Black workers

"It can't give attention to productivity because it won't talk about Black labour It won't have dialogue with Blacks, but if Black workers are not considered the White workers will suffer The FCC has a contribution to make but the Confederation stops it"

In the words of Wally Grobler "The SAR is a vital industry and must be kept going So Blacks have to be upgraded We feel mature enough to discuss this without pulling any punches But I get the impression that the Raad sees Black advancement as a big bogeyman, and they shy away from it The Black man is knocking at the door all the time We can't wish him away"

Raad unions do indeed seem to prefer to keep things under wraps Henry Ferreira of the 35 000-strong SA Iron, Steel, and Allied Industries Union (known as Yster en Staal), which is by far the biggest of the Raad members, told the *FM* that Blacks were moving into more skilled jobs in industries covered by his union (such as Iscor)

"We could issue a statement on these developments every day But our main difference with the FCC is that we don't like to talk about job relaxation We fear a backlash from the HNP and from our own members if we do so."

Some of the unions affiliated to the Confederation, says Piet Roodt, "press for job reservation irrespective of any consequences, and irrespective even of whether Whites are available"

With the withdrawal of the FCC and Footplate Staff, things at the Confederation are "very much in the melting pot", confirms Roodt

Clearly, some of the *verligte* Railway unions hope to reform it from within But even though Artisan Staff has decided to re-affiliate, it won't take too much *verkrampte* provocation to make it leave

Whether moves to reform will succeed depend on several factors:

- How many *verligtes* decide to re-affiliate and thereby increase *verligte* voting strength in the Confederation rather than write it off as a lost cause.
- The influence of Gert Beetge within the Raad, and
- The attitude of two important unions which are members of neither the FCC nor the Raad and which, in a sense, now hold the balance of power in the Confederation

Roodt says "we are not scared of Gert, but he is a very clever man and makes use of the Raad," a view echoed by Grobler "Gert is a sly fox He uses his influence very shrewdly" Liebenberg adds "Gert is smooth He is a force in the Raad, make no mistake"

The two unions holding the balance of power are Arrie Paulus's 16 000 man Mine Workers' Union, and Attie Niewoudt's 38 000 member SA Association of Municipal Employees (SAAME) Niewoudt is also president of the Confederation

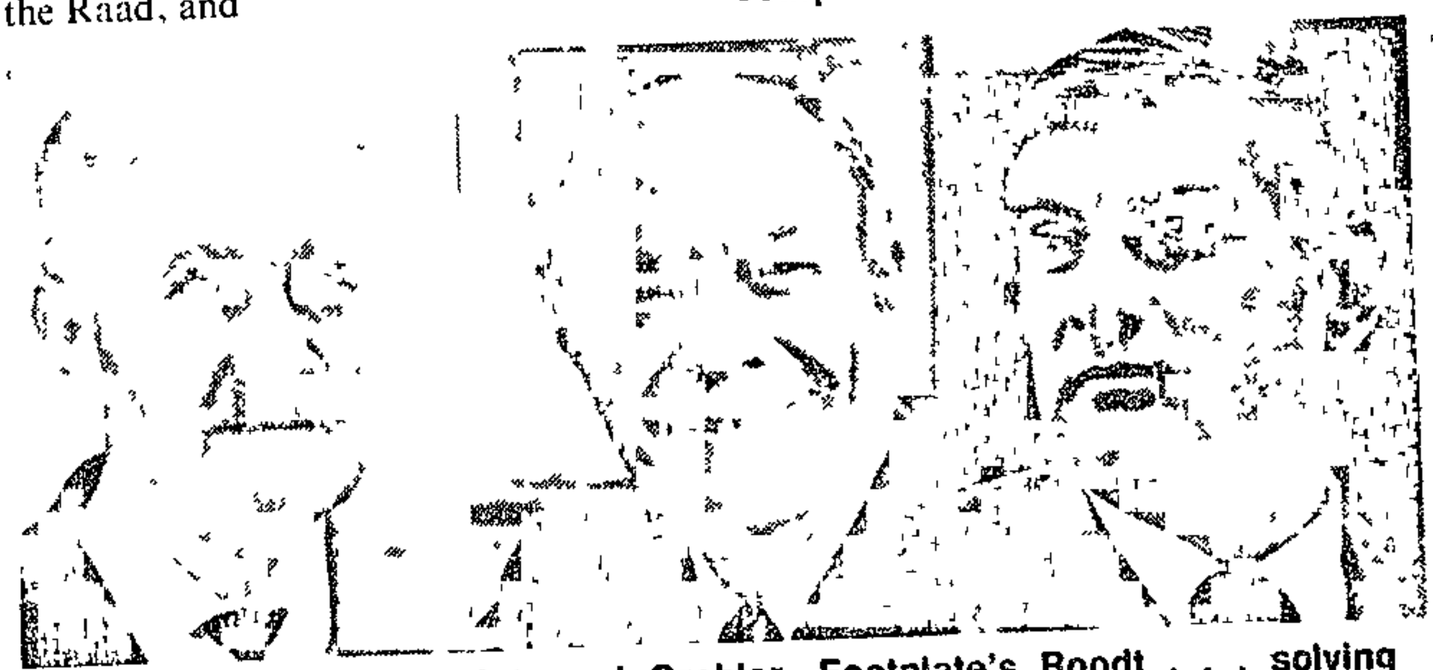
Danie Jacobs, secretary of Die Spoorbond and second vice-chairman of the Confederation "guesses" that the Raad got control of the Confederation's management committee in the November elections with the support of SAAME and the miners But here Paulus is an unknown quantity and the Raad cannot take his support for granted.

Some years ago, for instance, "bad blood" between Paulus and the Raad led to Paulus' support for Wally Grobler's appointment as secretary of the Confederation — a move designed to prevent the secretariat from falling into the hands of *verkramptes*

Niewoudt is not regarded as personally particularly influential at this stage Grobler's view is that "it would not take too much to persuade SAAME to leave the Confederation"

The chances are that the Confederation, like the Old Guard in the UP, is beyond reform The *verligte* unions see the question of their relationship with Black workers as too urgent to be the subject of further blocking tactics within the Confederation

As Roodt put it. "We felt that even if Footplate re-affiliated we would always be hampered on policy decisions by compromise to keep the far Right happy."



Spoorbond's Jacobs, Artisans' Grobler, Footplate's Roodt . . . solving deadlocks

So it looks as if the Confederation, diminished in membership, will be left to the *verkramptes* — unless, as Liebenberg puts it, the defections make it "pull up its socks"

Whither the *verligte* Railway unions?

Although they generally regard the works and liaison committee system for African workers as unsatisfactory, they do not go as far as Tucsa in advocating the admission of Africans to the registered trade union movement.

A third trade union co-ordinating body — occupying the middle ground between Tucsa and the Confederation — may thus emerge, comprising some of the Railway unions as well as some of SA's 80-odd unions which are not affiliated to either Tucsa or the Confederation Jimmy Zurich, president of Artisan Staff, is busy looking into this option The large Amalgamated Engineering Union, for example, has already expressed interest in such a body.

Having shed the burden of the reactionaries, the *verligte* Railwaymen will continue to steam ahead

Staff cancel airport protest

RDM 12/4/75

260

326

Staff Reporter

A PROTEST meeting involving about 400 "strategic" personnel at Jan Smuts Airport was cancelled yesterday after the management agreed to meet the personnel to discuss their grievances.

Earlier, the men, from the technical staff of South African Airways, had threatened to hold a protest meeting during their lunch hour against the increased cost of living.

The men, who do maintenance work and repairs on aircraft were dissatisfied with, amongst other things, their pay scales.

One of the men spoken to pointed out that it was not so much a grievance against their salaries but against the rising cost of living during the past few months.

As they are classified as part of a "strategic industry", the men may not strike. It was therefore decided to hold a protest meeting.

Even if the men did strike, SAA would not be seriously affected.

Althought a strike would mean that SAA aircraft would not be serviced in the Republic, the flights would hardly be affected as SAA flights can, through an agreement, be serviced in London and Amsterdam.

With regard to the other flights undertaken by SAA, aidcraft could also be serviced in Rio de Janiero, New York, Perth, or Sydney.

There is also the further possibility that SAA could call on the Defence authorities to help service SAA planes. if the need arose.

266

College set up for Black technicians

Sun Times (B.1) 20/4/75

BY COMPARISON with 52 000 Blacks the South African Railways have trained so far, the Post Office has trained a rather paltry 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 — while 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 that only the use of Black skilled labour could overcome its manpower problems very much earlier than the Post Office did.

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, Marais Viljoen, the present Minister of Posts and Telegraphs, said that at the end of 1973 there was a backlog of 94 249 telephones, and this grew to a backlog of 96 959 at the end of last year.

Reasons for this were, he said, "an unprecedented demand for telephones generated by the country's growth rate; a continuous increase in the standard of living in South Africa; which made 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, this year, R682-million had been spent on improving the country's telecommunication network, and that during this financial year — ending on March 31, 1976 — the Post Office will spend another R182-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 telecommunication network the Post Office needs a large number of highly trained technical people.

When he delivered his Post Office Appropriation Bill in the House of Assembly in March, the Minister said that "at the moment, there is a shortage of 2 600 trained units on the technical and semi-technical levels. This represents approximately 21 per cent of the total requirement."

In other words, instead of having something like 12 600 technicians of varying standards, the Post Office has about 10 400.

What is being done to make up this shortfall? The answer is that a start has been made with training sufficient technicians, 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 630 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 bugbear is that they must have passed Matric with a high enough standard in mathematics and science to be trained as telephone technicians which is, so-to-say, the top of the tree," Chris Gouws, Deputy Postmaster-General Telecommunications, told me.

"We started training Blacks for advanced duties in 1971, and so far 131 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 44 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 Southern Hemisphere, at Olifantsfontein.

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 1 574 telephone technicians and 2 976 telephone electricians in training, but there was also an erosion factor ... 142 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."

24/4/75 N 24/4/75 (266)

Mercury Correspondent

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 205 000 White State and provincial departmental workers, including the Police and Defence Departments; the FCC represents the 110 000 White members of the seven railway staff associations; and the three Post Office unions represent about 45 000 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.

HANSARD 12 Q 865-7.

2 May 1975.

266

Louis Botha Airport: Personnel facilities/ fire-fighting equipment

*14 Mr W V RAW asked the Minister of Transport

(1) What (a) (i) buildings and (ii) duty and off duty facilities for personnel are there at Louis Botha Airport,

(2) (a) what fire-fighting equipment is there at this airport and (b) when was it (i) installed and (ii) last tested

†The MINISTER OF ECONOMIC AFFAIRS (for the Minister of Transport) (Reply laid upon Table with leave of House)

(1) If the hon member refers to recreation buildings and facilities the answer is—Nil The non-availability of such facilities at the airport is in common with the rest of the Public Service

(2) (a) The following mobile fire-fighting equipment is available

Two (1973-'74 model) water/foam tenders of 11 340 litres water and 2 268 litres foam capacity each

One (1971 model) rescue vehicle equipped with special aircraft rescue equipment and 200 kg dry chemical powder for initial stage fire fighting

One (1967 model) rapid intervention vehicle equipped with 450 kg dry chemical powder

One (1958 model) back-up water tender of 4 500 litres capacity

Apart from the mobile fire-fighting equipment there are also portable hand extinguishers installed at strategic points for protection of buildings

Apart from the mobile equipment available at the airport, auxiliary fire-fighting services, including ambulance services, can be supplemented from outside sources through standing mutual arrangements

(b) (i) The equipment was put into use in the years corresponding with the years of manufacture as indicated in brackets opposite the vehicles listed under (a) above

(ii) With regard to mobile equipment, serviceability tests are carried out once a week and efficiency tests are carried out once every two months The last efficiency test was carried out on 31 March 1975 and the last full-scale practice on 27 November 1974

The portable equipment is serviced and tested in accordance with manufacturers' instructions

SN. Digest 2/5/75

(1) ~~Manpower~~ Training

(2) 266

RAIL COLLEGE FOR BLACKS

A training college for Black railwaymen, comparable to the large training complex at Esselen Park, south of Pretoria, for White railwaymen, is planned by South African Railways

The men will be trained as artisan's assistants, carriage and wagon assistants, train marshallers, trackmen, coalmen, ticket collectors, barrier attendants, and office clerks Training will also be given to tallymen and sorters for railway duty at South African ports

Train marshallers have been trained at the Esselen Park centre since 1970 The spokesman said that 3 784 Blacks had undergone training, and were posted to 60 shunting yards A further 107 men are being trained at the centre.

A decision on the site of the college for Black railwaymen had not yet been taken

HANSARD 12 Q. 869-70 2 May 1975 266

Shortage of certificated personnel to man South African ships

*20 Mr R J LORIMER asked the Minister of Transport

Whether there is a shortage of certificated personnel to man South African ships at present, if so, (a) what is the shortage and (b) what steps have been taken to eliminate it

The MINISTER OF ECONOMIC AFFAIRS (for the Minister of Transport)

Yes The shortage is not confined to the Republic of South Africa, but is an international problem

(a) No record is kept

(b) This is not the responsibility of the Department of Transport In terms of the provisions of the Merchant Shipping Act, 1951 (Act No. 57 of 1951), as amended, the Department of Transport is only responsible for the examination of candidates for grades of Certificates of Competency and the granting of exemptions to foreign nationals holding foreign certificates and to uncertificated persons of all nationalities, including South Africans, to serve on South African ships in the various grades for which certificated persons are required in terms of the Act During the financial year ended 31 March 1975 a total of 1 792 such exemptions were granted

Recruiting and training at sea of candidates for Certificates of Competency is the responsibility of the shipowner Training facilities ashore for Whites fall under the control of the Department of National Education and in respect of Coloured persons under the Department of Coloured, Rehoboth and Nama Relations The hon member is, therefore, referred to these instances for further particulars

HANSARD. 13 Q. column. 913-14
7 May 1975.

266

Salaries of air traffic controllers and firemen at airports

296 Mr I ARONSON asked the Minister of Transport

(1) What is the (a) commencing salary and (b) salary after qualifying of (i) air traffic controllers and (ii) firemen at airports,

(2) what is the highest post and the salary scale attaching to it to which (a) air traffic controllers and (b) firemen can be promoted within their field of work

The MINISTER OF TRANSPORT

(1) (a) and (1) (b) (i) and (ii) The commencing salary of Assistant Air Traffic Controllers is R2 100 per annum After qualifying the minimum salary is R3 480 per annum Two additional salary notches of R180 per annum each are accorded within the first year after qualifying on attainment of approach and area ratings

Firemen (Airport-assistants), are appointed on salaries of up to R2 850 per annum depending on age or experience The minimum salary is R1 800 per annum

(2) (a) and (b) The highest post to which an Air Traffic Controller can be promoted is that of Chief Air Traffic Control with a fixed salary of R12 600 per annum

[illegible] promoted to the rank of Chief Fire Officer with a salary scale of R6 300 x 360—7 380

Non-racial S.A. 'or disaster'

266

Mercury Reporter 19/5/75

PEOPLE had to adjust themselves to the inevitability of a non-racial South African society or "go under," the president of the Natal Coloured Teachers' Society, Mr. Maurice Lewis, said at the weekend.

Opening the annual conference of the National Union of Commercial and Allied Workers, Mr. Lewis said that the "greatest challenge confronting every South African worth his salt "was that they must believe in and work towards the realisation that this is a multi-racial country."

Sooner rather than later "non - racial existence is going to take place here. We shall have non - racial schools, non - racial trade unions and a non - racial society upon us in as short a time as changes have come to other parts of this continent and South Africa itself," Mr. Lewis said.

Delivering his presidential address Mr. S. Ariefdien praised the South African Railways for having narrowed the wage gap between some Black and White workers.

He "fervently hoped" that the example set by the Railways would be followed by the rest of the civil service — in particular the various departments of education. There was an acute shortage of non-White teachers, partly because the salaries offered were not competitive with those of commerce and industry, let alone those paid their White counterparts.

The Government should "seriously consider increasing the amount allocated to the Coloured Representative Council for education so that a progressively worsening situation can be averted."

Mr Ariefdien said he believed the Government's decision to first begin narrowing the wage gap on the Railways was "of great significance." It was in this sector, "traditionally the work - home of poorer Whites," where fear of Black encroachment was most deeply felt.

Referring to the secrecy surrounding the Railways move to equalise wages he said it "would have been far better to have faced critical action from some ill-informed White workers than not to demonstrate to Blacks that the Government really intended to hold good its promises."

HANSARD 17 Q. 1079-80

3 June 1975.

266

Technical harbour personnel

*2 Mr B W B PAGE asked the Minister of Transport

(a) What are the designations of the twenty additional senior official posts created for administrative, engineering, shipping and other technical harbour personnel over the past three years, (b) what is the salary scale applicable to each post, (c) what are the designations of the sixteen similar posts that were up-graded at the same time and (d) what are the (i) former and (ii) present salary scales in respect of each of these posts

†The MINISTER OF TRANSPORT (Reply laid upon Table with leave of House)

(a) and (b)

Designation	Salary scale
Port Director	R13 800
Inspecting Engineer (Harbours)	R13 800
Senior District Engineer	R12 000
District Harbour Engineer	R9 600 × 600–R10 800
Engineer (Harbour Operating)	R9 600 × 600–R10 800
Engineer (Containerisation)	R9 600 × 600–R10 800
Deputy Port Manager	R9 300 × 600–R9 900
Assistant Port Manager	R9 300 × 600–R9 900
Superintendent (Operating) (Harbour Area)	R9 300 × 600–R9 900
Nautical Officer	R8 700 × 600–R9 900
Superintendent (Harbours)	R9 300 × 600–R9 900
First Engineer (Certificated)	R8 700 × 600–R9 900
Master (Certificated)	R8 700 × 600–R9 900
Supervising Marine Engineer	R8 700 × 600–R9 900
Assistant Engineer (Mechanical)	R4 500 × 600–R9 600
Assistant Superintendent (Harbours)—two posts	R9 000
Senior Engineering Assistant (Civil)	R9 000
Economic Research Officer—two posts	R4 800 × 600–R9 000

(c) and (d)
(i) and (ii)

Designation	Former salary scale	Present salary scale
Chief Superintendent (Harbours and Pipelines)	R12 900	R13 800
Harbour Engineer—two posts	R12 000	R12 900
System Harbour Engineer—two posts	R12 000	R12 900
Port Manager—two posts	R10 200 × 600–R10 800	R12 000
Assistant System Harbour Engineer	R9 600 × 600–R10 800	R12 000
Engineer (Harbour Operating)	R9 600 × 600–R10 800	R12 000
Assistant Port Captain to Deputy Port Captain—two posts	R10 500	R11 100
Port Manager	R9 300 600–R9 900	R10 200 × 600–R10 800
Deputy Port Manager—two posts	R9 300 600–R9 900	R10 200 × 600–R10 800
Terminal Manager	R9 000	R9 300 × 600–R9 900
Terminal Manager	R8 400	R9 000

HANSARD 18

Q. 1118-19

10 June 1975.

266

~~286~~

Civil/Railway pensioners

*5 Mr G N OLDFIELD asked the Minister of Social Welfare and Pensions

(1) (a) How many civil pensioners are receiving minimum pensions at present and (b) what is the present rate of the minimum civil pension payable to (i) single and (ii) married pensioners,

(2) whether (a) civil and (b) Railway pensioners are in terms of the means test precluded from receiving social pensions, if so, for what reasons,

(3) whether the means plus pension income limitation is to be increased, if so, (a) from what date and (b) what is the proposed income plus pension limitation to be from that date,

(4) whether consideration has been given to permitting civil and Railway pensioners whose finacial means are within the means test limitation to qualify for reduced social pensions, if so, with what result, if not, why not

†The DEPUTY MINISTER OF SOCIAL WELFARE AND PENSIONS

(1) (a) 801

(b) (i) R59 per month

(ii) R118 per month

(2) (a) and (b) The means test is applicable to all social pensioners except war veterans of the 1899-1902 war Depending on their means, civil and Railway pensioners might, therefore, be precluded from social pensions Attention is, however, invited to regulation 10(c) of the regulations published under Government Notice No R 140 of 1 February 1974, whereby certain pensioners are precluded from a social pension The reason for the preclusion is that the pensions in question, in so far as it affects minimum pensions, are already being supplemented from public funds

(3) No (a) and (b) fall away

(4) Yes The matter which is closely connected with the payment of minimum pensions is receiving attention from time to time but no final decision has been reached as yet

HANSARD 18

Q. 1119
10 June 1975.

(1) 266
(2) ~~286~~

Minimum pensions for Railways pensioners

*6 Mr G N OLDFIELD asked the Minister of Transport

(a) How many Railway pensioners are receiving minimum pensions at present and (b) what is the present rate of the minimum pensions payable to such pensioners (i) with and (ii) without dependants

The MINISTER OF TRANSPORT

(a) 18 135 —as at 1 June 1975

(b) (i) R144 00 per month

(ii) R72-00 per month

OFS gets black coalmen

Daily Dispatch 2/7/75

266

BLOEMFONTEIN—The first black coalmen to work in the Free State have assumed duty at the Railways here and in Kroonstad after undergoing training for six weeks.

As far as he knew, a railway spokesman said yesterday, these were the only two places in the country, excluding the Durban harbour, where black coalmen worked. The term coalmen was used because their duties were different to those of stokers, he said. It was not envisaged that black coalmen would replace white stokers outside shunting yards. — SAPA.

The Cape Times, Saturday, July 5, 1975

266

Blacks' SAR take-over

Cape Times Correspondent

JOHANNESBURG. — The Railways yesterday released details of 15 000 jobs which Blacks have taken over from Whites — and which include 9 000 new jobs in the past year.

Forty-one graded jobs in which 4 666 Blacks are employed are still categorized "temporary replacements", but a senior Railways spokesman said it was doubtful whether the Railways would ever be able to fill all these positions with Whites.

The 41 grades include train drivers, crossing attendants, road transportation drivers, harbour mooring attendants, tug stokers and traction hands, just to mention a few.

The balance of the jobs are accepted graded employment and include 354 trained "coalmen", jobs formerly classified as "firemen" for Whites, with another 94 due for training on July 29

The SAR and H, besides training marshallers (shunters) in various areas, is training Black workers at centres in Germiston and Braamfontein and at the Railway College at Esselen Park for a wide variety of jobs

The Deputy Minister of Transport in 1974, Mr Hannes Rall, told Parliament that 289 Coloured people, 132 Indians and 5 709 Africans were being employed in positions formerly held by Whites

Thus in the past year there has been considerable employment of Blacks into new jobs — nearly 9 000 jobs formerly held by Whites

Details of the graded posts released to Blacks were: Artisan assistants 530, carriage wagon assistants 354, train marshallers (shunters) 4 514, track indunas (gangers) 981, and the more senior post trackmen 454, sorters in SAR and H goods yards 1 238, checkers 52, tallymen 270.

Track indunas look after the upkeep of the lines, checking the gauges and are responsible for the rebuilding of points

There are 65 coalmen (firemen) employed in the Durban Point and Bayhead areas, 54 employed in Kroonstad and Bloemfontein, 136 in the Northern Transvaal and 100 in Natal due to come off training at the end of this month

The Railways was not prepared to release details of wages for these jobs.

In August last year the Minister of Transport, Mr Lourens Muller, disclosed there were 8 635 Africans earning between R101 and R200, and 86 earning between R200 and R300, 726 Indians earning between R100 and R200, and 4 124 Coloured workers earning between R101 and R200, 89 earning between R200 and R300, and seven earning between R301 and R500

FM. 4/7/75

264

Question
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Financial Times 4/7/75

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from the Reef to many areas of the country is being disrupted and delayed" (This was subsequently denied by the SABC.)

Smith told journalists attending the seminar "No members of the TV Rental Association have employed any Post Office technicians". The Association had also found that no rental company outside the Association had employed Post Office technicians

"I'll go even further," he added "As far as we are able to discover, no TV manufacturer has employed a Post Office technician As far as the Association is able to discover other distributors and manufacturers have also refused to employ Post Office technicians"

After the seminar the Association issued a Press statement, through public relations consultants Wagner & Associates, saying that following the statements the Postmaster-General had telephoned Smith and "undertook to check whether the TV industry was stealing staff from the Post Office, and thus hampering installation of the microwave links

"Mr Rive . . promised to investigate the matter further to see whether his earlier complaints are valid," said the statement

This week, on his return from overseas, Rive said "This is an infamous lie I could hardly believe that any person in a reasonably responsible position — as presumably Mr Smith is in the OK Bazaars where he is employed — could stoop to such a level

"I have never spoken to Mr Smith in all my life and certainly never phoned him in this connection

"Let me categorically state that I have no accusation to withdraw What I said now and in the past is based not on surmises or false premises, but on facts There is also no need for me to investigate anything

"I have irrefutable proof that the TV trade — and in a few isolated cases the industry - has recruited Post Office technical and semi-technical staff (see box)"

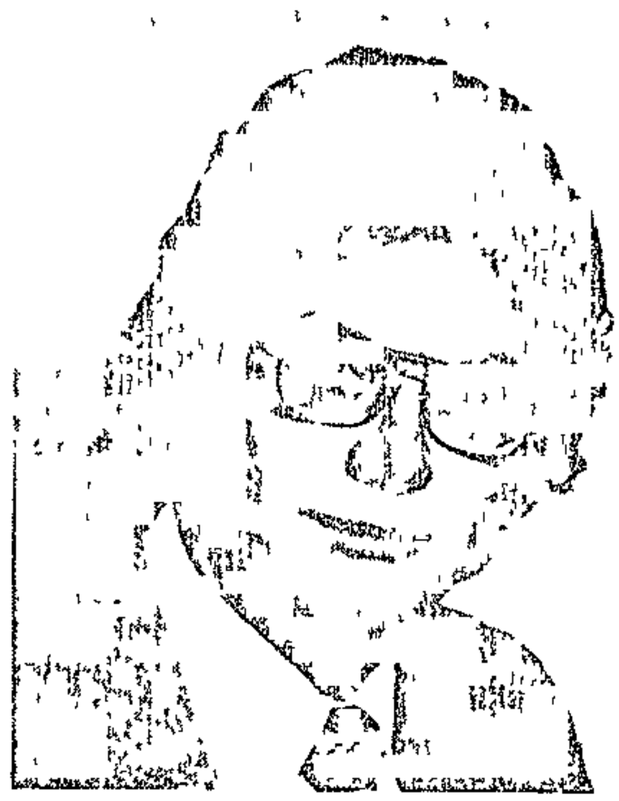
A furious Rive continued "I do not know whether Mr Smith's attacks were intended to be a publicity stunt If so, I must compliment him on his success

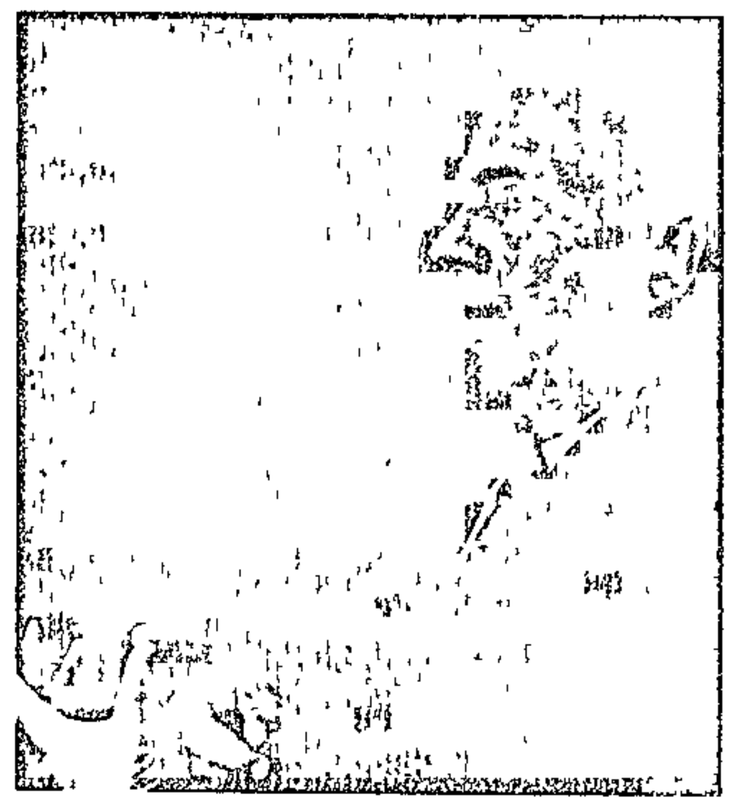
"What is not so amusing to me is that he has cast a shadow over my integrity - a quality upon which I place a very high premium"

So who made the telephone call? A mystified Barry Smith tells the *FM* "I was called around 6 pm at the hotel where the seminar was taking place Whoever I spoke to identified himself as Louis Rive and from the general conversation appeared to have considerable inside knowledge of Post Office matters"

The accusations and counter-blows will undoubtedly continue to flow with tiresome regularity Post Office technicians *are* leaving, mainly because they can earn more money elsewhere

But what all sides, including government, which has supported the Post Office with veiled threats against commerce and industry, have apparently forgotten is that in a free society all men have the right to sell their services to the highest bidder if they so wish. This applies to Post Office workers, Mr Smith at the OK and even Louis Rive, for that matter





TV's Smith and Postmaster Rive . . . an infamous lie?

RIVE'S ROLL CALL

Postmaster Louis Rive disclosed that during 1974 no fewer than 997 technical and semi-technical staff left the Post Office "The figure for the first five months of 1975 is 702 — of which 148 left at the end of May"

Rive's office also supplied the following information on "the most recent resignations by staff leaving to join the TV industry

M Scholl, pupil technician, Port Elizabeth, joined SATV (the Telefunken consortium), East London,

P N Kreuch, technician, Elliot (Cape), joined SATV;

B S Rawlson, telephone electrician, Bloemfontein, joined H Pollack (Wholesale) Ltd,

H F Barnes, senior technician, Knysna, joined Fechter & Fechter, Knysna,

C C Groenewald, telephone electrician, Malmesbury, joined Sony,

B P Whelehan, pupil technician, Cape Town, joined Chesler Cantrell Television,

W A Putter, technician, Transvaal, joined SA Philips,

C Dauncey, telephone electrician, Transvaal, joined Amsterdam TV

The Post Office supplied more names, ut was unsure of the companies which their former employees had joined, other than that the men had indicated on resignation they were going to the TV industry

UBS

Inquiry underway

The United Building Society is carrying out an investigation into the activities of certain members of its Springs branch following allegations in the *Sunday Express* that the local manager, Strydom Smit, and other employees have been involved in large scale land deals

Mr Leslie Lucas Bull, joint GM, and his team will no doubt look closely into the rumours which the *FM* finds circulating in the town that:

- Plots in the township of Welgedacht, 10 km from Springs, have been bought by branch employees at market value over the past two years and then resold at higher figures on the strength of the availability of generous bond finance. The Society's Springs branch valuations of the plots were around R2 400, yet Springs estate agents tell the *FM* that today they are having difficulty shifting similar stands in the same township at prices as low as R1 400
- The branch was also openly advertising TV sets for sale in the local Press and in the window of its offices The scheme is said to have worked like this: if a client had paid a certain amount off his bond, the Society would advance him a further R1 000 to buy a TV set from a company to which Society employees were well disposed Bond repayments would not be increased, but the bond would be stretched over a longer period

TV rental companies in the town, it is said, felt they had no hope of competing with UBS financed sets

- The Springs branch used to insist that

(266)

Natal Mercury Correspondent 12/7/75

PRETORIA—The Minister of Transport, Mr. Muller, has been asked to urgently relieve the worsening plight of about 40 000 Railway pensioners, including widows of former Railway workers.

The secretary of the SAR Pensioners' Association, Mr. R. Abbott, said in an interview yesterday that the increases in living costs during the past few years had wiped out more than a third of the buying power of the pensions.

"We have asked the Minister to take into account the hardships being suffered by pensioners because of the price spiral, hardships can only be significantly relieved by a substantia increase in pensions."

Mr. Abbott said he received letters daily from pensioners from all parts of S A. complaining about the inadequacy of their pensions and their desperate need for relief.

Pensioners were getting a two percent increase a year to compensate for CoL rises But this, Mr. Abbott said was patently inadequate when the present inflation rate of about 15 percent was taken into account.

Those in the most desperate plight were the workers who retired before December, 1973, when substantial pay increases were granted to Railway workers.

"We have asked the Minister to increase the pensions of this group by a third to bring them into line with the other pensioners," Mr. Abbott said

The former president of the Federal Consultative Council of Railway Staff Associations and of the Artisan Staff Association, Mr. J. H. Liebenberg, confirmed that the pensioners were having a desperate struggle to maintin living standards.

"When they retired many of these people were relatively well off with their pensions. During the past four or five years, however, the effective buying power of pensions has dropped by nearly 50 percent."

Mr. Liebenberg said he retired three years ago and since then his pension had been increased by R4 a month, against a rise in the consumer price index of about 30 percent.

"This country and the Government must face the situation squarely. The number of aged people is growing rapidly. The problem of the aged is probably our greatest social problem."

266

Railmen to demand CoL boost

Rand Daily Mail 29/7/75

Staff Reporter

THE country's 110 000 White Railway workers will soon demand full compensation for CoL increases since July last year unless the Minister of Transport, Mr Muller, agrees to their request for the introduction of an index-linked pay system.

The request was made to the Minister by the Federal Consultative Council of Railway Staff Associations about three months ago.

Similar requests were made to the Minister of Interior and Minister of Posts and Telegraphs by the Public Servants Association and the three post office staff associations.

The Artisan Staff Association (ASA) of the Railways which in the past has spearheaded the drive for increased earnings in the Railways, meets the Minister of Transport for routine annual talks on September 12.

This meeting will be preceded by a meeting of the ASA executive which, unless there is a positive response to the request for indexed increases, is expected to decide on wage demands which will compensate for increased living costs since July last year.

Other railway staff unions will meet the Minister during October and in November. Similar demands are expected to be made.

Railway union leaders fear that by the end of the year the Consumer Price Index will have risen by nearly 20 per cent since last July.

If railway workers are granted increases the Government would have to agree at the same time to raise the earnings of State department and post office workers.

Senior government workers in Pretoria are confident that the salary issue will be discussed at the first Cabinet meeting of the year in Pretoria on August 5.

They expect the Prime Minister to announce increases for the whole of the public sector—as he did in June last year—within the next three or four weeks.

If he does and they fall short of full compensation for the rise in the Consumer Price Index, a strong reaction can be expected from the railway unions, particularly the ASA.

The ASA's view is that it is not the function of the Prime Minister to decide on or announce increases for railway workers.

This, they say, is an issue which should be settled directly between the railway unions and the Minister of Transport.

266

SAA engineers angry over pay rise refusals

3/8/75

Express Reporter

FLIGHT engineers on South African Airways, responsible for the safety of millions of passengers each year, are angry because they are among the lowest paid airline staff and earn less than their counterparts on any other airline in the world.

The Flight Engineers' Association has been fighting SAA's administration (the controlling body of their profession) for nearly two years for higher wages.

Their representations have been turned down.

One flight engineer told me this week that the association are planning a course of action to persuade the SAA that improved wages are justified.

"If that doesn't help, some of us may resign and move to other airlines where the pay for our work is more than double what we are getting," he said.

South African Airways has about 120 flight engineers. Their average salary is about R600 monthly, plus flight pay of about R60.

Then come the deductions. The flight engineer concerned has a total of R170,20 deducted from his salary each month.

Cape Times 24/10/73

266

Coloured clippies on City trains

(2) 266

THE South African Railways this week introduced the first Coloured ticket collectors on trains running between Cape Town and Simonstown.

The men would collect and issue tickets in only the non-White compartments, the Assistant Chief Superintendent (Staff), Mr I J Nieuwoudt, said yesterday

The Coloured ticket collectors were trained in Braamfontein, Transvaal, and 40 more are expected to join the 30 on duty in Cape Town by December 1

It was planned to extend the services of the men to the Cape Flats line serving the Coloured and African townships by early next year, Mr Nieuwoudt said

The ticket collectors were not paid on the same salary scale as their White counterparts, but the SAR and H was slowly closing the gap between White and Black salaries, he said

One basic difference between White conductors and Coloured ticket collectors was that Whites were responsible for the safety of trains between stations, while the Coloured men were not, Mr Nieuwoudt said

W/E ARGUS (Bus. Argus) 30/8/75

266

Railway workers: Smile

IF YOU were working on the railways for the year ended May 1975 you can smile! You did very well for yourself in the battle against the rising cost of living and beat workers in most other occupations at increasing your wages.

Figures released by the Department of Statistics show the average wage for White workers on the South African Railways in May this year was R483,47, including overtime, an increase of 28 percent on the average wage of R377,36 earned in May 1974.

Non-White workers on the railways did even better relatively, although their wages still lag a long way behind their White colleagues. Their average wage in May 1975 was R98,47 — 34 percent up on the average of R73,49 earned in May last year.

These figures — although they include earnings from overtime, which plays a large part in most railwaymen's pay packets — reflect the hefty pay increases granted to the railways during the year.

SAR's 111 852 White workers employed in May this year earned a total of R54 294 000, compared with the total of R41 276 000 earned by 108 439 White workers in May 1974.

The greatest rate of pay increase for Black workers was in the mining and quarrying sector where in the year to March 1975 their average pay rose by 85,6 percent from R36 to R66,82 Whites in the same sector had a 13 percent increase from an average monthly pay of R530,7 to R598,10.

The cost of living rose by 13,7 percent in the year to March 1975.

After the South African Railways and Harbours, the next best sector for general pay increases was electricity. For the three months of March, April and May this year White workers in this sector earned an average wage of R554,54, an increase of 24 percent on the R447,46 earned in this period the previous year.

Coloured wages in this sector rose 33 percent from R107,61 to R143,33 over the same periods and Black wages rose 23,8 percent from R93,15 to R115,37

In construction, the White workers' average wage for March, April and May this year was R477,9, 14,2 percent up on the R418,51 earned during this period last year.

Coloured workers in construction had a 21 percent increase over these periods from an average wage of R152,44 to R184,60 and Blacks saw their wages go up by 23,3 percent from R78,86 to R97,23.

Workers in the manufacturing sector did not fare as well as the others. White workers here had an average wage of R487,6 this year, 13,5 percent up on the R429,71 earned in this period last year. For Coloured workers, the increase was one of 14,2 percent from R110,27 to R125,98 and for Blacks it was 21 percent, from R82,55 to R99,97.

In March this year the total work force in all these occupations was 2 723 997 consisting of 588,395 Whites, 308,604 Coloureds, 90 567 Asians and 1 736 431 Blacks.

In March 1974 the work force totalled 2 727 541 with 570 834 Whites, 305 577 Coloureds, 90 088 Asians and 1 761 032 Blacks.

334

2 266

(1) ~~43~~ (2) 266 (266)

Railmen's protest to Vorster

(43) (266)

Mercury Correspondent 4/9/75

PRETORIA—The Prime Minister, Mr. Vorster, will hear a protest tomorrow from representatives of 110 000 railwaymen against Iscor's control of the multi-purpose railway line now being built between Sishen and Saldanha Bay.

The Federal Consultative Council of the seven railway staff associations led by its chairman, Mr. Botha, is also expected to tell the Prime Minister that railwaymen are prepared to make the wage rise sacrifices he has demanded, but only if it can be clearly show that other sectors in the economy, including manufacturers and retailers, are exercising restraint on prices and profits.

And, according to one leading railway trade unionist, it would be unreasonable to expect to extend the freeze beyond six months.

This is why most railway unions are likely to register demands with the Minister of Transport, Mr. Louwrens Muller, for 20 percent increases to become effective from the start of the 1976-77 financial year.

It would then be 21 months since their last increase in July, 1974, during which the consumer price index will probably have risen by more than 20 percent

On the Sishen - Saldanha line issue the council is expected to tell the Prime Minister that Iscor has no legal or other right to control a multi-purpose railway line.

The council claims that three Acts of Parliament give the SAR and H the sole right to run all the country's railways.

Another objection is that an Iscor controlled line would mean costly duplication and a waste of skilled manpower.

Railwaymen point out that SAR is the only possible source of skilled railway workers, and that the shortage of trained workers will become even more serious if Iscor poaches staff from SAR.

Rail workers shrug off PM's appeal on pay

R.D.M. 11/9/75

By GERALD REILLY

THE FIRST wage demand in the public sector since the Prime Minister's appeal for a go-slow on wage increases will be made today

After a meeting this morning with the general manager of the Railways, the Artisan Staff Association executive, led by the president, Mr Jimmy Zurich, will submit a claim for increases for the 20 000 technical workers of the SAR to the Minister of Transport, Mr Louwrens Muller.

Mr Zurich says that in submitting the claim the association will take into account the Prime Minister's appeal

The Minister's reaction is likely to reveal the Cabinet's attitude to increases throughout the public sector.

This is expected to be that until the Government can measure the success of its anti-inflation campaign no increases are likely to be granted, and certainly not this year.

The railway workers have a strong claim for relief Last year they asked for an increase of 25 per cent and in July 1974 they were granted about fifteen per cent

Since then the consumer price index effectively wiped out that increase and the Artisan Staff Association claims it is back where it was before the increase

If against all the odds the Minister agrees to relief for the railway artisans, then the same relief would have to be given to the 800 White and Black public sector workers

The annual wage and salary bill for these workers is about R2 400-million — so even a 10 per cent rise would aggravate inflation to the extent of R240-million

WAGE RESTRAINT F.M. 19/9/75

266

Railmen show their hand

Prime Minister John Vorster's plea for wage restraint has been taken up by the 20 000 strong Railway Artisan Staff Association — but not without a rider that it will be paying close attention to the restraint measures taken by industry and government

Says ASA general secretary Wally Grobler "This is a holding exercise, but for restraint to work, everybody must play their part We expect business to hold the line on prices and even roll them back"

The ASA — and other unions — are anxiously awaiting the Cabinet decision on wages and prices Adds Grobler "The government's programme is yet to be really launched."

The ASA has a strong case for increased wages Its last rise was in July 1974 Since then — with a June 1974 CPI of 137,2 — the cost of living has risen 15,38% (based on a CPI of 158,3 for July 1975) Allowing for a 2% standard of living increment, the union had asked government for a 17,78% rise effective immediately

Following PM Vorster's appeal the union pared down its demand to 10% immediately with the rest later This was the package it presented to Transport Minister Louwrens Muller last week It got none of it.

The union is, however, adamant that by April next year it must have the full 18% plus an amount equal to whatever the CPI increase is in the meantime.

Grobler points out that full employment on the railways has made ASA's situation better than most unions But the union stresses that nearly 2 000 of its semi-skilled members are making less than R250/month and insists that government's austerity measures will hurt these workers hard. The average wage for union members is about R350/month.

Railmen will on wage claims

266

9/10/75

Cape Times Correspondent

PRETORIA.—The seven Railway Staff Associations were likely to make wage claims before the end of the six month anti-inflation fight the chairman of the Federal Consultative Council of Railway Staff Associations. Mr Neels Botha, said yesterday.

When the claims were made however, the unions would take into account the restraints imposed by the Government's anti-inflation programme

The administration was apparently heading for a deficit at the end of the current financial year, and during the holiday months ahead Railway revenue would dip because of loss of traffic

Mr Botha warned that if increases were delayed until the middle of next year there would probably be justification for claiming 20 percent increases

● The possibility is strong that the Minister of Finance may decide to tax married women separately from the start of the 1976-77 tax year, next March

The Government knows, it was pointed out by authorities in Pretoria yesterday, that the strongest lure to attract women back onto the labour market would be the benefits of separate taxation

In South Africa only 38 percent of married women are "economically active"

● Irvin and Johnson is cutting back on prices of frozen fish and vegetables, and has challenged other frozen food manufacturers to do the same.

A spokesman for the firm in Durban said yesterday that special offers of frozen vegetables and fish were being made through retailers He said the company had also decided to market a range of frozen peas, beans, cauliflower and brussel sprouts at approximately 30 percent lower than the planned price

Mr Jean Basson, marketing manager of Irvin and Johnson in Cape Town said the lower prices were made possible by better crops and new technique in production The most economic methods of packaging were also being used

● Table Top's marketing manager Mr Collin Callister confirmed yesterday that his company had taken up the challenge and reduced prices

● Representatives of the motor industry met the Minister of Economic Affairs Mr J C Heunis, yesterday to discuss an increase in motor vehicle prices

● The Trade Union Council of South Africa yesterday assured its 210 000 members that during the next six months it would see that commerce and industry stuck to the price restraint undertaking incorporated in the Government's anti-inflation programme.

Further reports, Pages 5 and 7

Cape Times 11/10/75

Coloured marshallers for docks

266

Cape Times Reporter

A SPOKESMAN for the SAR General Manager's office revealed in Cape Town yesterday that 30 Coloured marshallers had been appointed to Cape Town's dock area. The men started work this week after extensive training.

The positions were not new in the Railways, he said. Several Coloured train marshallers have been working at other junctions and stations, but these were the first to operate within Table Bay harbour.

"We are going to train more as the vacancies occur," he said.

The men are at present working under the supervision of White shunters.

266

SUN. TIMES (B.T.) 26/10/75

CAREERS

Lines open on SAR

THE LARGEST single employer of labour in the country is South African Railways, which embraces the airways, road transport service, oil pipelines and the commercial ports.

SAR & H has more than 112 000 Whites and about 139 000 Blacks on its payroll

A constant flow of youthful manpower is needed to help in planning and building its services

Personnel is regarded as SAR's most valuable asset, and SAR also believes that people should be employed on work suited to their particular nature and aptitude.

As a result, a lot of effort is expended on ensuring, through scientific screening by qualified industrial psychologists, that entrants are placed in accordance with their abilities.

Careers are available for partly-skilled and skilled manual workers, administrative staff and academically-qualified people on land, at sea and in the air.

SAR caters for office workers and workshop employees, for city dwellers and those who love the open spaces and to young men wishing to move around.

Salaries vary according to the nature of the work, and in certain grades incomes can be substantially augmented by incentive bonus schemes or overtime working.

Salaries of academically-qualified staff in grades such as engineer, architect, quantity surveyor, land surveyor, pharmacist, chemist, statistician and vocational officer (psychologist) are determined in accordance with the normal duration of their academic training/experience.

Ample opportunities for promotion exist

Matriculants are considered mainly for appointment as engineering assistants, draughtsmen, clerks and for apprenticeships such as communications electrician, radio communications electrician and in most trades in the airways department

A pass in maths and science is prescribed for appointment as engineering assistant, while prospective draughtsmen must have passed in maths.

Although clerks are at times appointed with a standard 8 certificate, the preference for matriculants is reflected by the higher starting salary accorded them.

Girls who are academically qualified can compete on equal terms with males for appointment as vocational officer (BA or B Com with psychology as major subject), statistician, chemist, pharmacist and flight technical officer (B Sc with either maths, applied maths or physics as major subject).

Bursaries from R1 000 to R1 200 a year are granted to selected candidates for full-time study at universities for a B Sc degree in electrical, civil or mechanical engineering, quantity surveying, architecture, building science, building technology, land surveying, metallurgy and pharmacy, and for a degree in transportation, commerce and economics, law, public adminstration, personnel management and computer science.

266

Don't lump us with the rest, railmen tell Govt.

RMD 5/11/75

Staff Reporter

THE railway trade unions would reject any Government effort to lump them with workers in other State services when cost of living relief was granted, the chairman of the Federal Consultative Council of Railway Staff Associations, Mr Neels Botha, said in Pretoria yesterday.

Mr Botha, who is also president of the Footplate Staff Association, and his executive had discussions with the Minister of Transport, Mr Louwrens Muller, last week.

"We were astounded and gravely concerned when the Minister told us last week that when relief was granted, the railway workers would be associated with all other Government workers," he said.

Mr Botha said he and other Railway union leaders regarded the move as a diminution of the independence of Railway staff associations.

"When we want relief, individual unions have always negotiated separately with the Minister of Transport. To lump us with public servants and Post Office clerks when it comes to wage increases is unacceptable".

Mr Botha warned that if the consumer price index rose significantly before the end of the anti-inflation wage-restraint commitment in April, immediate demands for relief were likely to come from Railway unions.

No wage claims were made at last week's meeting with the Minister, but it was made clear to Mr Muller that relief was desperately needed by Railway staff.

The fact that interim relief had been refused some unions would only mean bigger demands next year, Mr Botha said.

More jobs for Indians urged

Mercury 8/11/75.

Mercury Reporter

MR. J. N. REDDY, executive chairman of the South African Indian Council, yesterday called on the Government to make more jobs available to Indians.

Speaking on inflation at the SAIC's session in Durban yesterday, he said that optimum use of all manpower should be made to overcome the problem.

He said that for a start Indians should be given more posts in the Railways Administration in Durban.

Jobs in the motor industry, which were previously reserved for Whites, were now open to Indians. "But I would like to see more Indians becoming mechanics in view of the shortage of White mechanics."

He said that discrimination in pay and working conditions would not, however, be tolerated. Indians should be given due recognition for the work they are doing, he said.

Mr. S. Abraham-Mayet, a Benoni member of the Council, said that the country was going through a period of severe economic strain and the Government should take part of the blame for this.

He called on the Council to persuade the Government to abolish job reservation and insist on workers being paid the rate for the job.

(1) 470
(2) 266
(3) 472

Railway pay rises would cost R150m

Cape Times 12/11/75 (1) 266 (2) ~~226~~

Own Correspondent

PRETORIA.—Railway trade unionists claimed yesterday that increases of at least 20 percent would have to be granted to the 10 000 White railway workers, at the latest from the beginning of April next year.

The consequences, they warned, would be serious if their increases were delayed beyond this point.

In July, 1974, railway workers, with other public sector workers were given rises of between 12 and 15 percent. The railways increases amounted to R111 million a year.

On this basis the Minister of Transport, Mr Lourens Muller will have to make provision for an amount of about R150 million, if he agrees to the 20 percent increase for White and Black workers. There are 130 000 Black workers.

URGENT NEED

Earlier this week the Railways Police Staff Association met the Minister and discussed the urgent need for cost of living relief. Next week the Salaried Staff Association will have discussions, which will include pay rises, with Mr Muller.

The president of the Artisan Staff Association, Mr Jimmy Zurich, said the ASA told the Minister a month ago they expected increases of at least 20 percent from April next year.

From other railway sources it was learnt that the Rates Equalization Fund now stands at about R80 million. This is enough to absorb the expected heavy deficit for the 1975-76 financial year which could reach R40 million.

If increase of the order of 20 percent are to be granted to railway workers, the Minister will have to find the funds elsewhere and the only source is from higher rates, authorities in Pretoria claimed yesterday.

Rail unions to press for urgent increases

D.D. 1/12/75

266

PRETORIA — Pressure from the seven railway staff associations for urgent wage rises is expected to increase sharply early next year, according to leading railway trade unionists.

The president of the Artisan Staff Association, Mr J. Zurich, said wages and salaries were now buying 15 per cent less than they did in July last year when the last increases were granted.

He stressed buying power of wages was continuing to shrink by about one per cent a month

"We expect pressure to build up from the start of 1976 This is the calm before the storm. Railway workers got their bonuses last month and most would have got fat pay cheques at the end of November."

Mr Zurich warned that dissatisfaction among railway workers would become acute in the major areas and a big increase in resignations was unavoidable unless relief was granted soon

Some staff associations had already made demands The Artisan Staff Association had submitted claims for 20 per cent rises from the beginning of April

Mr Zurich said the railway unions did not want to be lumped together with State departments and post office workers when increases were granted

"We have always done our own negotiating with the Minister of Transport, and we don't want the Prime Minister, as he did last time, to include us in an across-the-board increase for the public sector."

Mr Zurich said the railway administration expected to end the financial year in March with a deficit which could be as high and even exceed R30 million

"The Minister must obviously make provision in his budget for increases amounting to more than R100 million for the 240 000 white and black railway workers."

To do this even with the support of the Rates Equalisation Fund, it would probably be necessary to raise rates selectively, Mr Zurich said. — DDC.

(1) 266

(2) ~~Manpower - Apprentices~~

(3) ~~Education - Secondary~~

JC pass 'problem for SAR'

STAR 7/1/76

Labour Reporter

Only a third of the apprentices required by the Railways would have been appointed last year if a Standard 8 pass had been the minimum entry qualification.

As it is, the Railways were unable to fill their apprentice quota of 2 896 last year. Only 1 952 apprentices joined and only 987 of these had a Standard 8 certificate with mathematics.

This is revealed in the latest edition of the journal of the Artisan Staff Association of the Railways. The details were given to the association by the Minister of Transport, Mr S L Muller, during his annual discussions with the association.

173

The Deputy Commissioner of the Railway Police, Brig [illegible] burg (left), who retires from the police [illegible] tiring railway policemen, Sgt R P Jardine of [illegible] Olivier of Alwal North, at a farewell function [illegible]

First [illegible] officer for [illegible]

EAST LONDON — The South African Railways Police's first black commissioned officer [illegible] stationed in East London.

Address by black members of the force [illegible] lieutenant [illegible] in East London [illegible] the force [illegible]

"We will have to train a man to take this responsible [illegible] soon one in a hundred though there are plenty of suitable candidates.

"The man chosen will have to write an examination similar to that written in qualifying for the non-commissioned officer ranks," Brig Lombaard said.

Though there [illegible] black [illegible] the Railway Police [illegible] the only officer [illegible] visit to the [illegible] today.

[illegible] Transkei [illegible] of the South African [illegible] along the [illegible] idea," Brig Lombaard said.

He told Railway policemen from throughout the Transkei and Border who had come to wish him well on his retirement that understanding and good rela-

"You will have many [illegible]

274

Hansard 2 col 37 2nd Feb 1976

South African Railways and Harbours Sick Fund

14 Mr I F WOOD asked the Minister of Transport

(1) What was the amount of the subsidy paid to the South African Railways and Harbours Sick Fund during 1974-'75,

(2) (a) what amount was collected during that year in respect of the levy on prescriptions and (b) what was the Railways Administration's contribution,

(3) what was the number of (a) members and (b) dependants registered in respect of the Fund

(4) whether any non-White employees are entitled to benefits, if so, how many (a) Coloureds, (b) Indians and (c) Bantu

The MINISTER OF TRANSPORT

(1) R12 412 338-57

(2) (a) R635 450-20

(b) R864 603-38

(3) (a) 99 740

(b) 351 294

(4) Yes

(a) 18 574

(b) 1 716

(c) 119 303

References.

I. This distinction has been drawn by Nathan Glazer, "The Universalisation of Ethnicity", Encounter, February I975. See also Nathan Glazer and Daniel Moynihan, Beyond the Melting Pot, 2 ed, Cambridge, Mass, I970; Nathan Glazer and Daniel P. Moynihan, Ethnicity, Cambridge, Mass., I975.

2. See, for example, Anthony Giddens, The Class Structure of Advanced Societies, London, I973.

3. Glazer, op. cit., p. I7.

4. Peter Gay, The Dilemma of Democratic Socialism, New York, I952.

5. Tom Nairn, "The Modern Janus", New Left Review, 94, November-December I975, p. 3.

6. Michael Lowy, "Marxists and the National Question", New Left Review, 96, March-April I976; see also J.P. Nettl, Rosa Luxemburg, London, Oxford University Press, 1969.

7. Lowy, op. cit.

8. [illegible] in South African Politics, I92I-I948 [illegible] nd Ethnicity I976, p. 232.

9. Lowy, op. cit.

IO. Ibid.

II. ibid.

I2. ibid.

I3. Nairn, op. cit., p. I5

I4. ibid., p. 22.

I5. Ernest Gellner, Thought and Change, London, 1964, p. 166

I6. This is the weakness of Edward Shils's view of the role of the intelligentsia in Third World states. See Edward Shils, "The Intellectuals in Political Development," Ideas Politics, XII (April 1960), reprinted in John H. Kautsky, Political Change in Underdeveloped Areas, New York, 1962.

I7. Clifford Geertz, The Interpretation of Cultures, New York, Basic Books, I973, p. I4.

I8. ibid., p. 243.

I9. ibid., p. 243.

20. Gwendolen Carter, "African concepts of Nationalism in South Africa" in Heribert Adam (ed), South Africa: Sociological Perspectives, London, Oxford University Press, I97I.

2I. This analogy has been made by Janet G. Vaillant, "Dilemmas for Anti-Western Patriotism: Slavophilism and Negritude", The Journal of Modern African Studies, I2, 3 (I974), pp. 377-393.

22. Archie Mafeje, "The Idoology of 'Tribalism'", The Journal of Modern African Studies, 9, 2 (I97I), p. 26I.

23. ibid., p. 26I.

274

Hansard 2 col 59
3/2/76

South African Railways and Harbours Police Staff

23 Mr I F WOOD asked the Minister of Transport

(1) What is the (a) authorized establishment and (b) actual strength of the South African Railways and Harbours Police in respect of (i) officers and (ii) other ranks

(2) how many men were (a) recruited and (b) discharged from the Force during the latest year for which figures are available,

(3) what is the (a) authorized and (b) actual strength of the units of the Force in the harbour areas of (i) Durban, (ii) Cape Town, (iii) Port Elizabeth and (iv) East London.

The MINISTER OF TRANSPORT:

			Whites	Non-Whites
(1)	(a)	(i)	165	—
		(ii)	3 100	2 591
	(b)	(i)	160	—
		(ii)	2 540	2 293
(2)	(a)		422	450
	(b)		318	196
(3)	(a)	(i)	167	183
		(ii)	103	10
		(iii)	111	64
		(iv)	—	—
	(b)	(i)	137	118
		(ii)	100	10
		(iii)	106	52
		(iv)	—	—

The details reflected in reply to parts (3)(a)(iii) and (b)(iii) of the Question include police staff employed at the Port Elizabeth station, airport and harbour, as there is no separate establishment for police staff in the harbour area in view of the close proximity of the station to the harbour

Concerning the reply to parts (3)(a)(iv) and (b)(iv) it should be explained that the police post at East London harbour was closed on 16 October 1973, and the staff transferred to Cambridge There is, therefore no longer a separate establishment for police staff for the East London harbour area and staff are posted daily from East London station

274

Hansard 2 col 69 3/2/76

Railway staff: Loans for homes

137 Mr T HICKMAN asked the Minister of Transport

(a) What is the amount that has been made available to Railway staff so far out of the Home-ownership Scheme with support from the Pension Fund and (b) how many members of staff were granted loans for homes

The MINISTER OF TRANSPORT

(a) R42 8 million for the purchase of houses and R2 million for extensions to existing houses as well as to supplement loans granted under the House Ownership Scheme (100 per cent)

(b) To purchase houses- 2 240 servants
For extensions and to supplement loans granted under the House Ownership Scheme (100 per cent) —978 servants

DD 5/2/76

Bus men on

EAST LONDON — Police armed with rifles and submachine-guns, and accompanied by dogs, yesterday ordered strik outside the premises of the Ciskei Transport Corporatio disperse — or force would be used.

Drivers and maintenance staff struck after a liaison committee member, Mr Michael Ngesman, was dismissed

Representatives of the 300 drivers and 150 maintenance staff asked the police officer in charge, Col G J Odendaal, to arrange a meeting with the CTC general manager, Mr H J Smal

They said Mr Ngesman had been elected by them to the liaison committee, and they therefore wished to discuss his dismissal. Mr Ngesman had alleged he had been dismissed because of his refusal to sign a new wage agreement between the CTC and maintenance staff

Col Odendaal told a former liaison committee member, Mr I Mxo "We want you all to disperse If you do not listen to the police it will be necessary for me to take further action and send my men in to disperse you

"We have to do something about the strike as it is forbidden If you have not dispersed in 15 minutes my men will deal with you

Col Odendaal then told the strikers the CTC service was vital to thousands of workers in East London He appealed to them to return to work

Mr Mxo asked Col Odendaal to fetch the general manager, Mr Smal, so that the strikers could talk publicly and in the presence of Mr Ngesman

The strikers then called on Mr Ngesman to give Mr Smal his version of what had happened.

Mr Ngesman said. "The management of CTC called all the liaison committee members together and told us there would be no wage increase for all maintenance staff until 1977."

Mr Ngesman said he reported back to the staff. The wage agreement was rejected

"The general manager told all the liaison committee members they had to sign the agreement.

"Four of us refused to sign" Mr Ngesman said.

"The general manager told us those who refused to sign would be dismissed, and he did."

Mr Ngesman again refused to sign Another meeting was held in the presence of a Labour Department official: again the agreement was rejected.

The official, a Mr Brand, "told us we would not get any privileges at all. Instead of three weeks' leave we would now only get two weeks.

"Mr Smal then summoned me on Monday morning and told me I had been dismissed because I had refused to sign the agreement," Mr Ngesman told the strikers.

The Labour Department was again called in after the strike — initially only of maintenance staff — had started.

Mr Ngesman said Smal offered to re-e him, but only as a employee" and a Reeston depot, inste at Braelyn He woul lose his position o liaison committee

"That is the reaso the strike started ag the maintenance staf Ngesman said

After Mr Ng finished addressin strikers, Mr Smal them "There is n agreement, or document that has signed by the members"

Asked about Mr man's dismissal, Mr said there was a reason."

"He has however re-employed, but as dismissed he would as a new employe would get the same he had been paid

"We have even to pay him for yo although he was work," Mr Smal said

Mr Ngesman late "We will contin strike" — UDR

Extra trains, page 2
Pictures page 11.

DD 5/2/76

Trains provide extra services

EAST LONDON — The total lack of buses to bring black workers to East London has only caused delays of "a few minutes."

This was said by the Railways Operating Superintendent, Mr D J. Burger, yesterday. An extra three trains, to carry 2 400 more passengers, were run last night to replace the strike-hit bus service Two or three extra trains would be run this morning, Mr Burger said

Extra railways staff had been provided, and Mr Burger said that even if black workers were delayed by having to use trains instead of buses, they would only be held up for "a few minutes"

He did not expect staff problems on the railways or at the East London harbour, as most workers used the trains normally

However, many industries felt the effects of the strike when workers — especially those on afternoon shifts — were late or did not arrive

The chairman of the East London Chamber of Industries, Mr R. Recsei, said the strike would cause hardship to workers having to pay more for taxi and train fares

"It is a bad advertisement for the Border area as far as attracting industry is concerned," Mr Recsei said

The chairman of the Chamber of Commerce, Mr T S Peters, was concerned the strike could affect the harbour, which he said was vital to all.

Many employers are transporting their own staff Most are using methods introduced during the 1974-75 bus boycott

Mr A Wilson, the production manager of Chlorine & West Bath firm employing about 700 Mdantsane workers, said his firm had arranged with the Railways for transport Nevertheless there had been disruptions which he expected would continue today.

"Last time the bus service was disrupted we lost about R225 000 in lost production, late deliveries, penalty clauses and loss of sales, and we will have to continue to provide transport and to assist our workers."

Mr Botha confirmed in Cape Town yesterday that South Africa was holding various points in Angola

foreign news media.

274

Hansard 3 col 126 9/2/76

Porters at main railway stations

118 Mr. L F WOOD asked the Minister of Transport

(1) Whether porters are provided at the various main railway stations, if so, (a) what race groups are employed and (b) at which stations, respectively,

(2) whether all porters are authorized to assist members of all race groups; if not, what restrictions apply

The MINISTER OF TRANSPORT:

(1) Yes

(a) Whites, Coloureds, Indians and Bantu

(b) Whites Cape Town, Bellville, Beaufort West, Huguenot, Stellenbosch, Paarl, Wellington, Worcester, De Aar, Kimberley, Klerksdorp, Port Elizabeth, Grahamstown, East London, Bloemfontein, Kroonstad, Bethlehem, Durban, Pietermaritzburg, Ladysmith (N), Johannesburg, Germiston, Springs, Krugersdorp, Vereeniging, Pretoria and Pietersburg.

Coloureds Cape Town, Table Bay Harbour, Bellville, De Aar, Port Elizabeth and Johannesburg

Indians Durban

Bantu Durban, Pietermaritzburg, Johannesburg, Germiston, Pretoria and Windhoek

(2) White porters attend to White passengers only. Non-White porters, irrespective of race serve non-White passengers only, except at Table Bay Harbour where Coloured porters serve passengers of all race groups and at Windhoek where Bantu porters assist White passengers only At the stations mentioned above where non-White porters are not available to serve non-White passengers, non-White labourers attending to guard's vans are available, at request, to assist non-White passengers with their luggage.

274

Hansard 3 col 126 9/2/76

X)

S.A. Railway Police Force: Salary scales

125 Mr L. F WOOD asked the Minister of Transport:

(1) What are the present salary scales in respect of (a) lieutenants, (b) captains, (c) majors, (d) lieutenant-colonels and (e) colonels in the South African Railway Police Force;

(2) (a) which of these ranks are subject to an increment and (b) what is the extent and maximum term in respect of the increment;

(3) whether any members of the Railway Police establishment receive overtime pay in respect of services rendered outside normal duty hours, if so, (a) which ranks and (b) at what rate per hour in each case.

The MINISTER OF TRANSPORT

(1) (a) R6 840—R7 200 per annum

(b) R7 560—R7 920 per annum.

(c) R8 400—R9 000 per annum

(d) R9 300—R9 900 per annum

(e) R10 200—R10 800 per annum

(2) (a) All these ranks

(b) Lieutenant and captain: One increment of R360 after 12 months on the minimum salary.

Major, lieutenant-colonel and colonel One increment of R600 after 12 months on the minimum salary.

(3) Yes. (a) and (b) The hourly overtime and Sunday time rates for White police staff vary according to their salary and are as follows:

Rank	Overtime	Sunday time
Constable	132,50c to 292,50c	172,50c to 385,00c
Sergeant	312,50c to 330,00c	407,50c to 432,50c
Warrant Officer	352,50c to 372,50c	462,50c to 490,00c
Lieutenant	417,50c to 440,00c	547,50c to 577,50c
Captain	462,50c to 482,50c	605,00c to 635,00c

Non-White police staff are paid a monthly allowance to compensate them for overtime, Sunday time and time worked on paid public holidays The allowance also varies according to their rate of pay and is as follows

Rank	Minimum	Maximum
Constable	R22-50	R39-00
Sergeant, Class II	R29-00	R45-50
Sergeant, Class I	R34-00	R50-50
Warrant Officer	R39-00	R56-00

274

Hansard 3 col 132 9/2/76

Improved pensions for S.A. Railways and Harbours pensions

178 Mr L F. WOOD asked the Minister of Transport:

Whether he intends to take steps to improve the rates of pension of older South African Railways and Harbours pensioners who retired prior to 1 December 1973, if so, what steps, if not, why not

The MINISTER OF TRANSPORT:

No The possibility of improving the pension benefits of those pensioners who retired from the Service prior to 1 December 1973, has been considered on several occasions by the Joint Committee on Pension Matters The Committee could find no justification to do so as the pension benefits for the aforementioned annuitants had been increased not only by 2 per cent annually, but also by 10 per cent on 1 April 1959, 10 per cent on 1 April 1969, 15 per cent on 1 April 1971, 10 per cent on 1 April 1973 and 10 per cent with effect from 1 July 1974

In order to introduce the improved benefits with effect from 1 December 1973, increased contributions had to be made by members of the Superannuation Fund who were still in the Service at that time. Therefore, only those members making the higher contributions qualify for such improved benefits Furthermore, it is customary that when improvements of service or pension benefits are introduced, such benefits become operative from a specific date and servants who left the Service prior to that date cannot benefit therefrom.

(1) 266

(2) Monopoly - Tariff

Black step-up boosts saving

9/2/76

STAR

New training schemes for 16 000 Africans, Indians and Coloured staff holding jobs previously done by Whites are on the way as part of the country's anti-inflation measures.

A statement by South African Railways includes references to training for Black employees in a programme designed to improve productivity.

The anti-inflation programme covers the South African Airways, administration of petroleum pipelines, departmental road transport services and ancillary services of SAR.

Anti-inflation steps include:

- Curtailment of uneconomical services with, where possible, more economic alternative transport methods.
- Promotion of productivity including improved and simplified methods.
- Energy conservation, with, where justified, gas steam and electricity replacing oil-burning systems, and aircraft continuing to operate at more economical altitudes and speeds.

PRICE INDEX

- The railways insisting on using only non-inflationary indices where tender prices are subject to escalation. This means using a consumers' price index rather than a wage index in the case of labour costs.

And when increases are claimed the supplier will be asked to indicate what discount is being allowed in terms of the anti-inflation manifesto.

In one purchase of electric locomotives, the railways disclosed, this appeal earned a discount of more than R1-million.

TYPE OF FARM EMPLOYEE - DOMESTIC RACE - AFRICAN YEAR - 1972/73

AVERAGE MONTHLY TOTAL WAGE FOR ALL ECONOMIC REGIONS =R 13.74

DEVIATIONS FROM AVERAGE MONTHLY TOTAL WAGE BY ECONOMIC REGION

EC REGION	1	2	3	4	5	6	7	8	9	10	11	12
DEVIATION	29.42	2.09	11.70	15.80	16.07	5.94	-1.20	5.66	-1.75	-.90	-1.76	-1.41
EC REGION	13	14	15	16	17	18	19	20	21	22	23	24
DEVIATION	-3.90	-2.45	-2.53	-1.74	-3.24	-3.38	-3.34	-2.58	-5.71	-4.00	-3.70	2.68
EC REGION	25	26	27	28	29	30	31	32	33	34	35	36
DEVIATION	1.29	-.52	-1.49	[illegible]	[illegible]	[illegible]	[illegible]	4.94	-.98	.84	-1.86	9.43
EC REGION	37	38	39	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	45	46	47	48
DEVIATION	6.76	8.18	5.1[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	.73	-1.85	-4.92	-2.35
EC REGION	49	50	51	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	57	58	59	60
DEVIATION	-4.2[illegible]	-7.66	-6.0[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	-6.48	-5.29	-6.33	-4.59

Hansard 4 col 284 19/2/76

274

TYPE OF FARM EMPLOYEE - DOMESTIC YEAR - 1972/73

AVERAGE MONTHLY CASH WAGE FOR AL[illegible]

DEVIATIONS FROM AVERAGE MONTHLY [illegible]

EC REGION	1	2	3	[illegible]	[illegible]	[illegible]	[illegible]	8	9	10	11	12
DEVIATION	20.25	-2.18	7.1[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible].06	-.62	.70	-3.39	-1.92
EC REGION	13	14	15	16	17	18	19	20	21	22	23	24
DEVIATION	-3.97	-2.92	-3.02	-1.71	-2.88	-3.01	-3.70	-2.26	-5.55	-4.06	-3.73	3.39
EC REGION	25	26	27	28	29	30	31	32	33	34	35	36
DEVIATION	1.83	.14	-1.09	1.90	5.08	3.82	7.53	-3.51	-.17	1.20	-.63	7.98
EC REGION	37	38	39	40	41	42	43	44	45	46	47	48
DEVIATION	5.03	7.22	4.06	-.40	-.39	-3.08	3.96	-.87	1.39	-.84	-3.47	-1.75
EC REGION	49	50	51	52	53	54	55	56	57	58	59	60
DEVIATION	-2.59	-5.68	-4.37	-4.42	-5.94	-5.27	-5.67	-5.99	-5.70	-4.22	-4.97	-2.88

Railway pensions

318. Mr G. N OLDFIELD asked the Minister of Transport

(1) (a) How many persons are at present receiving Railway pension benefits and (b) how many are (i) former South African Railway employees and (ii) widows,

(2) (a) how many Railway pensioners were receiving benefits as at 1 December 1973 and (b) how many were awarded pensions after that date

The MINISTER OF TRANSPORT

(1) (a) 58 009.

(b) (i) 39 861

(ii) 18 148.

(2) (a) 52 126.

(b) 12 178

Details in respect of parts (1) and (2)(b) of the question are furnished as at 31 January 1976

266

RDM 22/2/76

Railmen prepare for showdown over pay

22/2/76 RDM

Staff Reporter.

THE Federal Consultative Council of Railway Staff Associations will meet on March 2 to prepare for a showdown meeting with the Minister of Transport, Mr Louwrens Muller, over wage increases

Details of and motivation for the pay claims will be discussed.

Senior public servants believe the question of wage increases throughout the public sector is now being studied by the Cabinet They point out that it is unlikely that one segment will be granted increases in isolation

The last increases were in July, 1974, and these applied to State and Provincial departments as well as the Post Office and Railways

Although the Government knows that increases would be highly inflationary, and would constitute a setback for the anti-inflation campaign, the claims of the staff associations are undeniably strong, and can hardly be ignored.

Railways pay rise possible

25/2/76 DD.

266

CAPE TOWN — Wage increases for many thousands of railwaymen may be announced by the Minister of Transport, Mr S. L. Muller, next week.

The minister said in the House of Assembly yesterday that possible wage increases would be discussed in his budget speech, to be delivered on Wednesday, March 3.

He said this when he refused to reply to a question tabled by Mr H. H. Schwarz (PRP, Yeoville) who had asked him whether he was considering wage increases for the staff of the South African Railways and Harbours. Mr Schwarz also wanted to know when the increases were to be announced if they were to be granted.

Replying, the minister said this and other issues raised by Mr Schwarz would be dealt with during his budget speech next week.

Mr Schwarz had also asked if there was a deficit on the South African Railways and Harbours budget for the current financial year, whether railway tariffs were to be increased, and whether the increases would be announced prior to the railway budget.

In another question by Mr Schwarz, the Minister of Posts and Telegraphs, Sen J. P. van der Spuy, said the Government was sympathetically disposed to the needs of post staff when considering wage increases.

"The question of the proper time for financial relief under prevailing circumstances is continually borne in mind. An announcement on the matter will be made when the time for it is considered opportune," Sen Van der Spuy said. — PC.

274

Hans 6 2/3/76

Railways and Harbours Administration: Staff

376 Mr T HICKMAN asked the Minister of Transport †

(1) (a) How many (i) Whites and (ii) non-Whites were employed by the Railways and Harbours Administration during the year ended March 1975 and (b) what was the remuneration, excluding overtime, which was paid to each group in that year,

(2) what amount did the Administration pay to (a) White and (b) non-White staff in respect of overtime in that year

The MINISTER OF TRANSPORT

(1) (a) (i) 111 120

(ii) 133 811

(b) (i) R470 496 393

(ii) R117 575 441

(2) (a) R72 712 761

(b) R11 493 689

CAPE TIMES 4/3/76

(1) 266
(2) 284

Benefit society 'still economically viable'

Staff Reporter

THE ORANJE BENEFIT SOCIETY, which controls the monies of between 25 000 and 30 000 railway employees, was "most definitely" still in an economically viable position, a chartered accountant told the Supreme Court Cape Town, yesterday

Mr Julius Zabow was giving evidence at the trial of Albertus Wynand Gideon Heydenrych, the former general secretary of the society, and Mr Jan Antoon Brandt, the former chairman, who both pleaded not guilty last week to eight counts of fraud involving more than R1m

The State alleges that the men assisted a Paarl business man, Mr Leonard John Grundlingh, in raising loans totalling R1 066 527,70 by binding the Oranje Benefit Society as a guarantor for the repayment of the loans and the relevant finance charges, while they were not authorized to act in this way

Mr Zabow, a chartered accountant in the firm of the society's auditors, H Tanley and Company, said that he was disturbed when he read the minutes of the society's executive committee meeting held on July 27, 1971

The society was not authorized to issue guarantees and there had been no authorization for a R317 000 loan from the society to Mr Grundlingh, as there was "nothing in it" for the society

When he questioned Mr Heydenrych about this, he did not receive satisfactory answers

Mr Zabow said that the chief purpose of the Oranje Benefit Society was to meet the benefits to which its members were entitled.

It controlled the monies of between 25 000 and 30 000 members and offered sickness, death and gratuity benefits

"Some of this money is used to pay widows and orphans"

Mr Zabow said that the nett asset value of the society, without providing for the guarantees issued by the accused, was R4 743 000 at the end of 1971

The case continues today

Mr Justice Diemont sat with two assessors, Mr J G Smit and Mr C H van Gend Mr F W Kahn SC, assisted by Mr D Uys, appeared for the State Mr Heydenrych and Mr Brandt were not represented

DD 9/3/76

Are blacks more productive?—MP

CAPE TOWN — Is it the view of the Minister of Transport, Mr S. L. Muller, that blacks are more productive than whites

This potentially explosive question was posed yesterday during the Railway Budget debate by the Progressive Reform Party's Mr Rupert Lorimer.

But an obviously embarrassed Mr Muller would not reply, despite Mr Lorimer repeating the question a number of times.

To support his question, Mr Lorimer quoted both in English and Afrikaans a reply given by Mr Muller to a formal question on February 27. It read:

"Non-whites are employed in positions previously occupied by whites, but for which white labour is no longer available, with resultant higher productivity."

What did the minister mean by this? Was he saying that blacks were more productive than whites? Or was he saying that because he paid blacks less he got more for his money? Was it just a simple matter of exploitation and discrimination?

Mr Muller remained silent while Mr Lorimer posed the question. Mr Lorimer thought the Railway Staff Association and the public needed an explanation.

"We in these benches," said Mr Lorimer, "are not prepared to accept the implied contention that blacks are more productive than whites, nor are we prepared to accept that productivity increases when you exploit people." — PC.

266

TABLE 11: DEVIATIONS FROM AVERAGE MONTHLY WAGE (TOTAL, CASH AND KIND) BY TYPE OF FARM EMPLOYEE, RACE AND ECONOMIC REGION - 1972/73

TYPE OF FARM EMPLOYEE - REGULAR RACE - AFRICAN YEAR - 1972/73

AVERAGE MONTHLY TOTAL WAGE FOR ALL ECONOMIC REGIONS =R 20.82

DEVIATIONS FROM AVERAGE MONTHLY TOTAL WAGE BY ECONOMIC REGION

EC REGION	1	2	3	4	5	6	7	8	9	10	11	12
DEVIATION	17.82	7.75	4.94	10.06	7.56	8.09	2.93	10.92	1.09	1.86	9.40	11.45
EC REGION	13	14	15	16	17	18	19	20	21	22	23	24
DEVIATION	3.59	6.37	6.50	-.72	-2.47	-3.88	-5.06	-4.10	-4.27	-7.04	-5.34	2.29
EC REGION	25	26	27	28	29	30	31	32	33	34	35	36
DEVIATION	-2.96	-3.04	-1.10	-3.67	.30	-.51	-2.11	-6.77	-5.12	1.08	-.05	15.10
EC REGION	37	38	39	40	41	42	43	44	45	46	47	48
DEVIATION	-.17	5.21	3.49	-3.05	-3.04	-5.10	-2.35	-2.28	-6.59	-6.25	-2.33	-2.45
EC REGION	49	50	51	52	53	54	55	56	57	58	59	60
DEVIATION	-2.57	-2.58	-2.77	.20	-4.01	-6.55	-4.89	-4.19	-8.00	-5.46	-4.36	-.80

Hansard 7 col 520 4/3/76

274

TYPE OF FARM EMPLOYEE - REGULAR YEAR - 1972/73

AVERAGE MONTHLY CASH WAGE FOR ALL ECON

DEVIATIONS FROM AVERAGE MONTHLY CASH

EC REGION	1	2	3	8	9	10	11	12
DEVIATION	17.19	7.06	7.32	8	4.09	5.12	5.58	6.37
EC REGION	13	14	15		21	22	23	24
DEVIATION	-.73	2.63	4.76		-6.82	-6.72	-6.48	3.15
EC REGION	25	26	27		33	34	35	36
DEVIATION	-1.43	-1.25	-1.52	-	-3.52	3.26	.36	17.27
EC REGION	37	38	39	40	45	46	47	48
DEVIATION	.63	6.15	4.73	-1.99	-4.03	-4.44	-2.99	-3.33
EC REGION	49	50	51	52	57	58	59	60
DEVIATION	-2.37	-5.18	-3.72	-4.13	-8.28	-5.99	-5.82	-4.21

Posts for Whites/non-Whites

476 Mr I ARONSON asked the Minister of Transport

(1) (a) How many posts were previously filled exclusively by White employees of the South African Railways and Harbours Administration are now occupied by non-Whites and (b) how many non-Whites are employed in such positions

(2) whether he is considering the employment of non-Whites in positions at present held by Whites if so, in which positions

The MINISTER OF TRANSPORT

(1) (a) 16 661

(b) 16 661

(2) Yes

Tractor, class 2
Brushhand class 2
Operator (plant) class 2
Trade hand (unclassified)
Driver (departmental) class 1
Nimbertaker
Washoutman

266

WM 11/3/76.

Govt flayed over rail pensions

ORMANDE POLLOK
Political Correspondent

CAPE TOWN — United Party MPs yesterday slammed the Government for ignoring the needs of Railway pensioners in the latest budget

Mr. Vause Raw, the UP's chief transport spokesman, and Mr Dutchie van Coller, MP for South Coast, both pleaded the case for pensioners who were being paid in terms of the pension scheme operating before 1972

Mr. Raw said that it was a disgrace that they had been ignored in the latest Railway Budget because it was impossible for them to exist on their pensions

Mr van Coller said that it appeared that this large body of former railwaymen had been "committed to the scrap yard"

These people were in a "never, never land, living day by day and hand to mouth," said Mr Raw

They had not been part of the rationalisation programme It was disgraceful that there had been no assistance for them

Mr Louwrens Muller, the Minister of Transport, had complained about increasing costs and inflation

"But he takes money from the rail user and forgets about the people who spent a lifetime working for the Railways," Mr. Raw said.

Mr. van Coller said that the situation was generating "bitter resentment"

Why could not the pre-1972 pensioners enjoy the same benefits as other pensioners under the new scheme. They had made more sacrifices if they had not paid the same amount of money because salaries were higher today.

(1) Social Sec - Pensions

(2) 266

Ex-secretary 'dishonest'

A CAPE TOWN Supreme Court judge yesterday told the former general secretary of the Oranje Benefit Society that he had led his committee along with "blatant dishonesty"

"They were just eating out of your hand," Mr Justice Diemont told Mr Albertus Wynand Gideon Heydenrych

Mr Heydenrych and the former chairman of the society, Mr Jan Antoon Brandt, face eight counts of fraud involving more than R1 million

Evidence was that the men signed unconditional guarantees on behalf of the society, enabling a Paarl business man, Mr John Leonard Grundlingh to raise loans for a property development project In terms of the Friendly Societies Act they were not authorized to act in this way

Yesterday Mr Heydenrych admitted that they had risked R700 000 by placing faith in Grundlingh's scheme and issuing the guarantees

"We did not think we were being over-friendly to Grundlingh — we regarded it as an investment for the society for the future"

Mr Justice Diemont: "It wasn't an investment — it was a hope You just incurred liabilities"

In a letter to the Trust Bank, dated February 1, 1972, Mr Heydenrych quoted a minute of February 3, 1971, in which the society's executive committee approved the pledging of R285 000 of the society's Escom stocks to the Trust Bank in return for a loan of R275 000

The meeting was in fact held on February 3, 1972, and the "resolution" was taken before the meeting took place

Questioned about the "bogus" minutes, Mr Heydenrych said that the discrepancy in dates was a "typing error".

"It is blatant dishonesty. It just proves that you led the committee along — they were eating out of your hand," Mr Justice Diemont said.

Giving evidence in his defence yesterday, the former chairman of the society, Mr Brandt, said "I played an unknowing part in the transactions.

"I never influenced the committee and only signed these guarantees on the instructions of the committee"

The case continues on March 23

Fraud committed, says secretary

Cape Times 19/3/76

Staff Reporter

THE FORMER general secretary of the Oranje Benefit Society said in the Supreme Court, Cape Town, yesterday that he had committed fraud in signing a document binding the society as guarantor for the repayment of a R½-million loan.

Earlier Mr Albertus Wynand Gideon Heydenrych had told Mr Justice Diemont that "there was no fraud and an unfortunate set of circumstances led to the position I am now in."

Mr Heydenrych and the former chairman of the society, Mr Jan Antoon Brandt, face eight counts of fraud involving more than R1 million They have pleaded not guilty

The State alleges that the men assisted a Paarl business man, Mr John Leonard Grundlingh, in raising loans totalling R1 066 527,70 by binding the society as guarantor, when they were not authorized to act in this way

(Cont. See Pensions.)

(2) 266

SATISFIED

Giving evidence for the first time yesterday, Mr Heydenrych said that at the time of the issuing of the guarantees, excluding the guarantee for a loan of R550 000 from the Central Merchant Bank, he was quite satisfied that such guarantees were within the powers of the society

He and Mr Brandt signed — guarantees, says at present an Mozambique,

There were no Cubans

as in our country, should not be regarded a related to the Zimbabwe (Rhodesia) struggle"

Asked about unconfirmed reports of heavy weapons deliveries to Mozambique, he replied "So far now we don't know about heavy weapons from outside countries, but we would not actually forbid the people of Zimbabwe from receiving help from any country but what is said about interference of Cuba and the Soviet Union is just complete nonsense."

(1) 312 = General

(2) 266

Fined for sending secrets to Zambia

Staff Reporter

A SOUTH African railways ticket examiner — convicted on a charge under the Official Secrets Act — had intended to get outside aid against South African military installations, a Johannesburg magistrate found yesterday

The examiner, Bethuel Cokile, 41, was sentenced to a R300 fine or six month jail

Cokile had pleaded not guilty He told the court that sketches of the Zeerust military base and the Ottoshoop radar installation — which he had made and handed to the Zambian Embassy in Botswana — had been intended as a bluff

The State alleged that during November 1973 Cokile took Mr Louis Mbangi to the base and the installation and ordered him to make sketches of them It was also alleged that the sketches were later handed to an official of the Zambian Embassy in Botswana

Cokile had therefore published sketches of munitions of war prejudicial to the safety and interest of the Republic of South Africa, it was alleged.

Commander A Snyman of the Zeerust military base and Major D du Toit commanding officer of the Ottoshoop radar station, told the court the two sketches were reasonably accurate Entrance to the installation and the base was restricted, they said

Cokile admitted he asked Mr Mbangi to make the sketches He gave them to a Mr Seloyi who handed them to the Zambian Embassy It was intended as a bluff, he said

Mr Seloyi wanted to get money from them to start a business The Zambian officials did not accept the sketches and he did not know if they ever paid Mr Seloyi any money, he said

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(266) (266)

16 000 Non-Whites are employed by South African Railways in jobs traditionally occupied by Whites. Not bound by the Industrial Conciliation Act and its job reservation restrictions, the Railways has embarked on an extensive Black advancement programme. It has trained Non-Whites in a variety of jobs, such as artisan assistant, shunter, fireman, ticket collector and lorry driver.

The process began in 1957 when — in line with SAR's policy of serving Non-Whites by their own people — the first Non-Whites were employed as ticket clerks and barrier attendants in their own areas and in the Non-White sections of large stations such as Johannesburg

But it is only in the 1970's that spectacular progress has been made in the use of Non-Whites to do a variety of semi-skilled jobs Much of the credit goes to Kobus Loubser, SAR general manager since mid-1970 At the time of his appointment, he said, "I am not prepared to discuss the introduction of Non-Whites in political terms To me it's a question of evolution which can only be approached with the support of the unions The White trade unionist, fighting for what he sees as survival, must be brought to understand that there simply aren't enough Whites to do a given job "

Shortages of skilled Whites have been the motivating force behind the advancement of Blacks into graded jobs — with certain guarantees agreed by the SAR and its seven White staff associations For example, there may be no mixed working and no White may lose his job to make way for a Non-White

Koos Verster, assistant general manager — staff, accepts that Black advancement is "a very delicate subject as far as the staff associations are concerned " He gestures towards the conference table in his office "Nevertheless, we have around this table reached agreement with the various associations whenever we planned to undertake replacements in their areas "

The staff associations represent the 112 000 Whites employed by the Railways out of its total staff of 250 000 The main vehicle for negotiations between these unions and Railway management has been the Work Allocation Committee, formed in 1962

Union involvement

The Committee meets under the chairmanship of the assistant general manager — staff, (Koos Verster), and consists of the chief superintendent — staff (Jannie Venter) and representatives of the department and the staff association concerned with the grade of work under discussion

Management submits proposals to the Committee for investigation before a meeting For example, in Pretoria, there may be a shortage of trade hands in a specific job and management may recommend that it be done by Non-Whites The union then investigates the accuracy and acceptability of the management submission

Dr Dirk Coetsee, deputy general manager, emphasises that whenever a new scheme is introduced, the staff association concerned takes an active part in its implementation "This modus operandi has allayed any fear or resistance on the part of the staff," he says Verster adds, "We don't move in any direction without the close collaboration of the staff associations They have come to realise that we have no option but to use Non-Whites It's in our interest as a State commercial undertaking as well as in the public interest to

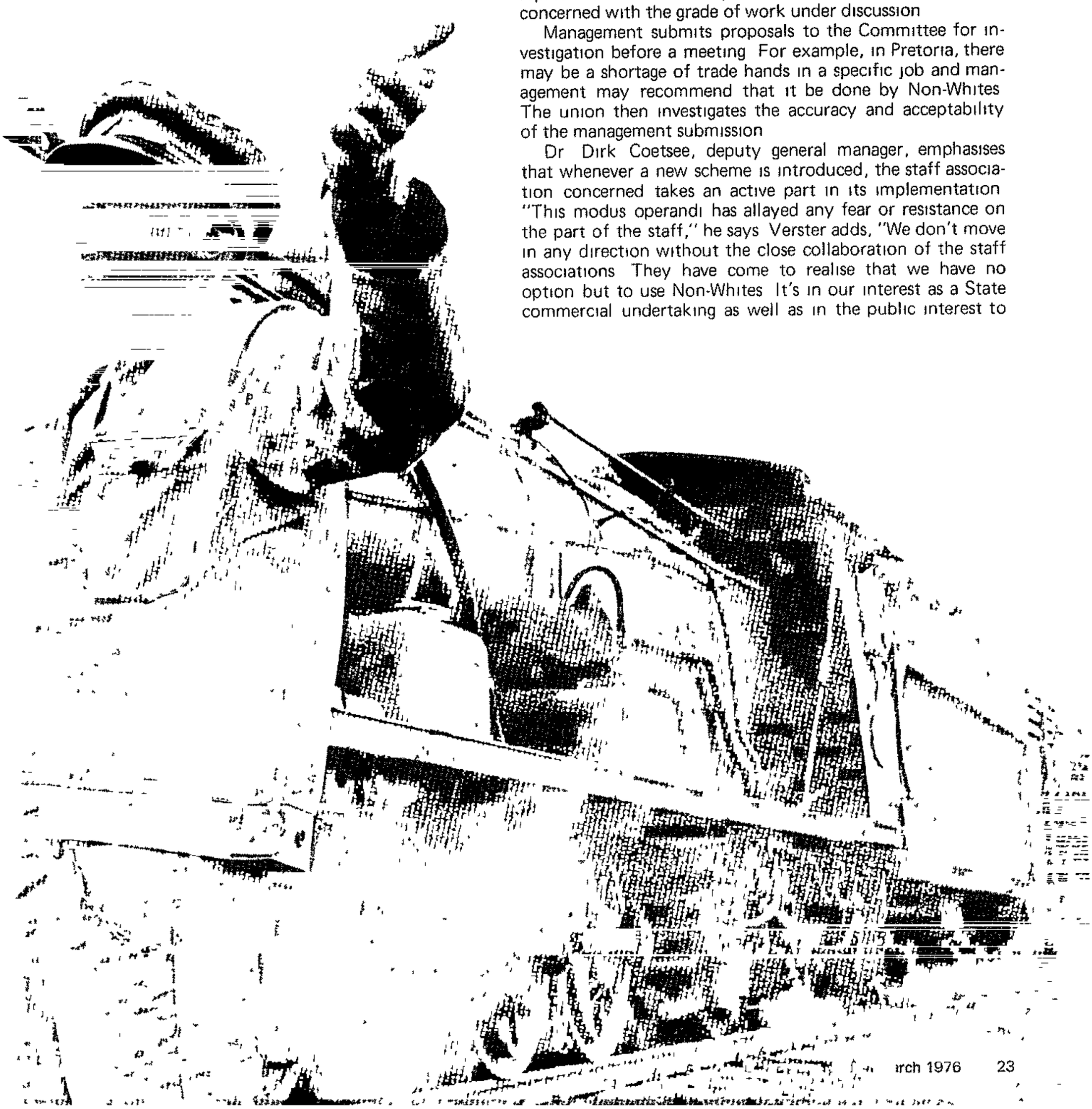
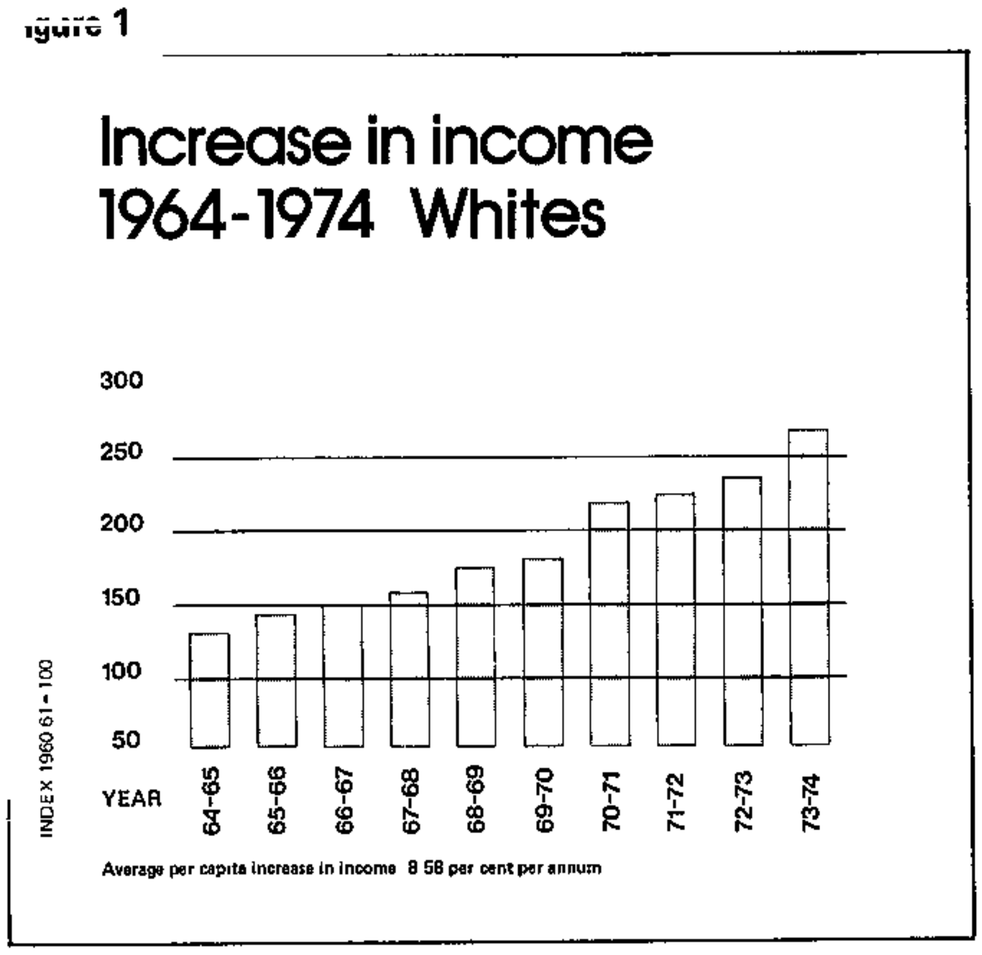


Figure 1



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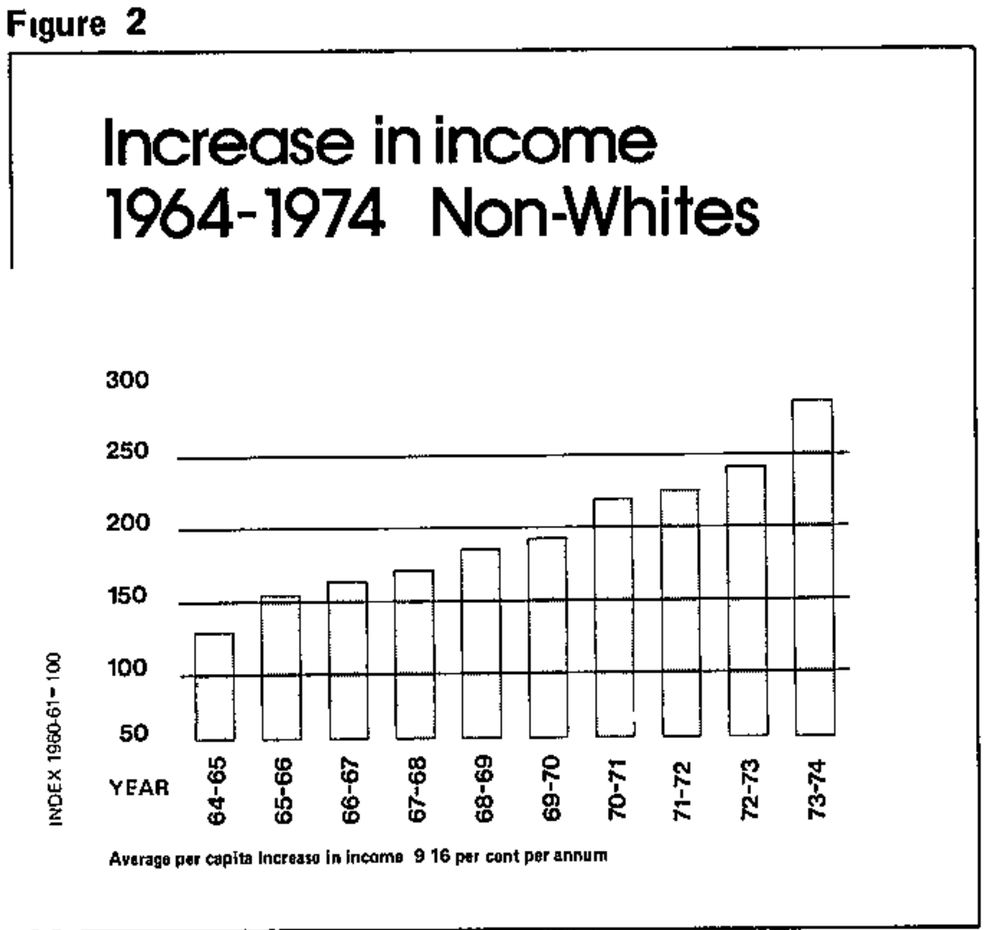
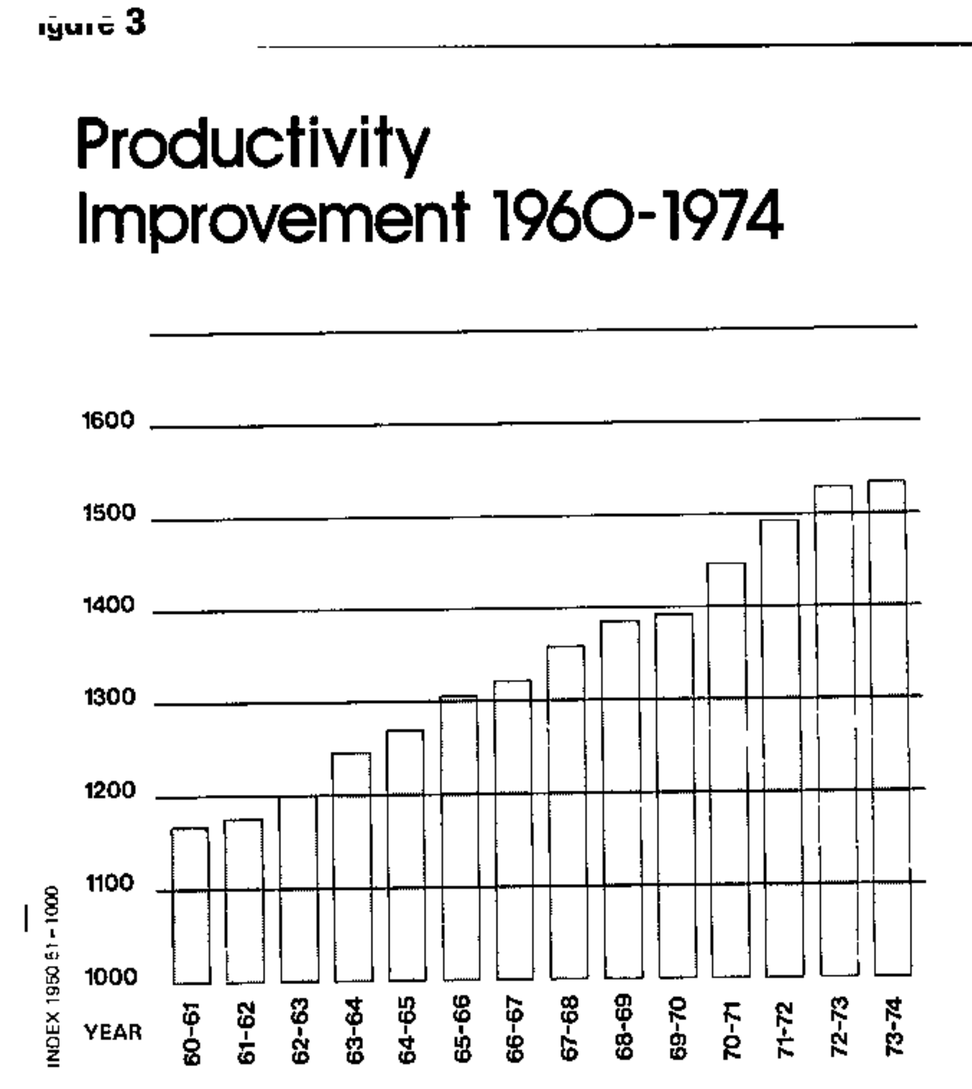


Figure 3



AR Annual Report, 1973/74

do this It's the only way to keep the wheels turning"

The schemes are generally introduced on a geographical basis, depending on the availability of Whites in that area "Our main difficulty," says Verster, "has been in the Transvaal and Natal, where we have to compete to a large extent with private industry"

He admits that the Railways has experienced some trouble in getting these schemes accepted, particularly in the initial stages when people did not understand them fully "However, once they have been explained by union and Railway officials, they have been fairly generally accepted In fact, in some instances, when people have been working very long hours, they have **asked** for a particular scheme to be introduced"

When their jobs are given to Blacks, the Whites are generally elevated into higher positions — for which they get higher pay In most cases, for example, in the shunting yards, they are appointed as supervisors

Wage gap

The Railways is at present undertaking an extensive work evaluation scheme covering all jobs performed by Coloureds, Indians and Blacks At one stage last year, 50 teams were working on the project simultaneously The initial task, according to Verster, is to establish the correct relationships between the various jobs performed by Non-Whites The ultimate aim is to narrow the wage gap

Verster maintains that at this stage the job of, say, a Non-White ticket collector is not directly comparable with that of his White counterpart "Firstly, the Non-White is doing the work under the supervision of a White Secondly, these people have only recently been appointed — they are still in a training period One cannot expect them to earn the same as a White man who has been doing that job for 20 years"

Verster is unable to put a time scale to the narrowing of the wage gap "These schemes were brought into operation fairly recently We need a little time and experience with them before we can consider anything else"

Since, from 1964 to 1974, the annual per capita income of Whites increased at an average of 8,58 per cent, and Non-Whites' incomes increased only slightly more — 9,16 per cent (see **figures 1 and 2**), there is obviously a long way to go

Training

Most of the Non-Whites trained for graded jobs are already in the Railways' employ as labourers and receive initial training on the job The supervisor then makes a recommendation as to a man's suitability for promotion, and the candidate undergoes psychometric tests to determine his potential

Non-Whites from all over South Africa attend the training colleges at Braamfontein and Germiston, which together can accommodate 800 trainees Training also takes place on a decentralised basis at nine major centres throughout the country

The combined Germiston/Braamfontein training force consists of 50 Non-White instructors working under the supervision of 30 White instructors Non-Whites who undertake training at the harbours are co-ordinated by inspecting staff attached to the training centres The instructors in any job grade are people who have had working experience in that particular grade

All training has a heavy practical orientation, with a minimum of theory The work situation is simulated at the training centre Says Koos Harding, superintendent — Non-White affairs, "Trainees are given a lecture in the classroom about a certain aspect of their work, and immediately afterwards they demonstrate in practice what they have learnt Especially in the case of illiterates, you are wasting your time giving them theory if you do not include the necessary practice"

Most of the courses are short — from four to eight weeks At the end of that time, candidates undergo oral or written and practical tests They are then awarded certificates as tangible evidence of their success

Blacks in new railway jobs

The 16 000 Blacks doing jobs traditionally occupied by Whites were trained under a variety of Railways schemes both at colleges in Braamfontein and Germiston and on the job

These schemes were introduced in response to shortages of the necessary Whites required to ensure a safe and efficient service, and will be extended whenever further shortages are experienced

The training courses are short — most last between four and six weeks — and provide only a basic groundwork in each area Koos Verster, assistant general manager — staff, outlines them briefly

ARTISAN ASSISTANTS

Artisan assistants are trained to do work previously performed only by artisans Says Verster, "The artisan can allocate any work undertaken by him to any of his assistants There are no restrictions — they are learning to do the full artisan job "

Training takes place either in a school or in the actual work situation Artisans are allocated a maximum of four assistants Whites, Coloureds, Indians or Blacks can be appointed — in this order of preference 600 Coloured and Black artisan assistants have already been appointed in the trades of painter, bricklayer, carpenter, plumber, motor mechanic, motor vehicle body builder, electrician, fitter, trimmer and frame maker More will be trained in other trades, should the need arise

TRAIN MARSHALLERS

5 000 Non-White train marshallers have been trained to do shunting work in 82 shunting yards In each yard, the Non-Whites have completely replaced the White shunters who have been appointed to higher positions — usually as supervisors of the Black work units

Do the Black train marshallers perform different work from the White shunters? "Essentially no," says Verster, "they perform work similar to that undertaken by a shunter just starting in the Railway service And, of course, their work is always done under the supervision of Whites The organisation of work in a shunting yard is not something they can learn in 24 hours Normally it takes a number of years to become familiar with all the aspects of marshalling trains "

CARRIAGE AND WAGON ASSISTANTS

470 Non-Whites have been trained to undertake simple carriage and wagon repairs The scheme has been introduced at a number of depots in the Transvaal, Natal and the Cape

TRACKMEN AND LEADERS

Verster claims that the Railways has made "tremendous strides" in its tracking scheme, started in 1973

Non-White leaders or indunas are trained in the duties of platelayer They are placed in charge of gangs of up to five Non-White labourers to maintain a specific section of the track and are, in turn, supervised by White platelayers The best of them are selected for training as trackmen They function in a supervisory capacity, controlling gangs of approximately seventeen labourers At present, SAR has 946 leaders and 587 trackmen in its service

FIREMEN

Non-Whites have been trained to undertake certain firing duties on steam locomotives in shunting yards They attend a short training course, and are used on only some of the duties normally performed by the White fireman, who has been trained over a long period

The scheme was introduced in the Durban area and subsequently in Kroonstad, Bloemfontein, Kaserne and Germiston

TICKET COLLECTORS

445 Non-White ticket collectors have been appointed on suburban trains patronised by Non-White commuters The scheme was introduced on the Western Transvaal system and it has been extended to Natal, the Eastern Transvaal and the Western Cape

SORTERS

Under another scheme, Non-Whites are trained in the duties of checker, and appointed as head sorters and sorters They assist checkers with the loading of goods in the railways good shed At present, SAR employs 1 246 sorters and 295 head sorters

In Durban harbour, 292 Indians have been appointed to serve as tallymen to check goods being off-loaded from ships

OTHER ACTIVITIES

In addition to these schemes, the Railways has for some years been replacing White cartage and lorry drivers There are also Non-Whites working as deck helpers and stokers on floating craft in the harbours A large number of flagmen do protection work for the gangs working on the track, and a fairly large number work as tradehands in the workshops and on the track where they do general repair work They number approximately 5 600 in all

An instructor trains a group in the duties of platelayer.

Harding and Verster emphasise that the course itself provides only the minimum basic training for the job It then takes up to two years in the actual work situation before the man is fully competent

Verster indicates that the training at the Germiston and Braamfontein colleges "is not up to the standard we would like to have" To rectify this, the Railways is planning a large — and costly — central college for the training of all Non-Whites It will be fully equipped with shunting yards, garages and goods depots so that trainees can immediately put their knowledge into practice "We realise that we shall have to extend our activities in the future on account of the manpower requirements of the Railways," says Verster "We will probably have to lengthen some of the courses in order to train people more efficiently than we are doing now"

The SAR loses a great deal of its trained manpower every year to private industry

With the vast numbers that have been through its courses — nearly 53 000 since 1957 — it has become a training ground for the whole of South Africa "There is nothing much we can do about it," says Verster, "Once an individual has been trained, say, in the handling of goods or as a bus driver, he becomes a very good man for any outside firm that can afford to buy him"

The Railways faces the same attrition problem in the case of its trained White staff, particularly in the electronics field, where the television industry is enticing many technicians into new jobs

Whites in the low job categories are trained at the Railway College at Esselen Park One of the largest in the world, it accommodates 800 students at one time and trains 4 000 people a year Up to 5 000 students a year are trained at the College's five branches in Johannesburg, Cape Town, Port Elizabeth, Durban and Bloemfontein

Danie Snyman, assistant chief superintendent — staff, indicates that, as in the case of Blacks, the individual first gets some on-the-job experience -- e g as a checker, station foreman, guard or conductor He is then sent to one of the colleges for approximately two-and-a-half months of intensive training

Supervisory training is scant, considering the vast numbers of Whites who have been elevated to supervisory positions The college does, however, run two-week refresher courses on human relations and supervisory skills for the various job grades

The Railways continues to face a skills shortage at artisan — i e technicial level At any one time it has in its employ 6 000 apprentices plying 38 different trades 2 000 new recruits are taken on every year — a shortfall of some 800 on quota The SAR runs courses supplementary to those attended at the technical colleges, particularly in trades peculiar to the Railways According to Verster, "It is generally accepted that our apprentice training is the best in South Africa — that is why we lose a number of our people to outside concerns"

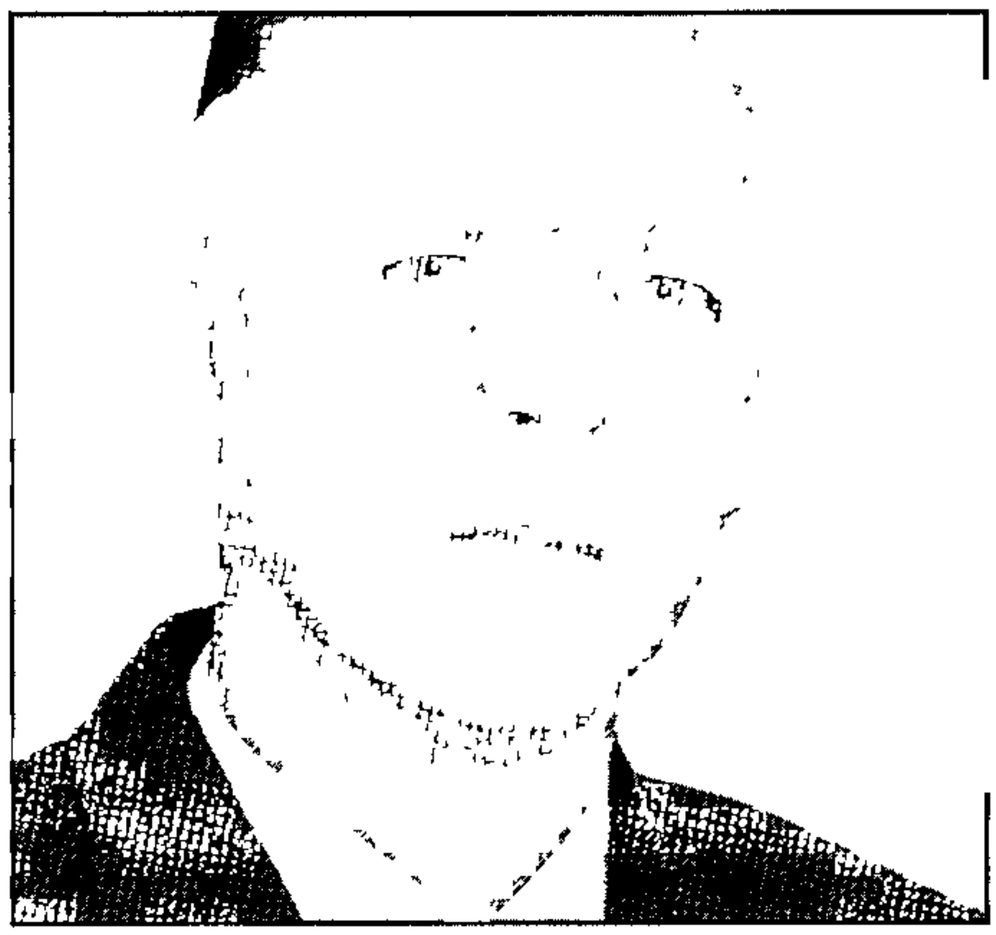
To encourage young engineers into the Service, Railway bursaries are awarded to promising matriculants Currently, 528 students are studying under this scheme

Bridging the gap between the artisan and the engineer, is a scheme for engineering assistants, such as draughtsmen, who perform certain of the simpler engineering duties Thus fragmentation — as a method of making the best use of scarce skills — has been applied at all job levels It is the Railways' plan to extend its advanced training schemes for Whites so that they can be absorbed into semi-skilled or skilled jobs At the same time, it is intensifying its training of Blacks, to enable them to handle their new responsibilities

This process is likely to accelerate in the Homelands, where, according to Dr Coetzee, "Non-Whites will ultimately be trained to occupy positions which at present have to be filled by Whites"

Fringe benefits

The Railways' fringe benefits for Non-Whites are attractive In 1974, a savings scheme — whereby employees paid in 2,5 per cent of their basic wages at 4 per cent interest — was



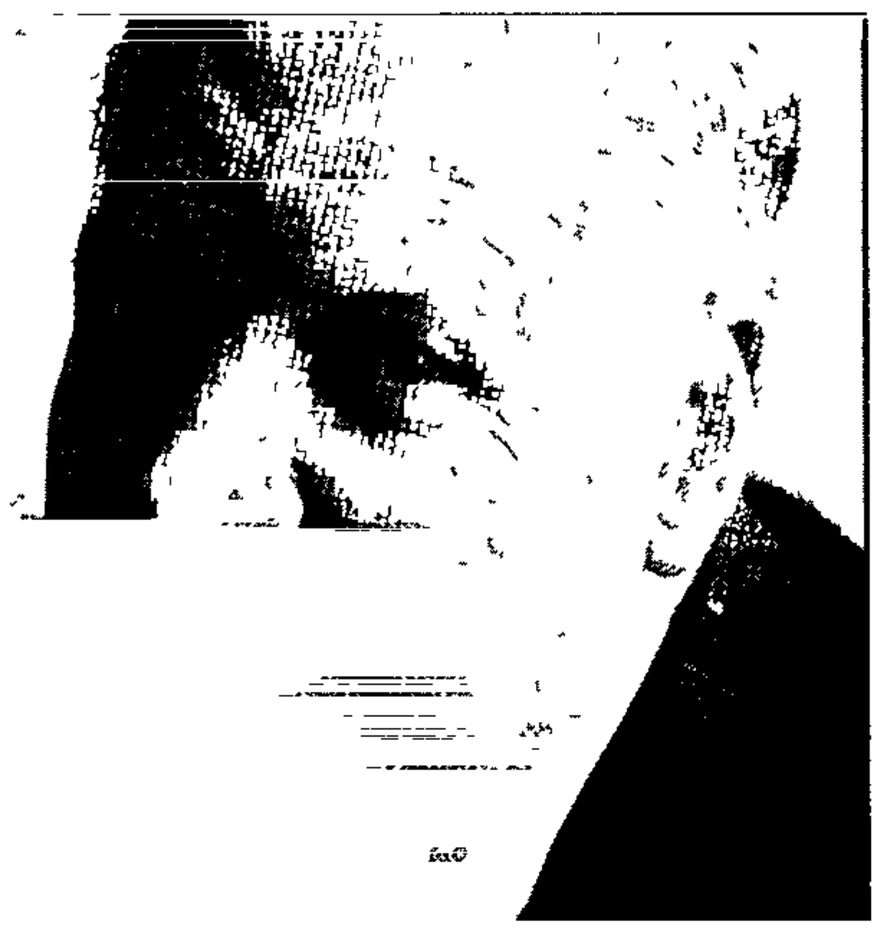
Kobus Loubser, general manager — identifying talented managers

Dr. Dirk Coetzee, deputy general manager — allaying f and resistance

Koos Verster, assistant general manager, staff — Black vancement a delicate subject

Jannie Venter, chief superintendent, staff — key role on Work Allocation Committee

anie Snyman, assistant chief superintendent, staff — shortage artisans



oos Harding, superintendent, Non-White affairs — new way College for Non-Whites

supplanted by a pension scheme All Non-White workers with more than five years' service are eligible, except the Railways 20 000 contract workers Participants pay 4,5 per cent of their monthly salary — all railway workers are on monthly pay — with the employer contributing on a Rand-for-Rand basis

All Non-White employees are covered by the Railways non-contributory sick fund Cover is not, however, extended to the family of employees, except in the case of Coloureds and Indians, who can pay to have their relatives included in the scheme

Employees are eligible for sub-economic houses built by the SAR, and those working on the lines and living in line camps are covered by departmental feeding schemes All Non-Whites in graded positions receive free uniforms, and travelling facilities are generous — a free annual pass for each employee and quarter-fare tickets for his wife and children

Works committees

Indian and Coloured workers are represented by staff associations, run on lines similar to those of the Whites For Blacks — although the Bantu Labour Relations Act is not applicable — the Railways has adopted a system similar to that used by industry

A works committee is established at each yard employing more than twenty Blacks In the case of large operations, there is a committee for each workshop Each works committee nominates one member to sit on a regional consultative committee in each of the Railways' nine systems

Works committees generally tend to cover topics such as hours of duty, the issuing of uniforms and conditions of work They also have regular discussions with the yard foreman Regional committees deal with broader problems common to that system Once a year, they meet the system manager or chief mechanical engineer

While there is no formal training for committee members, White liaison officers in each system assist them with compiling requests, and also handle complaints

Management

As a result, not only of the better use of its manpower resources, but also because of technological improvements, productivity in the Railways has increased by nearly 33 per cent over the past 14 years (see **Figure 3, page 25).**

To maintain this impetus — let alone improve on it — demands a highly effective management team But the very capable men who came in shortly after the Depression years in the Thirties are nearing retirement age Who will replace them?

Kobus Loubser believes that, "Talented employees — irrespective of their academic or working background — must be identified, developed and used on an effective and ongoing basis In the past, good managers could with the help of broad experience fend for themselves But experience is no longer the criterion for success "

To this end, the Railways recently formed a manpower development committee to investigate the whole area of scientific management training A number of senior managers have already attended management development centres held at Klein Kariba and Franschhoek Due to start soon is a scheme whereby outstanding young men who have distinguished themselves in their jobs are sent to universities or colleges — here or overseas

With its multi-level training programmes, its plans for increasing the skills both of Whites and Blacks and bettering their working conditions and pay, the SAR is in a strong position to continue to keep the wheels turning □

BLACK ADVANCEMENT — THE UNIONS SPEAK OUT

(see page 30) ☞

Black advancement - the Unions speak out

James Zurich, president, Railways' Artisan Staff Association

The Artisans' viewpoint

In the words of James Zurich, president of the 20 000-strong Railways' Artisan Staff Association, "The reallocation of work was a very touchy issue 14 years ago. We weren't protected by job reservation, so, if work reallocation had been left in the hands of management, they could have taken any work away without consulting us — they could have whittled away our union."

"At the same time, the unions recognised that there was a shortage of White labour and that some form of machinery had to be established to make it possible to take work from the White man and give it to the Black "

For this reason, the Federal Consultative Council — the umbrella body of the seven White staff associations — met the Minister of Transport, Ben Schoeman, and received the assurance that a committee would be established to deal with specific instances of the reallocation of work

It has been the involvement of the unions on this Work Allocation Committee that has allowed subsequent changes in work patterns to take place peacably Zurich attributes much of the success of the Committee to "our brilliant and dynamic general manager, Kobus Loubser He tells us what he wants, but he will never force anything on us "

The Railways' Artisan Staff Association insists on certain guarantees before giving jobs to Non-Whites There must be a shortage of suitable Whites, there must be no mixed working, no White may be worse off as a result, no White man take instructions from a Black man, and lastly, work — allocated only on a temporary basis — two years bei longest period before the position is reviewed "We do says Zurich, "because, should the Whites again available, we don't want to block them "

This actually happened a few years ago in the K poort Foundry, where the work of casting dressing r to Whites, and subsequently had to be allocated to Whites for a second time But in most cases, Zurich "You could say these jobs are given to Blacks 'perma temporarily' "

The restriction that there should be no mixed w means that a Black man and a White man cannot do the job under the same roof "But," says Zurich, "you can the Black man doing the job outside and the White doing it inside " This leads to complications — and ex Zurich continues, "It is getting damned awkward to to it There could be changes in due course, although I say that we will accept them "

How effective are the Non-Whites in their new Zurich claims that, as often as not, a Black does t just as well as a White "They are getting better pay they were, they are working under an incentive sche they are looking after their jobs "

The change from 'artisan' to 'technician' status of the Railways' methods of providing increased opp ties for Whites Zurich believes it was more than just a in name He says, "Before we were wage earners, now salary earners We believe that, as a result of our cur evaluation exercise, the technician will do the more skilled job of the trade and the less skilled work will by the lesser skilled " Although the project is not ye plete, indications are that a regrading of jobs will be sary

In his opening address to his Association's confere year, Zurich criticised "the supervisor who does not or motivate his workers because he himself is not ins motivated " He added that the supervisor of the futu be a **leader** of men How does he reconcile this with number of Whites on the Railways who, with very training, are promoted to supervisory positions wh jobs 'go Black'?

"You must bear in mind," he says, "that it's not level of supervision They really only check that the being done properly " So far as motivating the Black "No", says Zurich, "They don't play a part there these people leading hands — they get an additional a month for their increased responsibility They a happy and we have no problems "

There are still some die-hards, but Zurich indic most have come to accept the position, especially in the shortage of certain types of labour He believes the White does not take advantage of the opportun elevate himself, he will find himself in the position wh Black man, with training and education, has passed hi

Looking further ahead, Zurich is worried that, becau Black man's aspirations and expectations are getting "it could become difficult to get him to do the work t White man doesn't want to do" Isn't this a very lo prospect? "What is long term?" retorts Zurich, "Is a long time, when you consider the changes that have place over the **past** ten years?"

The Shunters' viewpoint

General Secretary, Johann Benade, indicates that the membership of the Running and Operating Staff Union has dropped from 11 500 to 8 000 over the last four years, with the advent of Blacks into more and more jobs – such as shunting — traditionally manned by Whites.

Initially reluctant to introduce Non-Whites as train marshallers, the union agreed only after certain guarantees had been given to its members

Union members were assured that the change was unavoidable because of the shortage of Whites willing to do certain jobs, and that there was no threat to themselves Four safeguards were agreed

- no White may lose his job to make way for (cheaper) Non-White labour
- there must be no mixed working — in the same job in the same yard
- there must be no occasion for racial friction
- the advent of Blacks in a yard must go hand-in-hand
- with the elevation of the remaining Whites in that yard

Unlike the Railways' Artisan association, the Running and Operating Union gives work to Blacks on a permanent basis For this reason, a new formula had to be devised for the advent of Blacks into the marshalling yards

The union's view is that a mixed team would give rise to racial friction, and would hold insufficient safeguards for the Whites Black train marshallers are, therefore, trained as a complete work unit In a particular yard, the entire switchover takes place at a fixed date This Benade believes, enables the change to take place without racial friction as it "guarantees the dignity of all parties" The White shunters are placed in other positions in the same yard

Over a period of four years, 82 shunting yards have been converted, and there are now 5 000 Black train marshallers By the end of the year, this figure will have risen to 6 000

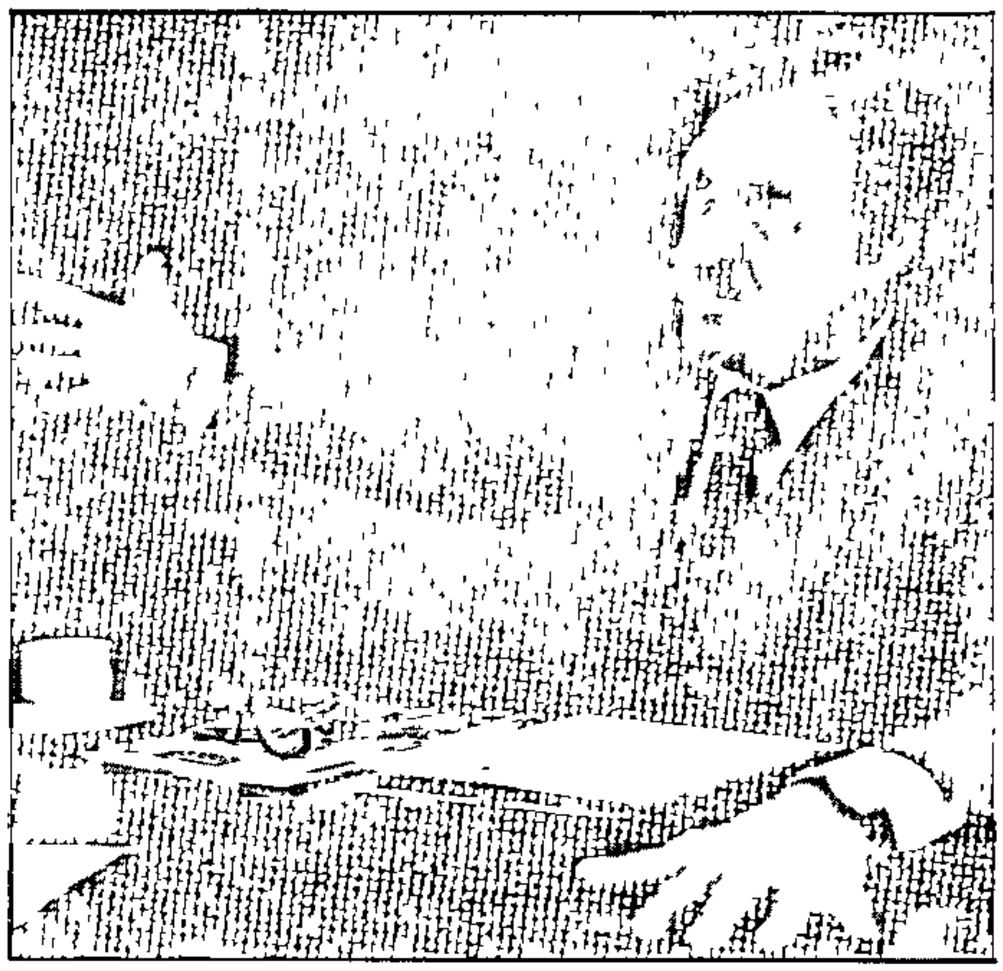
A typical Non-White work unit consists of a leader and five or six train marshallers, all under White supervision, working 8-hour shifts This compares with a White work unit of three or four men, working 12-hour shifts

Not only has the efficiency dropped in this way, Benade claims that the standard of work has also deteriorated "Blacks are slower on the mechanical side", he says "While this may be ironed out over a time, there is still the problem of motivation" Although general manager Loubser speaks "not of a Black labour force and a White labour force, but simply of one labour force," Benade feels it will take some years to engender in the Black the feeling of working in the national interest, inculcated in the White railwayman over the years "The Whites are geared to keep the wheels rolling — literally — 24 hours a day, under any circumstances The Blacks do not identify with the Railways to that extent"

Benade admits that the induna system — where tribal custom dictates who should become team leader — is not necessarily the most efficient "I hope the Railways will break away from it At the moment, the leader is appointed during training He should rather be chosen by the supervisor on the basis of merit and capability, while the induna could continue to represent the workers in domestic issues"

Benade believes that the next generation of White supervisors may eliminate some of these problems "We must bring in good people and train them in communication so they are better able to motivate the Non-White"

The appointment of Black ticket collectors to replace White conductors ("They do not have the same qualifications or responsibilities", comments Benade) was also negotiated with the Running and Operating Staff Union Blacks are being used on Non-White suburban trains on four of the Railways nine regional systems Mainline trains are the next step But there is a problem "What will happen when a Black ticket collector passes through a system that has not been converted?" asks Benade



Johann Benade, general secretary, Running and Operating Staff Union

Benade admits that, "The fragmentation of jobs and the greater use of Blacks was a matter of necessity, not of choice" Initially, people thought their jobs were in jeopardy The Railwaymen took considerable pride in their jobs and, says Benade, there was a "natural national prejudice" that Blacks would cause a deterioration of the standard in any grade Now, the position has generally been accepted In fact, hard-pressed Whites, tired of working long hours, are asking for the extension of these schemes

"We're very proud", says Benade, "that these changes have taken place in complete racial harmony and with management and trade union agreement We believe the SAR is the symbol of controlled, planned development But we have in no way arrived at a finished product — we're still at the embryo stage Many of our ideas have already changed drastically and we will have to continue to model the system as we go along"

266

Railmen to pay more

STAR 1/4/76

Labour Reporter

One of the largest railway trade unions has decided that workers should pay more into their pension fund to improve pensions for present and future pensioners as well as widows

The decision is that of the 20 000-strong Artisan Staff Association which is holding its annual congress in Johannesburg.

The move followed an appeal by the union's president, Mr Jimmy Zurich, for State assistance if pension funds were unwilling or unable to assist pensioners

He announced "We have decided to increase our contribution by no less than one percent of basic salaries, that is about R4 to R5 per worker per month"

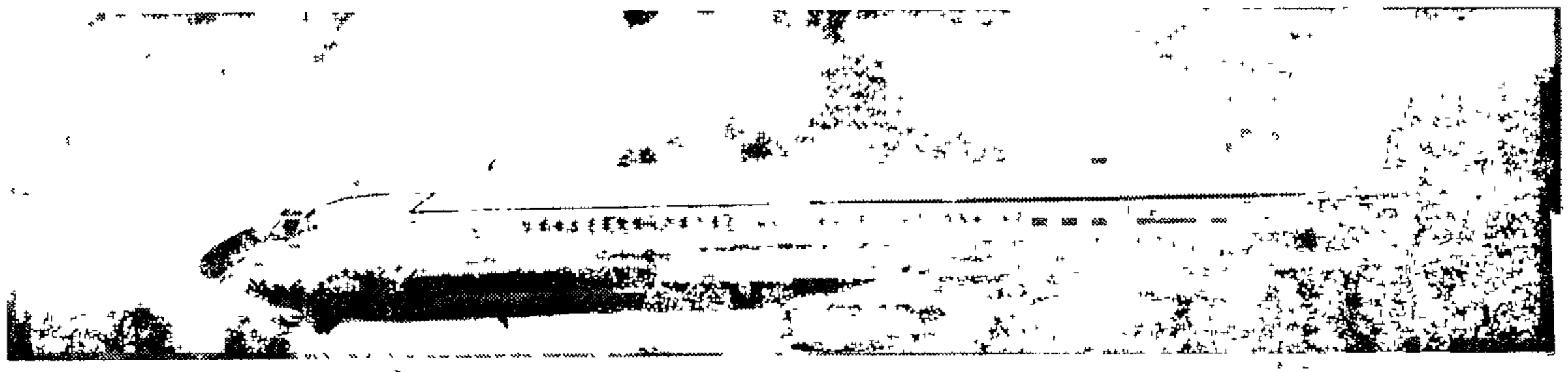
Mr Zurich pointed out that the move would raise contributions from the present six percent of basic pay to at least seven percent

266

NEW-LOOK BOEING HITS SAA AIR CREW

Weekend Argus Bureau

JOHANNESBURG. — South African Airways has been accused of meting out 'shabby treatment' to its flight navigators, all of whom, it is reported, will be made redundant by next year.



One flight navigator, according to the airman's wife, is locked in a legal dispute with SAA over his pension fund payout and another navigator who was recruited from Britain only last year has been told he must look for another job

Automatic navigation equipment in modern airliners makes the role of the navigator unnecessary.

Out of the nearly 30 flight navigators employed by SAA, 12 were recruited overseas and are on contract

The wife of the navigator in dispute with SAA, Mrs Amelia Smith, said that after her husband's initial four-year contract with the airline had expired he was invited to stay on with SAA up to retirement age (March 31)

Mrs Smith has two letters — one on SAA headed notepaper and one under the banner of the South African Railways — that state that if her husband stayed on his pension fund contributions would be equalled by SAA when he retired

But now, claims Mrs Smith, her husband has only been offered four percent by SAA on top of his contributions

'They are now having to return without any compensation, other than bitter memories, to pick up the threads again at no small personal financial loss'

SAA replies With the introduction of the 747 jumbo jets and the latest addition of 747 SPs which are all equipped with highly sophisticated navigational equipment, the 707s are being phased out on SAA's overseas routes

These new types of aircraft do not require a navigator on the flight deck In order to fill vacancies on the 707s which arose from time to time navigators were recruited overseas

At the moment there are still eight of them in SAA's employ

Said Mrs Smith — 'Although SAA have known for many, many months, the SPS (the Boeing 747 SP's) would replace the faithful 707s, experienced navigators were lured from overseas airlines with promises of three year contracts, quite recently, only to be declared redundant almost immediately

Conditions of employment entail an open contract providing for one month's notice by either side The staff concerned were made fully aware of the circumstances regarding the continued operation of the 707s

When joining the service these men and their families were provided with free conveyance from overseas and when they leave the service they will be conveyed at the airline's expense to their overseas place of residence

Pension contributions are in accordance with the pension fund regulations applicable to all SAA staff.

Man's death: five police in court

ARGUS 8/4/76

766

FIVE members of the South African Railways Police, stationed at Table Bay Docks, appeared briefly before a Cape Town magistrate today.

The appearance of Warrant Officer Johannes Jacobus Doubell Kilian, 47, of Pinelands, Constable Frans Johan Niklas van Jaarsveld, 26, of Bothasig, Constable Douglas Filippe Loock, 24, of Epping, Constable Hamilton Bixa, 29, of Guguletu, and Constable Jacob January, 39, of Bellville South, arises out of the death of Mr V. Vivi on October 17 last year.

Bail of R5 each was extended and the policemen were warned to appear again on April 30. Mr F A H Johl was on the Bench and Mr P. D. Theron appeared for the State.

266

Tough line likely in railmen's pay talks

STAR 26/4/76.

Labour Reporter

Tough talking is expected this afternoon and tomorrow morning when two large railway trade unions meet the Minister of Transport, Mr Muller, to discuss their pay increases.

'A KICK'

Mr Jimmy Zurich, president of the Artisan Staff Association, which meets the Minister tomorrow, described the Prime Minister's announcement as a "kick in the teeth"

"I suggest they amend the Railways and Harbour Service Act to allow me to negotiate direct with whoever is going to decide our wages," Mr Zurich said.

He added that the demands his union would put to the Minster of Transport were well within the limits of the manifesto, but he declined to state the amount.

The first railway union to meet the Minister since the announcement of the 10 percent adjustment was taken, the Footplate Staff Association is keeping quiet about the outcome of its negotiations with the Minister

The union's general secretary, Mr Piet Roodt, refused to comment because any comment "could embarrass" the other railway unions who have still to see the Minister.

The railway unions are angry over the Prime Minister's announcement that railway workers, like all other civil servants, have to make do with a 10 percent cost of living adjustment in July and a possible further five percent in January.

They object both to the size of the adjustment and the manner in which it came about

SUSPENSION

The general secretary of the Running and Operating Staff Union, Mr Johann Benade, who sees Mr Muller with a delegation from his union today, said the "unilateral and arbitrary" suspension of the wage freeze was difficult to understand

Even allowing for the sacrifices under the anti-inflation manifesto, railway salaries were at least 20 percent behind the cost of living at this stage, he said.

What was particularly difficult to understand was that the adjustment should be announced by the Prime Minister while railway unions were still busy negotiating with the responsible Minister, he added.

Jumping the rails

F.M. 30/4/76

At least one of the six Railway unions affiliated to the Confederation of Labour, the 22 000 member Artisan Staff Association (ASA) will ask the Confederation to withdraw from the anti-inflation programme. Despite Tucsa's decision to remain a signatory, the programme could thus be in jeopardy.

The ASA's decision results from the Prime Minister's announcement of a pay rise of only 10% for public servants. This fell far below the expectations of the Railway unions, whose members have gone without increases for nearly two years. The fact that Vorster's statement was made in the midst of union negotiations with Minister of Transport Louwrens Muller, and thus pre-empted them, was hardly likely to improve the Railwaymen's tempers.

Their bitterness is understandable. The CPI has risen by at least 21% since their last wage increase and their demands (*FM* March 19) were carefully framed to comply with the Manifesto's guidelines. While they will receive another 5% next January, "the CPI has begun to rise again and the 5% will probably not cover even its increase between now and January," ASA general Secretary Wallie Grobler, who is also honorary secretary of the Confederation, told the *FM*.

"The Cabinet is fully aware of how the CPI affects us," he adds. "Our members are extremely angry, and we will argue strongly that the Confederation should pull out of the Manifesto."

First out, then in

The Railwaymen were not the only people to take umbrage. When Vorster called on employers and employees in the private sector to "discipline themselves in a like manner", Tucsa assumed that its member unions were also suddenly required to limit their wage demands to 10%.

Charging that government had reneged on the Manifesto, Tucsa decided to withdraw. A subsequent phone call from Minister of Economic Affairs Chris Heunis persuaded Tucsa to change its mind.

Heunis tells the *FM*: "I explained to Mr Grobbelaar that the wording of this appeal by the Prime Minister did not envisage any departure whatsoever from the specific commitments which the employee organisations had assumed in terms of the anti-inflation programme.

Mr Grobbelaar accepted my explicit assurances in this respect."

Grobbelaar's view now is that, "Our member unions are still entitled to demand wage increases of anything up to 40% in terms of the Manifesto's guidelines. We have received an assurance from the Minister that we will be able to make these demands without government opposition. We will continue to do so and will remain signatories to the Manifesto."

Government is also concerned that people are not playing the game. "Positive evidence has been obtained," says Heunis, "that employees and employers not committed to the Manifesto are not observing its wage and price guidelines.

"The mere fact that these persons do thus completely dissociate themselves from support for the campaign against inflation is frequently being advanced by certain members of the employer and employee groups who are committed to it as a reason why they should likewise not be expected to observe the guidelines.

"It was solely with the object of countering the psychologically adverse effects of the behaviour of these uncommitted groups on the faithful observance of the guidelines by the committed groups in the private sector that the Prime Minister's statement included an appeal to employers and employees in the private sector to discipline themselves in a like manner to that of employees in the public sector."

If the Confederation does withdraw from the programme the effect will be considerable. Would Tucsa see any point in remaining the only union federation submitting to the programme's restraints? Even if Tucsa were to do so, the credibility of the programme would certainly be damaged if it lost the Confederation's support.

If the programme does collapse, government will have itself to blame. The *FM* has argued consistently that the Railways pay issue was sensitive enough to wreck union participation in the programme (*FM* March 26). By ignoring the Railwaymen — to the extent of not even allowing negotiations to be completed before deciding on their outcome — it has acted highhandedly, to say the least.

As far as Black public sector employees are concerned, Heunis tells the *FM* that "it has been an accepted principle of government policy to reduce progressively the wage gap between the various population groups whenever the government itself grants wage and salary increases. The wage and salary increases now envisaged for this particular purpose, and the extent of these increases, are still being considered by the government."

Heunis adds that it is not possible at this stage to say how the pay increases will be financed. "A more realistic picture will be available later in the year when there will be greater certainty about the performance of the economy in general, as well as about the financial performance of the SAR&H and the GPO."

AVERAGE PUBLIC SECTOR PAY

	Central Govt*	Provincial Admin*	Postal employees	SAR&H†
	Rands/month			
Whites	464	443	363	492
Asians	347	172	196	172
Coloureds	222	135	128	112
Africans	125	79	89	78

(The figure for Africans in Central Govt includes qualified personnel such as teachers. The GPO and SAR&H figures refer mainly to labourers.)
Source: Department of Statistics

** December 1975*
† January 1976

More Black crane men for Durban

4/5/76 STAR.

Own Correspondent

DURBAN — In a bid to halt mounting port congestion and overcome a critical staff shortage, the Durban harbour administration is to employ Black crane drivers in the Point area.

This was disclosed today by Durban's port director, Mr B Lombard, who said the new crane operators would start work next Monday at A, B and C sheds.

Black crane drivers already man all cranes at Maydon Wharf and in the new pier area.

Port congestion is causing a big headache for port authorities with the position deteriorating further due to the present heavy rains.

Yesterday, 324 hours were lost as a result of rain and today 21 ships were waiting off the port for berths The situation is not expected to improve today.

Mr Lombard said today. "We have had extended negotiations with the staff associations concerned to extend our present policy in an endeavour to overcome temporarily the shortage of White crane drivers"

He said the employment of Black crane drivers would be reviewed "from time to time," depending on the availability of White staff

There will be 24 Black crane drivers initially employed at the Point berths

The serious shortage of crane drivers in Durban harbour has resulted in 10 crane drivers being brought to Durban from the other three major South African ports.

266

24 Blacks to drive dock cranes

5/5/76 DD

Mercury Reporter

TWENTY-FOUR Africans will be commissioned as temporary crane drivers in the Point area of Durban docks on Monday, Port Director Ben Lombard said yesterday.

Mr. Lombard said the decision had been made after negotiations with the staff association concerned.

He said that there had been a serious shortage of White crane drivers in the Point area since the beginning of the year. Until now, Blacks have only operated cranes in Maydon Wharf and Pier I areas.

Of the 24 men recruited, many were to have gone to Richards Bay as they have undergone training for several months. A new group will now be appointed and trained for Richards Bay.

Mr. Lombard said that more cranes were needed in the Point area and they would eliminate derrick working.

He emphasised that they were still pursuing the campaign for the recruitment of White crane-drivers.

He said that the rain was seriously affecting work in the port. The number of vessels waiting outside for berths is 21, the highest number for more than a year.

Mr. Lombard said that 324 crane hours were lost yesterday because of the weather. Some of the vessels at outer anchorage have been waiting for five days.

Two have been waiting for bunkers and two for orders. The remainder were waiting to load or unload commercial cargo.

(1) 312 - General

SAA steward 'spied on KwaZulu official'

CAPE TIMES 5/5/76

2 107

(3) 266

Own Correspondent

JOHANNESBURG.—A South African Airways' senior steward on a Durban-Johannesburg flight at the weekend radioed ahead to alert police about a passenger he thought was reading "communist literature".

The result was that KwaZulu's principal urban representative in the Transvaal, Mr Gibson Thula, was led away by two uniformed policemen when the aircraft landed — to the amazement of people who had come to meet him

The incident looks like causing a top-level row, in view of Mr Thula's immediate protest to KwaZulu's Chief Executive Councillor, Chief Gatsha Buthelezi.

The incident revives the "spies in the sky" tag SAA earned in 1974 after an SAA air hostess said the airline's employees were expected to "keep an eye" on passengers.

Mr Thula said airport police told him a senior steward had contacted the police by radio during the flight, to say he had been reading "communist literature" on the aircraft.

Mr Thula, who is also public relations officer for Chief Buthelezi's Inkatha movement, was detained the day after he returned from the United States, where he had been on a leadership exchange tour.

TOOK OUT SPEECH

On Sunday he flew to Johannesburg to address an Inkatha meeting at Diepkloof. He took out a speech by Chief Buthelezi on "Dialogue or Confrontation" to read during the flight.

When the aircraft landed, two policemen approached and said they had a complaint about his luggage. They then mentioned the radio message from the steward.

The Railway Police have submitted a report to the SAA management, an Airways' spokesman said last night.

The spokesman confirmed an earlier statement that there was no instruction to staff to keep an eye on the reading matter of passengers.

266

Witbank Parks an

No talks on rail pay until Oct 1

13/5/76 STAR.

Own Correspondent

CAPE TOWN — The Minister of Transport is prepared to negotiate with the Railway trade unions after October 1 on possible further wage and salary increases after January 1.

This was said by the Minister of Economic Affairs, Mr Heunis, last night

Increases would be considered in the light of the economic and financial conditions of the country.

The 10 percent increases already announced for the public service will be implemented on July 1.

In a statement, Mr Heunis referred to discussions the Minister of Transport, Mr S L Muller, the Minister of Labour, Mr S P Botha and himself had with leaders of the Trade Union Council of South Africa and the South African Confederation of Labour.

PROBLEMS

They considered, among other things, the problems the recent announcement of public service increases had created for the Confederation of Labour.

"The representation of the confederation explained that they interpreted this statement as a violation of the Government's obligations under the anti-inflation programme.

The confederation maintained wage and salary increases to the public service represented a substantive deviation from the general guidelines of the anti-inflation programme

266

Equal in work not in pay

22/5/76

NM

ORMANDE POLLOK,
Political Correspondent

CAPE TOWN — Mr Rupert Lorimer, Progressive Reform spokesman on Transport, yesterday accused the railways of "blatant race discrimination."

He was commenting on a reply by the Minister, Mr. Louwrens Muller to a question in which he revealed that there were 172 White and 144 Black crane drivers in Durban harbour who were not paid the same because it was "traditional."

"The fact that Black crane drivers and White crane drivers, presumably doing the same job, are not paid the same is blatant race discrimination," said Mr. Lorimer.

"I am surprised that the White staff associations allow the situation to persist: under - cutting Whites by paying Blacks less.

"The sooner the administration realises that a policy of rate for the job must be applied the better because only then can the White workers enjoy a feeling of job security."

Replying to another question by Mr. Lorimer, Mr. Muller said various steps were being taken to cut the delay in unloading ships in Durban harbour.

He said 300 extra Black labourers had been employed and the stevedores had been asked to increase their staff. Further steps were planned.

A third shift had been started for the shipment of steel, granite and other commodities and the shortage of crane drivers in the Point area had been overcome by seconding staff there and by using Black drivers in certain sections.

Recruiting was being expanded and more women were being used as checkers.

Railmen protest at impact of CoL

Angry railwaymen, asserting that the spiralling cost of living has cancelled out their 10 percent pay rise, are to hold more protest meetings

Mr Wallace Grobler general secretary of the 4 000 member White Artisans' Staff Association said today that there was widespread dissatisfaction among most railwaymen over wage and salary negotiations

Protest meetings would be held in Pietersburg on June 12 and in Maritzburg and Durban Meetings had already been held on the East and West Rand and union members were upset about the 10 percent pay hike, which becomes effective on July 1

'The Prime Minister, announced the increase in April, but this hike does not come close to restoring the purchasing power of our pay packets' he said

Since June 1974, when railwaymen last had a pay increase the consumer price index had shot up 21 percent, he added

Negotiations were being carried out with the Minister of Transport, Mr S L Muller, at the time of the Prime Minister's announcement

Mr Vorster's statement annulled these talks

'The effect of this is that our salaries have been frozen,' Mr Grobler said 'Members are fed up and motions of no confidence in Mr Muller have already been passed"

Railwaymen had made representations to the Administrators of the Transvaal and the Cape on the increase in motor licences, he added

266

SAR. Black workers to get rise

CAPE TIMES 14/6/76

266

JOHANNESBURG — The director of non-White Affairs of the Railways, Mr J Roos, announced yesterday that basic wages for all non - White railway workers were to be increased by 12,5 percent from July 1.

He was speaking at Keetmanshoop during the SAR's tenth inter-club sports tournament for non-White employees. He said all non-White posts had been evaluated on the grounds of factors such as working conditions, physical work load, human relations and similar aspects.

He said the results of the job evaluation would also be applied from the beginning of next month. He added that about 18 000 posts formerly reserved exclusively for Whites, would now be open to non-Whites.

Much attention was being given to training and about 50 000 workers have already been trained in the Transvaal. — Sapa

266

Pay rise for Black rail workers

RDM 14/6/76

THE director of non-White Affairs of the railways, Mr Roos announced at the weekend that basic wages for all Black railway workers would be increased by 12,5 per cent from July 1

He was speaking at Keetmanshoop during the SAR's tenth inter-club sports tournament for Black employees.

He said all Black posts had been evaluated on the grounds of factors such as working conditions, physical work load, human relations and similar aspects The results of the job evaluation would also be applied from the beginning of next month

He added that about 18 000 posts formerly reserved exclusively for Whites, would now be open to Blacks Much attention was being given to training and about 50 000 workers had already been trained in the Transvaal —Sapa.

266

SAR union men angry with Muller

Cape Times 17/6/76

Own Correspondent

JOHANNESBURG. — Railways trade unionists are angry with the Minister of Transport, Mr S L Muller, because, they claim, he is neglecting his responsibilities to railways workers.

So far, Mr Muller has failed to confirm a statement made by the Minister of Economic Affairs, Mr Chris Heunis, that he (Mr Muller) would meet representatives of the seven Railways Staff Associations "after October" to discuss further pay increases from January 1.

Mr Heunis made the statement after a meeting with the South African Confederation of Labour and the Trade Union Council of South Africa at which he was told that the Government should not interfere with the negotiating powers of railway or other unions.

The president of the Federal Consultative Council of Railway Staff Associations, Mr Neels Botha, said recently: "We have written to Mr Muller asking him to state clearly what his intentions are but so far there has been no reply. We strongly object to Ministers, like Mr Heunis, other than the Minister of Transport making statements affecting railway workers and their working conditions."

Referring to the Prime Minister's statement earlier this year on increases for all public sector workers, Mr Botha said: "We think the Prime Minister has enough responsibility to carry without concerning himself with railway workers' pay."

274

BLACK, WHITE RAILWAYMEN EXPECT PAY BOOST AGAIN IN JANUARY

27/9/76 Mercury Correspondent NM

PRETORIA — More than 250 000 White and Black railway workers expect another pay increase in January — irrespective of economic conditions — following the 10 percent granted all public sector workers in July.

The seven railway unions will have separate meetings with the Minister of Transport, Mr. Muller, starting next month. All are certain to stress the urgent need for financial relief and the angry mood of workers

Although the Prime Minister, Mr. Vorster, when he made the July pay announcement said a further 5 percent would be granted in January only if economic conditions were favourable, at least some of the unions will press for substantially more.

The president of the Artisan Staff Association, Mr. Jimmy Zurich, emphasised the worsening financial plight of railway workers.

"Irrespective of the state of the economy railway workers expect relief in January. They believe they have already made a sufficient sacrifice in the name of inflation and urgent steps must be taken to halt the decline in their living standards."

Mr. Zurich said the ASA estimated that members were entitled to a 14,6 percent increase last July

"Then we were already 5 percent behind. When the continued rise in living costs — which is inevitable between July and January — is taken into account we will need at least 15 percent if fair compensation is to be paid."

Mr. Zurich warned that if the Government pleaded that further rises in January were out because of economic conditions, "we won't be able to contain our members this time."

However, senior public servants spoken to in Pretoria yesterday were pessimistic about their chances of another 5 percent in January.

Most believed the recessionary conditions will continue and worsen and are resigned to watiting for an economic upswing before pressing the pay issue.

274

DD. 15/6/76

Black railmen get pay rise

JOHANNESBURG — Blacks employed by the South African Railways will receive a 12½ per cent wage increase from July 1.

This was announced by the director of non-white affairs of the SAR, Mr J. C Roos

The increase will affect 148 000 blacks and will coincide with a ten per cent increase for white employees

Both salary adjustments will cost the railways R120 million. — DDC.

274

Raises for all Railway retired

STAR 23/6/76.

CAPE TOWN — Increases ranging from 10 to 20 percent for White and Black Railway pensioners and annuitants from October, were announced by the Minister of Transport, Mr Louwrens Muller, in Cape Town.

White pensioners who became annuitants before December 1 1973, would receive an increase of 20 percent, and those who qualified for pensions after then, but before October 1 this year, 10 percent.

Increases were subject to a minimum of R24 a month for Whites and those pensioners retiring after October 1, might also be considered for social pensions.

Mr Muller said the basic pensions of Blacks would be increased by 10 percent

Africans would receive at least R12 more a month, Coloureds and Indians at least R15 a month more. — Sapa

274

Railway workers expect salary increase in 77

Own Correspondent

PRETORIA. — More than 250 000 Black and White Railway workers expect another increase in January — irrespective of economic conditions — following the 10 percent rise granted to all public sector workers in July.

However, senior public servants spoken to in Pretoria this week were pessimistic about their chances of another five percent in January.

Most believe the recessionary conditions will continue and worsen and are resigned to waiting for an economic upswing before pressing the pay issue

The seven Railway staff associations will have separate meetings with the Minister of Transport, Mr Louwrens Muller, starting next week, and all will stress the urgent need for financial relief and the angry mood of workers

At least some

Although the Prime Minister, Mr Vorster, when he made the July pay announcement, said that another five percent would be granted in January only if economic conditions were favourable, at least some of the unions intend demanding more than five percent

The president of the Artisan Staff Association (ASA), Mr Jimmy Zurich, said the 1,3 percent rise in the consumer price index during August — an annual rate of more than 15 percent — emphasized the worsening financial plight of all Railway workers

"Irrespective of the state of the economy, Railway workers expect relief in January They believe they have made a sufficient sacrifice in the name of inflation and urgent steps must be taken to halt the decline in their living standards."

Mr Zurich said the ASA estimated that last July their members were entitled to 14,6 percent increases

"Then we were already five percent behind When the continued rise in living costs, which is inevitable between July and January, is taken into account we will need at least 15 percent if fair compensation is to be paid."

He warned that if the Government pleaded that further rises in January were out because of economic conditions, "we won't be able to hold our members this time"

274

HANSARD NO. 15 11/5/78

991 Salary/wage gaps

845 Mr H H SCHWARZ asked the Minister of Transport:

(1) What amount is being voted in respect of the current increase in salaries and wages of South African Railways and Harbours employees in order to narrow the salary and wage gaps in respect of different race groups,

992.

(2) in respect of which posts are there such salary and wage gaps;

(3) by what percentage over and above the announced general increase of salaries and wages are the salaries and wages of Blacks, Coloureds and Indians, respectively, to be increased

The MINISTER OF TRANSPORT

(1), (2) and (3) It is not possible to furnish detailed information as asked

993 WEDNESDAY

by the hon member at this stage as calculations are still being made It is the intention also to introduce a work evaluation scheme for non-Whites at the same time as the wage increases are brought into operation The hon member may rest assured that adequate steps will be taken to be sure that the accepted government policy is pursued further in so far as the wage gap is concerned

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(d) Will everyone be able to see? Is there a dais or platform? Is there enough room for the proper positioning of one or more projection screens?

(e) Will everyone be able to hear? Will you need to use a microphone? Is there a public address system already installed? Will there be any distracting noises and can these be silenced during your presentation?

(f) Can the room be darkened easily? Are there sufficient power supplies for any projected visuals or recorded sound?

Visuals

(a) What equipment will you have at your disposal? Will there be an experienced projectionist available?

(b) Are there any suitable visuals or other aids (e.g. films, videotapes, sound tapes, slides, etc.) already available?

(c) What facilities are there for obtaining or making others you may need?

Budget

Has a budget already been prepared? If so, how much money has been allowed for:

274

Hansard NO. 25 14/5/76

Overtime payments at Heilbron 1010

*4 Mr W. V RAW asked the Minister of Transport

(1) Whether an investigation concerning overtime payments at Heilbron has been made, if so, (a) what was the reason for the investigation and (b) (i) how many Railway servants were concerned and (ii) what was the amount involved,

(2) whether disciplinary steps have been taken, if so, what steps;

(3) what steps have been taken to prevent similar occurrences elsewhere.

FRIDAY 14

1011

The MINISTER OF TRANSPORT

(1) Yes

(a) It has been brought to notice that overtime was being irregularly claimed by certain train staff and the Station Foreman at Heilbron.

(b) (i) Four

(ii) R315-11

(2) Yes, two offenders were suspended from duty, but both resigned from the Service to avoid possible dismissal before further disciplinary action could be taken One was fined R35 but subsequently resigned from the Service whilst the remaining one resigned from the Service at short notice to avoid disciplinary steps as soon as the irregularity came to notice

(3) Although the case is regarded as an isolated one the departmental auditors have been requested to be on the alert for similar irregularities

Audio/visual

Is it e
show an
such as
videota

venue for your
tion been decided?

be playing at home or
l is the meeting room
to you?

table as a meeting
your audience and as
und for your subject?

right size for the
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yone be able to see?
a dais or platform?
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sitioning of one or
ction screens?

one be able to hear?
ed to use a microphone?
public address system
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ected visuals or
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ent will you have at your disposal? Will there be an experienced projectionist available?

(b) Are there any suitable visuals or other aids (e.g. films, videotapes, sound tapes, slides, etc.) already available?

(c) What facilities are there for obtaining or making others you may need?

Budget

Has a budget already been prepared? If so, how much money has been allowed for:

~~327~~ 274

Hansard 16 : 21/5/76

Crane drivers at Durban harbour

1053

(115) Mr R J LORIMER asked the Minister of Transport

(1) How many (a) White and (b) Black crane drivers are employed at Durban harbour,

(2) whether White and Black crane drivers receive the same rate of pay, if not, why not

The MINISTER OF TRANSPORT

(1) (a) 172

(b) 144

(2) No, traditionally it has not been the same

Audio/visuals

Is it essential to show any audio/vis such as a film or videotape?

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n decided?

ing at home or
meeting room

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udience and as
your subject?

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ed?

anyone be able to see?
Is there a dais or platform?
Is there enough room for the proper positioning of one or more projection screens?

(e) Will everyone be able to hear? Will you need to use a microphone? Is there a public address system already installed? Will there be any distracting noises and can these be silenced during your presentation?

(f) Can the room be darkened easily? Are there sufficient power supplies for any projected visuals or recorded sound?

Visuals

(a) What equipment will you have at your disposal? Will there be an experienced projectionist available?

(b) Are there any suitable visuals or other aids (e.g. films, videotapes, sound tapes, slides, etc.) already available?

(c) What facilities are there for obtaining or making others you may need?

Budget

Has a budget already been prepared? If so, how much money has been allowed for:

2.24
~~2.72~~
~~2.54~~

Hansard 21. 22/6/76.

1284

Venue

Has the venue for your presentation been decided? If so:

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sufficient power supplies for any projected visuals or recorded sound?

Visuals

(a) What equipment will you have at your disposal? Will there be an experienced projectionist available?

(b) Are there any suitable visuals or other aids (e.g. films, videotapes, sound tapes, slides, etc.) already available?

(c) What facilities are there for obtaining or making others you may need?

Budget

Has a budget already been prepared? If so, how much money has been allowed for:

(d) and administrations (c) the South African Railways and Harbours Administration (b) the Department of Posts and Telecommunications and (e) other branches of the public sector and by semi-public corporations in 1975,

(2) [illegible] paid in [illegible] race group [illegible] last year

THE MINISTER OF STATISTICS.

	Whites	Coloureds		Bantu
(1) As at 31.12.1975				
(a)	105 909	13 035	[illegible]	[illegible]
(b)	107 683	13 714	[illegible]	[illegible]
(c)	111 739	13 574	[illegible]	[illegible]
(d)	[illegible]	5 405	[illegible]	[illegible]
(e) Bantu Homeland Authorities Local Authorities Public Corporations	—	—		[illegible]
	54 500	21 000	[illegible]	[illegible]
	Whites	Coloureds		Bantu
(2)				
(a)	565 739	111 676	[illegible]	[illegible]
(b)	557 228	29 751	[illegible]	[illegible]
(c)	579 731	29 055	[illegible]	[illegible]
(d)	102 528	8 678	[illegible]	[illegible]
(e) Bantu Homeland Authorities Local Authorities Public Corporations	—	—	—	[illegible]
	266 069	18 425	[illegible]	[illegible]
Total	[illegible]	[illegible]	[illegible]	[illegible]

RAILWAYS PAY

FIN. MAIL 26/11/76 (274)

Distress signals

It's going to be a bleak Christmas for railway workers. Recently the railway staff associations were told they could expect no further salary increases in the near future. Almost certainly they will not even receive their promised 5% January increase.

The matter will probably be decided when the Federal Consultative Council (FCC) of railway unions meets Minister of Transport Louwrens Muller at the end of this week All signs point to a refusal by Muller to grant the 5%, because of Railways' parlous financial position.

The unions are waiting on Muller before deciding on their reaction. "We haven't even discussed it as a group yet," says Footplate Staff Association general secretary Piet Roodt. It's unlikely, however, that they will decide to take the matter further

"We'll just have to live with it," says Wallie Grobler, general secretary of the Artisan Staff Association "We would be pretty upset about it. After all, the extra 5% was put to us as a definite proposition at the time. But we would be unlikely to take it to arbitration. Everybody's in financial difficulties at the moment and we would be unlikely to win public sympathy."

Grobler points out that tariffs were upped in September to provide for the 5% increase. Nevertheless, "things have deteriorated rapidly since then," and, he says, the unions appreciate that Railways has a serious problem on its hands.

So the unions are looking more to long-term strategy. "We have always wanted to be separated from the civil service and regarded as an entity on our own," says Grobler. "If Railways makes a profit, we should get a slice of the cake instead of having to depend on wage increases for all civil servants."

The unions are also reconsidering the traditional method of tying wage negotiations to rises in the CPI "It's outdated and just doesn't work — particularly in these inflationary times," says Grobler.

Meanwhile, the rest of the civil service is also bracing itself for the refusal of the

PUBLIC SECTOR

TRANSPORT - LABOUR

JAN 1977 - DEC 1977

175

27 B

PUBLIC - SECTOR

TRANSPORT - LABOUR

JAN. 1977 - DEC 1977

SAR has 6 900 vacancies

Star 7/1/77

Labour Reporter

The Railways have 6 900 vacancies for whites in essential jobs, mainly for school leavers, amid reports that choice jobs are harder to come by

White staff shortages have opened some 19 000 jobs for higher skilled workers of other races on the Railways in recent years

The likelihood of more white applicants is expected to slow down the tempo of employment of blacks in the more skilled grades this year, says Mr D J Snyman, deputy chief superintendent of staff

BATTLE

"But we'll still battle to fill the 6 900 vacancies for whites in the crucial grades which have dropped only slightly in the past year," he added

These include positions for station foremen conductors, shunters and others — many at outlying stations — which are open to lower qualified school leavers because of insufficient applications from matriculants

The starting salaries are around R220 a month

WORK-FORCE

Mr Snyman said the Railway's total workforce rose by only about 11 000 to 263 000 last year in spite of an 11 percent rise in traffic

Of the 10 000 workers of other races in fields previously reserved for whites more than 12 000 took over some functions of people such as shunters examiners and repairers

More than 6 500 were temporary replacements for Whites such as drivers of vehicles and cranes

Another 714 replaced whites permanently under the policy to have clerks, bus drivers etc serving their own race groups

274

Cost of getting to jobs

Mercury Reporter

PIETERMARITZBURG

THE GOVERNMENT was urgently investigating the entire question of subsidising non-White transport, which was costing the taxpayer R67,5 million in the current financial year, Mr. Adriaan Eksteen, the Secretary for Transport, said here yesterday.

Speaking at an exhibition of motor vehicles, Mr. Eksteen gave a breakdown of what was being done to keep down the cost of transport for non Whites.

Current subsidy by the Treasury on bus services was R29,5-million while the central Government also met the loss on railway transport to and from non-White housing areas of R38-million.

The subsidy increase compared with the 1968/69 period was R54-million which was due mainly to the increased resettlement of non-Whites and the spiralling costs of running buses.

The Government had already made arrangements for urgent investigations into the huge subsidy and surrounding problems.

Turning to the broad issue of urban transport, Mr. Eksteen said studies were in progress in Durban, Cape Town, Johannesburg, Port Elizabeth and Pretoria.

The National Transport Commission would be looking at existing facilities, such as staggered working hours, bus priority schemes, use of car pools, street improvements, increased parking restrictions, improved traffic and better co-ordination of transport services.

274

Public Sector

Transport Labour

around

Anger at ban on harbour carriers

Industrial Reporter

BOTH the Natal Chamber of Industries and the Durban Chamber of Commerce have lashed out at SAR&H on its policies on containers in Durban harbour.

The Durban Chamber of Commerce says the Government's decision to bar private harbour carriers from moving containers in the dock area is "an unwarranted intrusion by a State undertaking into a sphere traditionally the preserve of private enterprise."

However, the Chamber says it has to accept the inevitable and hopes that the new arrangements would not disrupt present working arrangements.

The Chamber of Industries follows a similar line and adds: "The reasons advanced by the Railways Administration for the need for it to handle all container traffic ex the standing area remains unconvincing and, in our view, insufficient to warrant the Administration's incursion into private sector activity.

A spokesman for a large Durban freight concern supported the stand taken by the Chambers, and that in addition, the move would be inflationary as SAR&H would have to put a large amount of capital into the creation of facilities, when in fact these already existed in the private sector

There was no hope, however, that the decision would be rescinded.

Hansard 2 col 90 1/2/77

274

Firemen/Coalmen

173 Mr R J LORIMER asked the Minister of Transport

(1) How many firemen and coalmen, respectively, were (a) employed and (b) being trained as at 31 December 1976,

(2) what were the monthly wage scales of (a) firemen and (b) coalmen at that date

The MINISTER OF TRANSPORT:

		Firemen	Coalmen
(1)	(a)	1 612	184
	(b)	215	9

(2) (a) R220—R242—R264—R286—R308 per month

(b) R155-50 × R7-50—R178—R189-25—R196-75 per month

Hansard 2 col 74 1/2/77

274

South African Railways and Harbours Police

20 Mr L F WOOD asked the Minister of Transport

(1) What is the (a) authorized establishment and (b) actual strength of the South African Railways and Harbours Police in respect of (i) officers and (ii) other ranks,

(2) how many men were (a) recruited and (b) discharged from the Force during the latest year for which figures are available,

(3) what is the (a) authorized and (b) actual strength of the units of the Force in the harbour areas of (i) Durban, (ii) Cape Town, (iii) Port Elizabeth and (iv) East London

The MINISTER OF TRANSPORT

			Whites	Non-Whites
(1)	(a)	(i)	165	1
		(ii)	3 103	2 658
	(b)	(i)	160	1
		(ii)	2 577	2 483
(2)	(a)		556	361
	(b)		519	170
(3)	(a)	(i)	167	183
		(ii)	103	10
		(iii)	111	71
		(iv)	None	None
	(b)	(i)	147	168
		(ii)	99	10
		(iii)	110	64
		(iv)	None	None

These figures are based on the staff position as at 31 December 1976

The details reflected in reply to parts (3)(a)(iii) and (b)(iii) of the Question include police staff employed at the Port Elizabeth station, airport and harbour, as there is no separate establishment for police staff in the harbour area in view of the close proximity of the station to the harbour

Concerning the reply to parts (3)(a)(iv) and (b)(iv) it should be explained that the police post at East London harbour was closed on 16 October 1973, and the staff transferred to Cambridge There is, therefore, no longer a separate establishment for police staff for the East London harbour area and staff are posted daily from East London station

Hansard 2 col 149 4/2/77

274

South African Railways and Harbours Administration Average annual wage

25 Mr L F WOOD asked the Minister of Transport

What was the average annual wage paid to the White, Coloured, Indian and Bantu employees, respectively, of the South African Railways and Harbours Administration as at 31 December 1976

The MINISTER OF TRANSPORT

Whites	R6 514
Coloureds	R1 603
Indians	R1 603
Bantu	R1 353

Hansard 5 Q cols 447 - 448 22/2/77

274

Staff of Railway Administration

467. Mr P A PYPER asked the Minister of Transport:

(1) How many (a) Whites, (b) Bantu and (c) Coloureds and Indians were (i) taken into employment by the Railway Administration, (ii) died or retired on pension, (iii) resigned and (iv) were dismissed from the service of the Railway Administration during 1976,

(2) whether any trains were cancelled owing to lack of staff during 1976, if so, how many (a) passenger and (b) goods trains were cancelled for this reason

The MINISTER OF TRANSPORT.

(1) (a) (i) 25 179

(ii) 2 804

(iii) 17 192

(iv) 1 922

(b) (i) Not readily available

(ii) 2 202

(iii) Not readily available

(iv) Not readily available

(c) (i) Not readily available

(ii) 246

(iii) Not readily available

(iv) Not readily available.

(2) Yes

(a) None

(b) 7 679

For the information of the hon member it may be mentioned that altogether 1 072 660 goods trains were operated during 1976 The number of goods trains cancelled, therefore, represents only 0,72 per cent of the total number of such trains operated

The non-availability of staff and consequently the cancellation of trains, has not only arisen from unfilled vacancies, but has also been caused by factors such as sickness, leave, rest claimed, unauthorized absenteeism and abnormal accumulation of traffic at times on certain sections

Hansard 6 Col 507 - 510 28/2/77

274

Staff: S.A. Railways, Harbours, Airways and Pipeline Administration

491. Mr G S BARTLETT asked the Minister of Transport

(1) How many (a) White (i) graded and (ii) casual workers and (b)(i) Coloured, (ii) Indian and (iii) Bantu casual workers were employed by (aa) the South African Harbours (bb) the South African Airways, (cc) the South African Railways and (dd) the Pipeline Administration during each month from 1 January 1976 to date,

(2) how many White railworkers were employed by the South African Railways during each such month

The MINISTER OF TRANSPORT

(1)(a)(i) and (ii)

	South African Harbours		South African Airways	
	Graded	Casuals	Graded	Casuals
January 1976	3 798	315	7 381	386
February 1976	3 842	308	7 681	359
March 1976	3 868	251	7 775	267
April 1976	3 904	249	7 774	240
May 1976	3 961	244	7 814	210
June 1976	3 943	242	7 780	212
July 1976	3 964	248	7 814	206
August 1976	4 015	253	7 877	201
September 1976	4 069	213	7 960	195
October 1976	4 112	202	7 945	175
November 1976	4 118	205	7 949	163
December 1976	4 117	205	7 920	168
January 1977	4 130	198	8 077	189

	South African Railways		Pipelines Department	
	Graded	Casuals	Graded	Casuals
January 1976	94 765	6 173	180	9
February 1976	95 666	6 073	180	9
March 1976	96 975	4 466	181	10
April 1976	97 041	4 439	181	11
May 1976	96 734	4 413	181	10
June 1976	96 375	4 304	181	9
July 1976	96 982	4 191	182	9
August 1976	96 316	4 082	184	9
September 1976	97 287	4 117	183	9
October 1976	96 641	3 791	188	9
November 1976	96 812	4 006	190	9
December 1976	96 364	3 899	188	9
January 1977	97 518	3 542	192	9

(1)(b)(i) (ii) and (iii)

	South African Harbours			South African Airways		
	Coloureds	Indians	Bantu	Coloureds	Indians	Bantu
January 1976	48	—	1 022	—	—	81
February 1976	66	1	1 101	—	—	103
March 1976	68	1	790	—	—	136
April 1976	65	1	940	—	—	244
May 1976	66	3	1 222	—	—	240
June 1976	63	—	927	6	—	127
July 1976	66	—	907	4	—	101
August 1976	11	—	878	3	—	103
September 1976	11	1	872	11	—	129
October 1976	76	1	776	4	—	242
November 1976	67	1	837	4	—	161
December 1976	66	1	770	3	—	92
January 1977	72	8	739	4	—	107

	South African Railways			Pipelines Department		
	Coloureds	Indians	Bantu	Coloureds	Indians	Bantu
January 1976	2 610	105	24 773	—	—	—
February 1976	2 603	135	25 305	—	—	—
March 1976	2 913	129	21 122	—	—	—
April 1976	2 883	157	20 817	—	—	—
May 1976	2 844	261	21 816	—	—	—
June 1976	2 321	138	20 225	—	—	—
July 1976	2 096	142	18 659	—	—	—
August 1976	2 011	125	16 653	—	—	—
September 1976	1 967	145	16 377	—	—	—
October 1976	1 629	124	15 932	—	—	—
November 1976	1 379	125	13 921	—	—	—
December 1976	1 338	116	13 180	—	—	—
January 1977	1 204	75	12 034	—	—	—

(2) Details are only available in respect of every alternate month and are as follows

January 1976	2 939
March 1976	3 031
May 1976	3 025
July 1976	2 945
September 1976	2 952
November 1976	2 971
January 1977	2 871

Hansard 7 Q col 618 11/3/77

(234)

Wage index

*17. Mr H A VAN HOOGSTRATEN asked the Minister of Transport

At what average rate did the wage index for (a) White and (b) non-White staff increase during the period 1970-'71 to 1975-'76

†The MINISTER OF TRANSPORT

(a) 10,3%

(b) 10,5%

Hansard 7 Q cols 618 11/3/77

South African Railways and Harbours Administration: non-Whites temporarily employed

(274)

*18. Mr H A VAN HOOGSTRATEN asked the Minister of Transport

(1) How many non-Whites were temporarily employed by the South African Railways and Harbours Administration in positions normally occupied by Whites at the close of the financial year 1975-'76,

(2) whether it is intended that any of these non-Whites will be permanently employed in these positions, if not, why not

The MINISTER OF TRANSPORT

(1) 16 488

(2) No, because these posts are traditionally reserved for Whites when available

(1) 274
(2) 348

Railway unions warn Muller over pay

11-3-77

Rand Daily Mail

Staff Reporter

THE Minister of Transport, Mr Louwrens Muller, has been warned to expect wage increase demands from the Railways' 260 000 White and Black workers before June.

The chairman of the Federal Consultative Council of Railway Staff Associations, Mr Brian Currie, who speaks for the seven Railway unions, said Railway workers were bitterly disappointed that the Minister had avoided referring to wage and salary increases in his budget

Railway workers' earnings were trailing the consumer price index by 24 per cent and the gap was widening.

Other Railway union leaders said they were prepared for a showdown with the Minister unless relief was granted at the latest from July.

The president of the Railway Artisan Staff Association, Mr Jimmy Zurich, said the combined impact of the Minister of Finance's higher excise and sales duties, and the higher rail rates on the consumer price index would be dramatic.

"We knew the tariffs would have to be raised, but unless we get compensation, living standards will take another dive," he said.

Meanwhile businessmen and economists fear an explosion of new wage increase demands.

They estimate that price increases would bump up the consumer price index by more than one per cent.

Further impetus to the price spiral would be given by the expected higher petrol price resulting from the nearly 21 per cent rise in petrol pipeline charges, and by the likelihood that Senator Horwood would announce a higher excise duty on petrol in his Budget on March 30.

The head of the bureau for political and economic analysis at the University of Pretoria, Prof P J van der Merwe, said the million-dollar question was whether unions would accept a further erosion in living standards, or whether they would aggressively go after compensatory wage increases.

273

Irate railmen want pay rises now

Labour Reporter

About 200 members of the Railways Artisan Staff Association called for immediate pay rises of 35 percent in Johannesburg last night and passed a vote of no confidence in the Ministers of Transport and Economic Affairs.

It was the first public protest of railway workers who expressed "bitter disappointment and dissatisfaction" over the lack of pay relief in last week's Railway Budget

A similar meeting is to take place in Germiston tonight.

The men resolved that their union's executive should submit immediate salary demands and should not wait until their annual congress scheduled for May

They called on their union to give "serious consideration" to any further participation in any form in the anti-inflation manifesto

Mr Hennie Verwey, chairman of the union's divisional council for the Western Transvaal area, was shouted down when he tried to explain the complexity of ministerial problems as the men passed a unanimous vote of no-confidence in the Minister of Transport, Mr S L Muller, and the Minister of Economic Affairs, Mr Chris Heunis.

In his speech Mr Verwey expressed regret that the men would disappoint and possibly shock the "respected and appreciated" general manager of the railways who had been confident that they would accept the Budget without their increases.

"The railway worker sacrifices 24 percent of his wage daily to fight inflation," Mr Verwey said.

"As long as there are price increases this union will make wage demands."

Hansard 8 Q cols 635 - 638 14/3/77

(274)

33. Where the price elasticity ... elatively high, the effect of placing ... would be to :

1. Have almost no effect o...
2. Place a relatively high ... he shoulders of the consumers.
3. Place a relatively high ... he shoulders of the producers.
4. Reduce government revenu...
5. Shift the demand curve ...

34. If ... then the eff... e the expecte exp...

1.
2.
3.
4.
5.

...sed output.

35. If ... dozen, then the ... price of egg ...

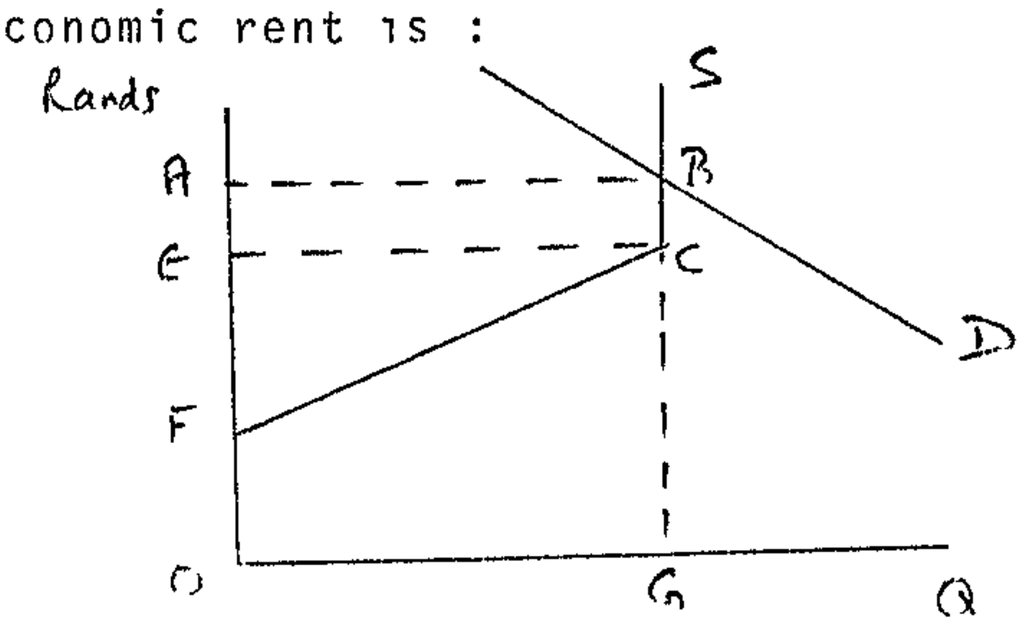
1.
2.
3.
4.
5.

36. If ... flats was ... of rent con... square foot wou...

1.
2.
3.
4.
5.

flat

37. In the following diagram economic rent is :



1. EF per unit of land.
2. OABG
3. The amount ABCF
4. The triangle ECF
5. The rectangle ABCE

South African Harbours/South African Airways/South African Railways/Pipeline Administration Persons employed

(610) Mr G S BARTLETT asked the Minister of Transport

How many (a) Coloured, (b) Indian and (c) Bantu regular workers were employed by (i) the South African Harbours, (ii) the South African Airways, (iii) the South African Railways and (iv) the Pipeline Administration during each month from 1 January 1976 to date

The MINISTER OF TRANSPORT

(a)(i), (ii), (iii), (iv), (b)(i), (ii), (iii), (iv), (c)(i), (ii), (iii) and (iv)

	South African Harbours			South African Airways		
	Coloureds	Indians	Bantu	Coloureds	Indians	Bantu
January 1976	445	43	3 864	124	—	1 564
February 1976	434	43	4 033	131	—	1 570
March 1976	435	42	4 235	137	—	1 599
April 1976	423	69	4 344	150	—	1 568
May 1976	427	65	4 045	148	—	1 559
June 1976	435	68	4 126	154	—	1 664
July 1976	427	68	4 131	153	—	1 707
August 1976	494	68	4 248	152	—	1 805
September 1976	489	68	4 253	145	—	1 719
October 1976	397	67	4 268	151	—	1 700
November 1976	414	62	4 287	154	—	1 858
December 1976	398	62	4 239	151	—	1 784
January 1977	396	61	4 186	151	—	1 758

	South African Railways			Pipelines Department		
	Coloureds	Indians	Bantu	Coloureds	Indians	Bantu
January 1976	15 410	1 545	87 027	—	4	281
February 1976	15 852	1 580	86 633	—	4	288
March 1976	16 263	1 465	91 276	—	4	288
April 1976	15 925	1 487	92 816	—	4	287
May 1976	16 303	1 320	92 046	—	3	282
June 1976	17 333	1 440	93 582	—	4	279
July 1976	17 975	1 474	95 421	—	4	268

	South African Railways			Pipelines Department		
	Coloureds	Indians	Bantu	Coloureds	Indians	Bantu
August 1976	18 167	1 573	103 586	—	4	279
September 1976	18 802	1 546	102 054	—	4	280
October 1976	18 745	1 566	103 917	—	4	278
November 1976	18 796	1 585	105 962	—	4	276
December 1976	18 817	1 557	105 647	—	4	274
January 1977	18 478	1 559	104 265	—	4	265

Section B

Question 4 & 5

274

14/3/91 Sun

Pay demand

THE 20 000-strong Railway Artisan Staff Association will demand increases of between 25 and 30 per cent before mid-year, its general secretary, Mr Wally Grobler, said yesterday. Details will be finalised at the ASA congress in May.

Weary pilots demand new deal

20/3/77 Times

By RENNIE BOTHA

THE South African Airways Pilots' Association has asked SAA to agree to a new set of operating regulations designed to avert the danger of crew fatigue on exceptionally long flights.

A new draft agreement on air crews' working conditions was submitted to SAA by the pilots' association in February.

DANGERS OF FATIGUE SPELT OUT

An explanatory memorandum submitted with the new draft agreement says one aim of the new proposals is to eliminate the conditions which prevailed in the past on the Boeing 707 run between Las Palmas and Frankfurt, where "crews could be on a five-day flight yet never have a full night's sleep"

The overall objectives of the new agreement are described as:

- "To ensure that the safety and efficiency of flight operations are not affected by fatigue in the operating crew.
- "To ensure that the regularity of the airline's schedules can be maintained for the convenience of the passengers"

SAA has not, according to pilot sources, responded to the request for new working conditions.

Meanwhile, the complaints of the pilots have been backed up by cabin crew, including air hostesses

The new agreement which the pilots are seeking would maintain the present ceiling of 70 hours' flying time a month for long-haul crews, but the covering memorandum says the problem of fatigue must be "looked at in a different light" as a result of recent changes in crew rest facilities

One senior air hostess explained "The airline has abandoned certain stopover points because of the expense of hotel accommodation"

Rest periods

The memorandum says "Although South Africa is a signatory to the Convention on Civil Aviation (Chicago, 1944), we do not fully comply with the International Standard on Flight Time Limitations, Annex 6 Part 1, which states

"'An operator shall formulate rules limiting the flight time and flight duty periods of flight crew members

"'These rules shall also make provision for adequate rest periods and shall be such as to ensure that fatigue, occurring either in a flight or successive flights, or accumulated over a period of time due to these and other tasks, does not endanger the safety of a flight. These rules shall by approved by the State registry.'"

The proposed new agreement, says the memorandum, is designed to meet this requirement

The memorandum also deals with the fatigue effects of so-called "dead-heading" — flights which relief crews must make as passengers before they take over operation of an aircraft

The memorandum says that dead-heading before a flight should be counted as 75 per cent of normal flying time Dead-heading after a flight should count as 50 per cent.

An SAAPA spokesman told me that while the long-flight problem and the dangers of crew fatigue were a fact, they could not discuss details of their approaches to the SAA administration — because they were "under oath not to speak to the Press"

Concern over conditions, however has driven a number of airline staff to tell the Sunday Times of their worries

The Sunday Times made several unsuccessful efforts to contact SAA's chief executive, Captain Pi Pienaar, for comment.

An approach to the Minister of Transport, Mr S. L Muller, was answered by a secretary who said: "The Minister will not be able to comment"

The SAA public relations officer, Mr Koot Joubert, told me No comment will be made on the subject of crew members nd flight fatigue This is a staff matter."

No comment

Mr M M Louw, SAA personnel director said "We don't discuss matters like this with the Press I am aware of the long-distance flights without crew change stops This has nothing to do with the public or the Press It is a domestic matter"

One senior captain told me "A pilot must be awake and alert when he lands at his destination — a tired mind under stress can make fatal mistakes"

A jumbo captain said "The cabin crew (stewards and stewardesses) also undergo tremendous strain during flights"

274

STAR 1/4/77

Thousands of jobs for whites vacant

Labour Reporter

The white unemployment position is far from desperate judging by the persisting staff shortage in "bread and butter" grades on the Railways.

While countless blacks are willing to do any job that will provide food for them and their families, unemployed whites can still afford to be choosy, it would seem.

The 6 900 vacancies which existed in crucial grades on the Railways in December have dropped by only 100 despite the general rise in unemployment since then, according to a Railways public relations officer.

They include jobs such as station foreman, shunter, guard, ticket examiner, checker, motor vehicle driver and crane driver.

Even men with a Standard Six pass can get some of these jobs if they pass the strict selection procedures and are prepared to undergo training

WELL PAID

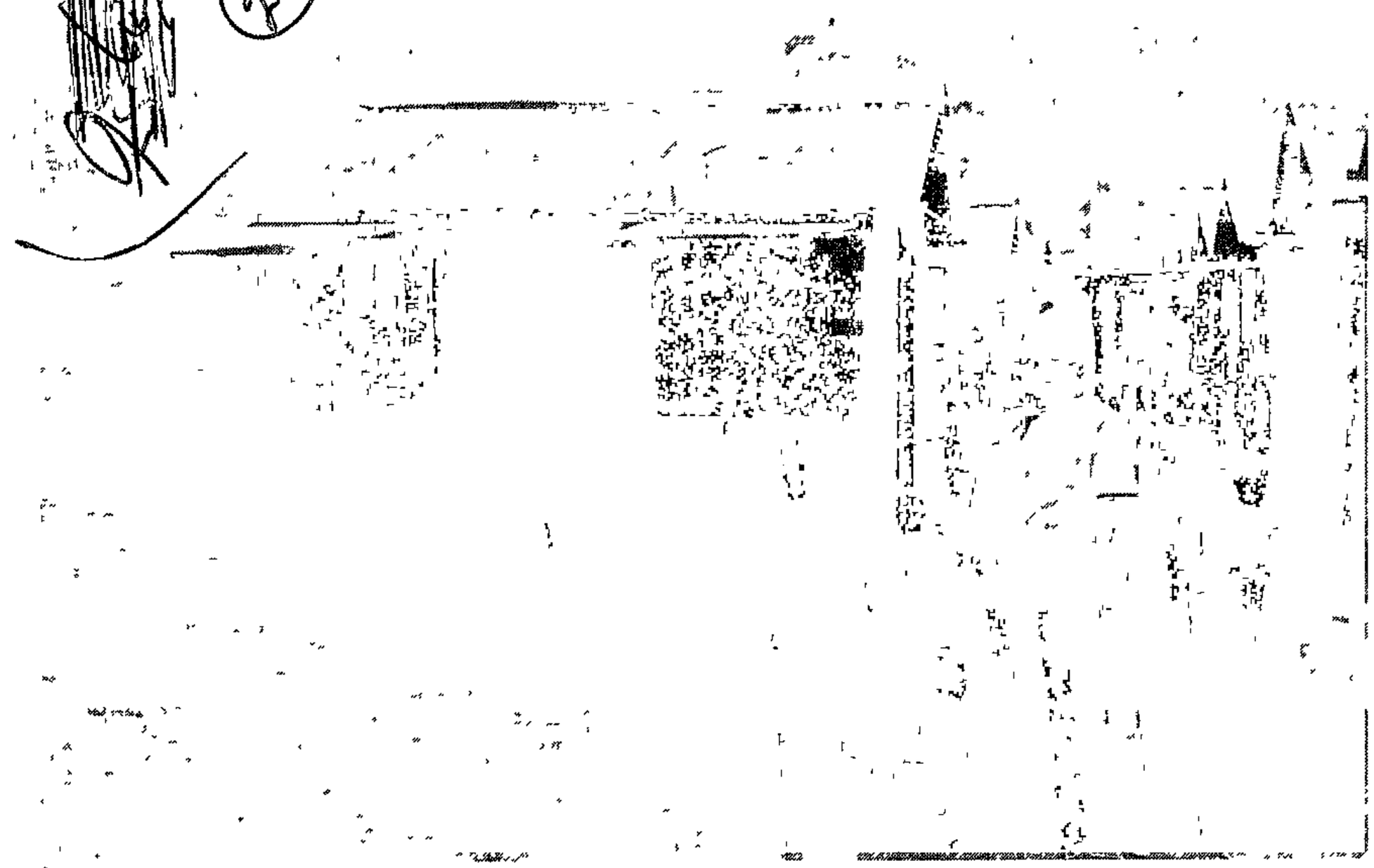
Many of these jobs are well paid and offer opportunity for extra earning through overtime.

There are also jobs for railway clerks which remain unfilled in remoter areas

The spokesman said the Railways were particularly anxious to employ youngsters who were keen to work their way up in the system

However, they did not want to be used as a stepping stone and waste costly training on men who were looking for a job to tide them over a brief spell of unemployment.

Row over



An example of what some of the cottages where railway workers live, look like.

Mrs Sarah Pedro cooks the evening meal on a coal stove in a wood-and-iron cottage

274 24/4/77

the SA Railways shanties

HUNDREDS of employees of the South African Railways and Harbours are living in two compounds in the Peninsula under conditions which Coloured Representative Council member, Mr Willie Meyer, described this week as "scandalous".

"The SAR & H are treating their employees worse than farm labourers. I have had several complaints and have personally seen the conditions under which some families have to live in railway camps.

Report: NORMAN WEST
Pictures: WILLIE DE KLERK

"At the next session of the CRC, I am going to call for a commission of inquiry into the conditions under which black employees have to live in these compounds," says Mr Meyer, who was also formerly on the SAR & H Liaison Committee

camps, called sleeping huts all over the country.

A total of 7 000 out of the 20 000 employees belong to the SAR & H Coloured staff association

however, that he was "appalled" by the conditions under which railway employees lived in the compounds and called the conditions "pathetic and

Mrs Christina Julies with one of her five children . . . "It's cold, but we do our best to brighten up the inside of the cottages"

(274) 24/4/77

The Sunday Times has also received independent complaints from railways employees, including policemen, ticket collectors, labourers and others termed "better-class workers", about their service conditions

Sleeping huts

Most complaints, however, centred around living conditions in the compounds and railway

The executive members of the staff association are all railway employees except for the general secretary, Mr Jeff Leonard, and for this reason they were not prepared to discuss the complaints of their members this week They said the constitution of the staff association precluded them from discussing staff members for publication in the Press.

Mr Leonard said, inhuman".

Oom Sampie Draai, well over 80, lives in a railway cottage at Malmesbury

Unhealthy

"The people are living in atrocious conditions, which are unhealthy and, to say the least, not fit for human beings to live and sleep in" he said.

The Sunday Times investigated the complaints and this is what we found:

In the Peninsula, there are two railway compounds for batchelor employees, or migrant workers who have been transferred to the Peninsula.

One is at Muldersvlei, near Stellenbosch, where about 200 men are housed and one at Eerste River, where 340 men are housed in "temporary" hangar-type barracks erected in 1939.

- The barracks are poorly lit, are almost dark inside, have leaking roofs and very few windows.
- The wind blows in under the eaves and the rough concrete floors are damp with puddles of water under some beds.
- The water collects from the leaking roofs and employees have to move beds several times during the nights when it rains — and Cape Town's rainy season has already begun to set in — to avoid the raindrops falling on their beds.
- In some of these rusting huts, 12 to 14 men sleep
- The men have no privacy and their iron beds, rusty from the leaking roofs which dripped water on them, have no proper mattresses

In fact, each man is supplied by the SAR & H with a piece of felt, about one centimetre or a ¼ inch thick for which they deduct 70 cents per month from their wages

The men feel that this is unfair as the mattresses are old and successive inmates of the camps must have paid over and over for the pieces of felt

The men bring their own blankets

For staying in the camps, they pay R3,90 a month and receive food from a kitchen in chipped bowls whenever they happen to be at the camp.

- There is a 10pm curfew and women are banned from the compounds.
- The men use communal toilets and communal showers
- They have no cupboards to hang their clothes in, but share a wire-meshed locker supplied with a lock between two of them.
- They complain, however, that the wind that blows in through holes in the iron-sheeting sides of their barracks and through openings in the roofs, as well as the dust whipped up everytime the concrete floors are swept, make it difficult for them to keep their clothes clean

Some have attempted to box up the inside of the lockers with pieces of cardboard to keep the dust out.

- The showers, though of an ancient type, have hot and cold water, but once again, no privacy.

At the railway cottage camps — we visited one at Malmesbury following a suggestion by Mr Willie Meyer, CRC member for Bonteheuwel, conditions were slightly better, but far from satisfactory, the

Mrs Elizabeth Claasen . her doctor told her that her illness was due to the damp and wet conditions

families there told us

Families here have been allocated three "sleeping huts" made of either hardboard or corrugated iron sheeting.

Some of the huts resemble garden bungalows and some are hardly bigger than big doll-houses.

Communal taps

The people make use of communal water taps, but have no electricity. The rental is low, from R2,80 to R5,50 but so are the wages.

Residents complained about the heat in these low-roofed cottages when it is hot, and the cold in winter. their huts also leaked when it rained, and the wind played through openings between the roofs and the sides, they claimed.

In one such a hut — which apart from the door, had only one window — we found Mrs Elizabeth Claasen lying ill in bed.

She said her doctor ascribed her bad chest and other pains to the unhealthy conditions in the camp.

The poor pay of the railway worker is another bone of contention, says Mr Leonard, the staff association secretary.

A labourer, for example, starts with R84,50 a month and reaches his maximum of R121,00 in five years' time. He then never gets an increase again, but should he stick it out, he'll receive R6 long service allowance after 15 years and a further R6 after 25 years and will retire at the age of 60 with a wage of R133.

"Another reason why the men choose to stay with the railways is a regulation which states that a man's family has to leave within one month after the husband's retirement or death," Mr Meyer pointed out.

A spokesman for the office of the General Manager of the Railways in Cape Town said yesterday that they would need time to undertake an investigation into the allegations of poor housing conditions under which its workers work.

Their comments could, therefore, not be included.

(274) 24/4/77

Sun Times (Extra) 1/5/77 (274)

Railmen's refresher

BRANCH secretaries of the Railway Staff Association of the SAR & H gathered in Cape Town this week for a three day refresher secretarial course

They are from left to right, with the towns they represent in brackets Back row H Duiker (Hutchinson), D Forbes (Cape Town), D van Wyk (Graaff-Reinet), H Pietersen (Wolseley) and A Frolik (Alicedale)

Centre row J C Arendse (Bellville), A Williams (Klipplaat), A de Wee (Beaufort West), G Wannies (Mossel Bay), D Kayser (Noupoort), H Cloete (Klawer), A Mpondo (Port Elizabeth), E Booysen (Cape Town) and C Smith (East London)

Front row R Franzen (Oudtshoorn), S Davies (Worcester), Jeff Leonard, general secretary (Cape Town), J T Bruintjies (Laingsburg) and J Jacobs (Uitenhage)

(247)

SAR REACTS TO HOUSING CLAIMS

THE SYSTEMS Manager of the South African Railways in the Western Cape, Mr J C Joubert, this week told the Sunday Times what the Railways were doing about the housing conditions published in the Sunday Times Extra last week.

He said:

The question of providing suitable accommodation for the residents of the Eerste River and Muldersvlei hostels has, for some time now, received the necessary attention.

A proposal for a new hostel for Coloureds at Kleinvlei has been included in the Estimates of Expenditure on Capital and Betterment Works for the year ending March 31, 1978, at an estimated cost of R2 000 - 000.

However, due to the present financial situation, no cash provision could be allowed for this project during the current financial year.

Consequently, no major improvements at the existing hostels have been undertaken and expenditure has been curtailed to cover minor repairs only.

Start work

It is anticipated that the systematic maintenance personnel will, in accordance with its programme, commence maintenance work at the Eerste River hostel shortly when defects mentioned in your report will also receive the necessary attention.

Sunday Times Reporter

In regard to the facilities provided, an amount of 70c a month for accommodation and R2,60 a month for rations is deducted from each worker.

In so far as eating utensils are concerned, workers are required to provide for themselves and it must be assumed that the chipped bowls referred to are the property of residents.

The provision of a better type mattress to replace the present issue of felt mat has already received approval, but is only replaceable as and when the felt mat has served its purpose.

Private use

A wire-meshed locker, consisting of two separate units, is issued for every two residents, thus ensuring that each individual has a section of the locker for his private use.

It is the intention, when the hostel at Kleinvlei is erected, to replace the wire meshed lockers with steel lockers.

There is no curfew imposed at any of the hostels, but the electric lights are time-controlled and are switched off between the hours 22h20 and 03h30.

The erection of 35 double-storeyed semi-detached flats at Malmesbury has already been approved, but due to the present financial position, the building has been held back in the meantime.

Wages

The determination of wages is a policy matter and I am, therefore, unable to furnish any comments. It is, however, necessary to draw attention to the fact that long service increments are granted after completion of 15 and 25 years continuous service.

Row over the SA Railways shanties

HUNDREDS of employees of the South African Railways and Harbours are living in two compounds in the Peninsula under conditions which Coloured Representative Council member Mr Willie Meyer described this week as "scandalous"

"The SAR & H are treating their employees worse than farm labourers. I have had several complaints and have personally seen the conditions under which some families have to live in railway camps

Report: NORMAN WEST
Pictures: WILLIE DE KLERK

Our report last week to which the systems manager has responded

274

Hansard 14 col 1014 3/5/77

Posts in South African Railways and Harbours Administration

878 Mr T ARONSON asked the Minister of Transport

(1) (a) How many posts which were previously filled exclusively by White employees of the South African Railways and Harbours Administration are now occupied by non-Whites and (b) how many non-Whites are employed in such positions,

(2) whether he is considering the employment of non-Whites in positions at present held by Whites, if so, in which positions

The MINISTER OF TRANSPORT

(1)(a) and (b) 20 082

(2) Yes, in positions for which the services of Whites are unobtainable

Unionist attacks Cabinet 'luxury'

RDM 13/5/77

274

Own Correspondent

DURBAN. — It was about time free-spending Cabinet Ministers and Members of Parliament set an example to the country by lowering their standard of living instead of calling on the workers to make all the sacrifices, Mr Jimmy Zurich, president of the South African Railways Artisan Staff Association, said in Durban yesterday.

He was commenting on a resolution taken by the 21 500-strong association at its annual conference in Durban yesterday to demand a wage increase of "considerably less than the 27,5 per cent railwaymen were entitled to" and a working week shortened from 46 to 44 hours.

"It is not ethical to reveal the actual increase before discussions with the Minister of Transport but the fact that it will be considerably less than the 27,5 per cent means that we are making a sacrifice as a contribution to the country's economy.

"The delegates believe that in the ensuing months the cost of living will continue to rise by an average of one per cent or more a month.

"What worries us is the free spending on the part of the Cabinet Ministers and Members of Parliament.

"The workers' standard of living continues to drop but they are not seen to be making any sacrifices at all.

"Expensive new cars are being bought for them, special luxury flats are built for Deputy Ministers and there are lots of other perks. In the present economic situation it is time they set an example

"While the workers' standard of living has dropped, theirs has not gone down by one iota In fact their standard of living is getting better and that, at the expense of the taxpayers who provide their wages," he said

The conference gave Mr Zurich the green light to go ahead with attempts to form an association of middle-of-the-road trade unions.

274

STAR 15/5/77

Railmen drop R100 pay bid

15/5/77

Tribune Reporter

THE 21 000-member Artisan Staff Association decided to drop its R100-a-month wage claim in favour of a percentage at the union's annual conference in Durban this week.

But union president Mr Jimmy Zurich warned: "My men are in no mood to take no for an answer. We will take this to arbitration if we have to."

Inflation

Mr Zurich would not say what percentage the railwaymen are asking for, but said it would be well below the 27,5 percent required to keep pace with inflation.

"We also think it is time for Members of Parliament to drop their standards as well. We read about them getting flats built for them, pay increases and luxury cars provided and it is obvious their standard of living is getting better while they appeal to us for restraint.

"We have sent a telegram to the Minister of Transport asking for a meeting in the first week of June when we will present our demands to him.

"But if he doesn't agree to our claims we will have no option but to go to arbitration," said Mr Zurich.

"The last cut in working hours was made in August 1944 and we feel it is time for a further reduction."

274

Railways staff to press for higher pay

RDM 24/5/77

By GERALD REILLY

THE 22 000-strong Artisan Staff Association will submit a demand for a wage increase to the Minister of Transport, Mr Louwrens Muller, in Cape Town next week.

Despite appeals from the Minister of Labour, Mr Fanie Botha, for unions to delay or minimise wage claims, the ASA is expected to demand an increase of about 20%.

The president of the ASA, Mr Jimmy Zurich, said in Pretoria yesterday that the claim would be substantially less than the 27% rise in the Consumer Price Index since the last "inadequate" increases were granted in July last year.

He said ASA was taking into account the depressed economy and the Railways administration's financial difficulties.

But angry meetings of ASA branches during the past few weeks have called for the resignation of the Minister and for across-the-board increases of R100 for artisans, Mr Zurich said.

"We are under tremendous pressure from our members and to delay our claims is out of the question," he said.

"ASA members desperately need financial relief and we aim to get it."

Mr Zurich added that he would wait to see how the Minister reacted to the demands before commenting on whether ASA would seek arbitration if the demands were rejected

9 RAIL ST REBEL EXPELLED

Sun. Times (Lewis) 29/5/77

NINE rebel members of the Coloured Railway Staff Association who formed an action committee to revolt against the present leadership of the association, were expelled this week.

The expulsion orders were signed by Mr Jeff Leonard, general secretary of the Coloured Staff Association which has a membership of 7 000 out of the 20 000 coloured people employed by the SAR & H.

By NORMAN WEST

Those who received expulsion orders were the leader of the rebel group, Mr F J Hendrickse, senior clerk at the Athlone station and his eight lieutenants, M Maatjam, D Lukas, E Booysen, C McDillon, J C Arendse, A D Carstens, F van Wyk and A Wilschutt.

So far, the action committee has held three meetings to generate support to oust the present leadership.

One meeting was held in the Cape Town docks on Saturday, another at the Culemborg goods yard on Wednesday and the last one in the St John's hall on the Cape Town station on Tuesday night.

According to loyalists to the present leadership who attended these meetings, the [illegible] is directed at the overthrow of Mr Jeff Leonard, the youthful and fiery general secretary, the president, Mr M Haywood, and at the full executive of 22 members who represent the 22 branches affiliated to the association.

I understand that the rebel group have grouses about the alleged incompetence of the president, Mr Haywood, and also claim that the officials are being led by the nose by Mr Leonard. They also claim that Mr Leonard is paying too many visits to the branches.

Mr Leonard confirmed yesterday that he had signed the expulsion notices.

He said that the consutution of the association makes provision for the expulsion of members deemed by the executive to be involved in acts "in a manner which is detrimental to the association".

He said that the expelled members had a right to appeal provided they gave notice in writing within 30 days of the date of the letter of expulsion.

Mr Leonard said that he was acting on the instructions of the president, Mr Haywood, and the vice-president, Mr Hendrik Essau.

Mr F J Hendrickse, ch

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Railmen call for pay rise

STAR 30/5/77

274

138

John Patten,
Political Correspondent

CAPE TOWN — The Artisan Staff Association of the Railways sent a delegation to the Minister of Transport, Mr Muller, in Cape Town today to press claims for pay increases.

While confirming the meeting was taking place today, the Minister's office said no statement was expected to result from the meeting.

The talks are taking place against the background of the failure of postal workers to negotiate any increased wages or salaries in the immediate future, because of the tough economic climate. The chances of the Artisan Staff Association succeeding appear to be slim.

The Minister is known to be sympathetic to the situation in which the railway staff find themselves, but the Government is maintaining a very strong hold on expenditure.

In his Railway Budget earlier this year, Mr Muller paid tribute to Railway staff for accepting only a 10 percent increase last year when they could have laid claim to a 24 percent increase in terms of the anti-inflation manifesto.

Mr Muller's Budget for the present financial year allowed for the barest surplus, and without making any provision for increasing railwaymen's pay. If an increase were allowed by the Government during this year, it regarded as inevitable that Railway rates would again have to rise.

1/6/77 (274)

Muller rejects wage demand by artisans

1/6/77

PRETORIA — The Minister of Transport, Mr Louwrens Muller, has flatly rejected a 15 per cent wage claim from the 22 000 strong Artisan Staff Association.

And at a two-hour meeting in Cape Town on Monday the president of the ASA, Mr Jimmy Zurich, told the Minister that South Africa was facing a new upsurge of poor whiteism because of the recession, a virtually frozen wage structure and escalating food prices.

He told Mr Muller the plight of a large section of white Railway workers earning R300 a month and less was alarming. They were sinking into poverty. Debts were piling up and for many the situation was more serious than in the dark days of the depression of the early 1930s

The Minister, Mr Zurich said, outlined the serious financial plight of the Railways. Revenue had plunged because of the steep decline in the high rated import traffic as well as in domestic and export traffic.

The Minister of Finance, Mr Muller said, was unable to help as the State was also in formidable financial problems.

Immediately after the meeting with Mr Muller the executive of the ASA met in Cape Town.

"There was deep anger among the members at the wage claim rejection. Some demanded we go to arbitration We have decided however to postpone any further action until we meet again at the end of June."

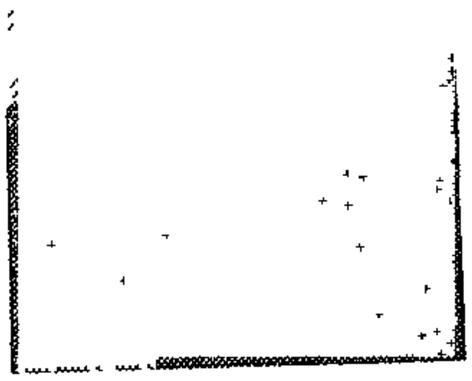
The executive's anger was aggravated by the fact that Krygcor, a semi-State organisation had recently been granted a ten per cent wage increase

"We believe if one semi-State organisation is granted relief then all public sector workers must benefit as well "

Mr Zurich said since June 1974 the consumer price index had risen by 38,4 per cent. Last year's ten per cent rise in July reduced this to 28,4

"And that is what we were entitled to In demanding only 15 per cent we took into account the parlous state of the country's finances "

However, Mr Zurich added, the last word had by no means been spoken on the wage increase issue — DDC



MR S.L. MULLER

274

Hansard 18 col 1233 2/6/77

274

Posts for technicians at Railways and Harbours Administration

1049 Mr W G KINGWILL asked the Minister of Transport

(1) (a) How many posts for technicians are there on the establishment of the Railways and Harbours Administration and (b) how many of these posts are filled by (i) Whites (ii) Indians and (iii) Coloureds,

(2) whether any of these posts are vacant if so, for what reason

The MINISTER OF TRANSPORT

(1) (a) 14 385

(b) (i) 12 044

(ii) and (iii) Nil

(2) Yes There are 2 341 vacancies of which 215 need not be filled as a result of a decrease in work The remaining vacancies will be filled by apprentices completing their apprenticeship in the near future and applicants for employment

SUN. TRIB 5/6/77

12

'Economy won't support pay rises'

By DICK USHER 5/6/77 S Tribune

SORRY, WE'RE BROKE

That's the R800 million wages blow from the Government for railmen

THE COUNTRY has saved R800 million at the expense of its workers — that's official. But there's little chance of them collecting on this moral debt this year.

The figure was given to Parliament by the Minister of Labour, Mr Fanie Botha, during the Assembly debate on the labour portfolio Praising the trade unions for exercising agreed restraint in wage demands, he said the country could not afford anything like the R800 million to which they are entitled

But when Mr Jimmy Zurich, president of the powerful Artisans' Staff Association of the railways, came back empty-handed from his negotiations on more pay for railwaymen this week, it was an indication of how firmly the Government is set against wage increases

A five percent increase civil servants had hoped for in January this year was refused And if the railmen could not get the moderate 15 percent increases they were asking — moderate in terms of the 27 percent they are behind the consumer price index — then neither are other state employees likely to get increases.

The message Mr Zurich brought back from Cape Town is that Government coffers are empty

The Minister of Transport, Mr Lourens Muller, gave convincing evidence to him that the economy cannot support increased wages for state employees

"He did not attack the merits of our case, but pointed out that it is purely a question of economics The money is just not available," said Mr Zurich.

"Imports and exports have dropped and the railways are running well below capacity. Any increase in wages would have to be met from increased tariffs. This would put up the prices of nearly everything in South Africa and at the same time we would be just pricing ourselves out of the carrying market.

Little hope

"Even if we go to arbitration with our demands, the board would have to look at the economics of the affair and it would be highly unlikely we would win".

In the private sector, Mr Arthur Grobbelaar, general secretary of TUCSA, and Mr Attie Niewoudt, general secretary of the Confederation of Labour, recently issued their first joint statement in 20 years, calling for restraint in wage demands.

The two federations represent more than 500 000 workers in all sectors of commerce and industry. Although their statement warned commerce and industry against feathering their nests at the expense of the country, it also called on trade unions to continue to frame their wage demands with the greatest responsibility so as not to harm the economy

Mineworkers and engineering workers are also involved in wage negotiations and although SEIFA appears ready to reach an accommodation with 10 unions in the steel and engineering industry a settlement for the mineworkers appears less likely.

Moved

Indications are that, in spite of a background of short time, unemployment and economic recession, SEIFSA, has moved from its previously rigid position and might now consider proposals for increases in pay if the workers drop their demands for better fringe benefits

The 10 unions in the powerful Confederation of Metal and Building Unions represent about 100 000 workers — mostly white — and are also negotiating on behalf of about 100 000 black workers They are demanding increases of between 10 and 26 percent in hourly wages.

The Chamber of Mines is also resisting pay claims by the miners and although the miners have declared a dispute and applied for the matter to go to arbitration a conciliation board has not yet been appointed.

men and women, the most of whom they shot. Some months later affres were seen at a distance, one of whom came to the camp with a message from Slambi's son, requesting permission to remain until the harvest was over; and that then he (if his father would not) would go over the Great Fish River quietly. This messenger would not give any information respecting Slambi, but said he did not know where he was. However, after having been put in irons, and fastened to a wheel, with a riem (leathern thong) about his neck, he said that if the

Hansard 19 col 1269 8/6/77

274

Coloured persons employed by Railway Administration at Beaufort West

1075 Mr R J LORIMER asked the Minister of Transport

(1) How many Coloured persons are employed at Beaufort West by the Railway Administration,

(2) whether recreational facilities have been provided for them by the Administration, if so, what facilities, if not, why not

The MINISTER OF TRANSPORT

(1) 833

(2) Yes, two tennis courts, a rugby, soccer, cricket and netball field

Hansard 20 Q cols 1312 – 1320 15/6/77

274

Staff in General Manager's office of South African Railways and Harbours Administration

1047 Mr W V RAW asked the Minister of Transport

(a) What was the (i) number of and (ii) increase in staff in each grade in the General Manager's office of the South African Railways and Harbours Administration during the financial year 1976-'77, (b) what was the cost of such increase and (c) what is the estimated cost for 1977-'78

The MINISTER OF TRANSPORT

(a) Grade	(i) Staff Establishment as at 1 4 76	(ii) Increase 1976-'77
General Manager	1	—
Deputy General Manager	2	—
Assistant General Manager	7	—
Financial Manager	1	—
Chief Superintendent	10	—
Deputy Chief Superintendent	6	1
Assistant Chief Superintendent	25	1
Superintendent	145	12
Assistant Superintendent	150	13
Assistant Financial Manager	1	—
General Secretary, Local Authorities Committee	1	—
Assistant General Secretary, Local Authorities Committee	1	—
Senior Pharmacist	1	—
Financial Research Officer	28	—
Director (Commercial Research)	1	—
Chief Rates Officer	1	—
Marketing Manager	1	—
Assistant Marketing Manager	2	—

(a) Grade	(i) Staff Establishment as at 1 4 76	(ii) Increase 1976-'77
General Secretary, S A R Recreation Clubs	1	—
Claims Research Officer	1	—
Commercial Research Officer	16	1
Librarian	1	—
Public Relations Officer	1	—
Assistant Public Relations Officer	7	—
Private Secretary to the General Manager	1	—
Secretary to the General Manager	1	—
Senior Planning Engineer	1	—
Manager (Data Processing)	1	—
Senior Engineer (Special Duties)	1	—
Planning Engineer	6	1
Chief Statistician	1	—
Assistant Research Officer	2	—
System Programmer	7	—
Engineer (Data Processing)	3	—
Engineer (Special Duties)	1	—
Senior Statistician	3	—
Principal Engineering Assistant	5	—
Statistician	13	—
Senior Engineering Assistant	14	1
Assistant Engineer	10	—
Assistant Statistician	22	—
Head, Railway Language Bureau	1	—
Deputy Head, Railway Language Bureau	2	—
Assistant Head, Railway Language Bureau	4	—
Chief Automotive Engineer	1	—
Assistant Chief Automotive Engineer	3	—

(a) Grade	(i) Staff Establishment as at 1 4 76	(ii) Increase 1976-'77
Senior Automotive Engineer	3	—
Automotive Engineer	7	—
Production Supervisor	2	—
Senior Automotive Inspector	4	—
Senior Technical Assistant	2	—
Chief Director (Health Services)	1	—
Chief Legal Adviser	1	—
Director (Personnel Development)	1	—
Personnel Liaison Officer	1	—
Director (Industrial Health)	1	—
Director (Public Health)	1	—
Chairman, Disciplinary Appeal Board	1	—
Legal Adviser	2	—
Deputy Director (Personnel Development)	2	—
Assistant Director (Personnel Development)	2	—
Director (Non-White Affairs)	1	—
Personnel Development Officer	4	7
Deputy Chairman, Disciplinary Appeal Board	1	—
Chief Health Inspector	2	—
Assistant Personnel Liaison Officer	1	—
Chairman, S A R Tender Board	1	—
Secretary, S A R. Tender Board	1	—
Principal, Railway College	1	—
Deputy Principal, Railway College	1	—
Assistant Principal, Railway College	1	—
Lieutenant-Colonel	1	—
Major	1	—
Inspecting Engineer (Motive Power)	9	—

(a) Grade	(i) Staff Establishment as at 1 4 76	(ii) Increase 1976-'77
Assistant Mechanical Engineer	3	—
Electrical Engineer (Motive Power)	2	—
Inspector (Locomotive Maintenance)	4	—
Inspector (Mechanical Maintenance)	1	—
Inspector (Motive Power)	3	—
Locomotive Inspector (Investigation and Special Duties)	2	—
Inspector (Electric Motive Power)	3	—
Carriage and Wagon Inspector	1	—
Director (Operating Safety)	1	—
Director (Operating Control)	—	1
Chief Technical Officer	1	—
Chief Valuer	1	—
Chief Horticulturist	1	—
Valuer	1	—
Assistant Valuer	10	—
Assistant Chief Horticulturist	2	—
Assistant Legal Adviser	1	2
Nautical Adviser	1	—
Engineer (Harbour Operating)	1	—
Chief Supervising Marine Engineer Officer	1	—
Senior Supervising Marine Engineer Officer	2	—
Engineer (Containerization)	1	—
Nautical Officer . .	1	—
Supervising Marine Engineer Officer .	7	—
Economic Research Officer	2	—
Development Engineer (Containerization) . .	1	—
Chief Vocational Officer	1	—

(a) Grade	(i) Staff Establishment as at 1 4 76	(ii) Increase 1976-'77
Assistant Chief Vocational Officer	3	—
Psychometrist	1	—
Senior Vocational Officer	13	1
Senior Vocational Officer (Clinical)	6	—
Vocational Officer	41	1
Personnel Research Officer	3	—
Assistant Psychometrist	2	—
Chief Clerk	210	23
Principal Clerk	350	31
Senior Clerk	330	49
Clerk, Grade 1	125	15
Clerk, Grade 2/Lady Clerk	94	4
Senior Auditor (Material) .	10	—
Auditor (Material), Principal Class	25	—
Auditor (Material), Senior Class	38	—
Auditor (Material)	8	—
Senior Auditor (Accounting)	2	—
Auditor (Accounting), Principal Class	7	—
Auditor (Accounting), Senior Class	23	—
Auditor (Expenditure)	12	1
Senior Auditor (Expenditure)	16	1
Auditor (Expenditure), Principal Class	30	—
Auditor (Expenditure), Senior Class	55	—
Private Secretary	10	—
Typist	145	3
Record Custodian .	15	—
Office Assistant . .	100	—
Senior Marketing Officer	3	—
Marketing Officer . . .	10	—
Assistant Marketing Officer	1	—
Auctioneer . .	3	—
Senior Library Assistant . . .	2	—

(a) Grade	(i) Staff Establishment as at 1 4 76	(ii) Increase 1976-'77
Library Assistant	5	—
Senior Language Officer	5	—
Language Officer	8	—
Assistant Language Officer	11	—
Translator	9	—
Training Officer (Road Transport)	3	1
Telephonist	2	—
Instructor (Technical)	18	—
Organization and Methods Officer	15	—
Disciplinary Inquiry Officer	3	—
Inspector (Staff Residences)	1	—
Senior Inspector (Hostels)	1	—
Inspector (Hostels)	4	—
Lady Clerk Supervisor	2	—
Manager (Hostels)	9	—
Goods Inspector	3	—
Manager (Staff Residence)	3	—
Organizer (Physical Culture and Sport)	1	—
Supervisor (Records)	2	—
Caretaker	2	—
Senior Caretaker	1	—
Superviser (Reproduction Room)	1	—
Inquiry Officer	2	—
Office Assistant Supervisor	3	—
Machineman	2	2
Messenger	4	—
Section Head	7	—
Chief Instructor	8	—
Senior Instructor	43	3
Instructor	82	5
Lecturer	1	—
Registrar	1	—
Captain	1	—
Lieutenant	4	—
Warrant Officer	3	—
Sergeant	7	—
Storekeeper	1	—

(a) Grade	(i) Staff Establishment as at 1 4 76	(ii) Increase 1976-'77
Refreshment Room Manager	1	—
Inspector (Locomotive Maintenance)	6	—
Inspector (Motive Power)	10	—
Recruitment Promotion Officer	2	2
Senior Instructor (Technical)	17	—
Programmer	20	—
Production Supervisor	2	—
Works Manager	1	—
Assistant Inspector (Mechanical Maintenance)	1	—
Senior Draughtsman	4	—
Draughtsman, Grade 1	8	—
Draughtsman, Grade 2	14	—
Technical Assistant	1	—
Technical Supplies Officer	1	—
Assistant Technical Supplies Officer	2	1
Foreman (Workshops)	1	1
Engineering Assistant	14	2
Bonuswork Inspector	11	—
Road Competition Officer	1	—
Assistant Foreman	3	—
Inspecting Officer (Road Transport Tarpaulins)	1	1
Inspector (Non-Revenue Earning Vehicles)	1	—
Driver in Charge (Departmental)	7	—
Driver (Departmental)	9	—
Plan Room Attendant	1	—
Guidance Officer	1	—
Liaison Officer (Non-White Affairs)	1	—
Assistant Secretary to the General Manager	—	1
Senior Technician	2	—
Supervisor (Scales and Mass-measuring Bridges)	1	—

(a) Grade	(i) Staff Establishment as at 1 4 76	(ii) Increase 1976-'77
Assistant Supervisor (Scales and Mass-measuring Bridges)	1	—
Senior Boiler Inspector	1	—
Inspector (Coach Body Maintenance)	1	—
Inspector (Mechanically Refrigerated Trucks)	2	—
Assistant Inspector (Mechanical Maintenance)	2	—
Locomotive Inspector (Electric)	3	—
Assizer (Scales and Mass-measuring Bridges)	1	—
Carriage and Wagon Inspector	7	—
Inspector (Operating Safety) . .	2	—
Inspecting Officer	9	—
Coach Cleaning Supervisor . .	1	—
Horticulturist . .	2	—
Works Inspector .	1	—
Senior Assistant (Vocational Services) .	1	—
Assistant (Vocational Services) ...	1	—
Vocational Officer (Intern)	2	—
Non-Whites		
Labourer .	196	1
Messenger	16	—
General Worker (Headquarters)	23	—
Induna, Class 2	15	—
Head Induna, Class 1 .	2	—
Head Induna, Class 2	1	—
Female Toilet Room Worker	3	—
Watchman	5	—
Assistant (Coaching Research)	12	—
Saloon Assistant .. .	1	—
Library Worker	4	—
Head Watchman . .	4	—

(a) Grade	(i) Staff Establishment as at 1 4 76	(ii) Increase 1976-'77
Assistant (Office Duties)	1	—
Cook, Class 1	6	—
Cook, Class 2	11	—
Bantu Instructor, Class 1	36	—
Bantu Instructor (Senior Class)	2	—
Coloured Instructor (Senior Class)	2	—
Coloured Instructor, Class 1	3	—
Coloured Instructor, Class 2	1	—
Waiter (Restaurant)	27	—
Head Cook	1	—
Liaison Assistant (Sport and Recreation)	1	—
Vocational Officer's Assistant	1	—
Editor's Assistant	1	—
Nursery Worker	5	—
Handyman	1	—

(b) Approximately R780 000

(c) Approximately R1 650 000

WESTERN PROVINCE HOCKEY ASSOCIATION

WP Colts Tour to Southern Cape (George) : 30 to31 July 1977

To assist the players with their tour expenses your donation is greatly appreciated. TICKETS are 20 cents each or 3 for 50 cents. The PRIZE is a PORTABLE RADIO. The DRAW will be made on Wednesday 27 JULY 1977 and the winner contacted by telephone. Thank you for your support.

O. Metcalf.
MANAGER

QUESTION: Which horse won the 1977 Durban July Handicap ?

	Name and Address	Telephone	Answer
A			
B			
C			
D			
E			
F			
G			
H			
I			
J			
K			
L			
M			
N			
O			
P			
Q			
R			
S			
T			

HANS. 21
21/6/77
Col 1369-70

274

Accidents at Kazerne shunting yard

The MINISTER OF TRANSPORT replied to Question *3, by Mr H L J van Rensburg

Question.

*3 Mr H E J VAN RENSBURG asked the Minister of Transport

(1) Whether any accidents involving personnel have taken place at the Kazerne shunting yard during 1976 and 1977, if so, how many staff members have been (a) fatally and (b) seriously injured,

(2) whether representations have been made by staff to the Railway Administration in regard to conditions at the yard, if so, (a) what was the nature of the representations and (b) what steps have been taken to eliminate such conditions

Reply.

(1) Yes

(a) 2

(b) 8

(2) (a) and (b) Yes, during safety meetings shunting staff mentioned that rails which were intended for replacement purposes, were off-loaded between the tracks in the sorting yard and the despatch yard, respectively The replacement of rails in the sorting yard was expedited and has since been completed, whilst that in the despatch yard is still continuing as it can only be undertaken as and when traffic requirements permit However, none of the above-mentioned accidents occurred as a result of the material off-loaded in the yard

1. The analysis in the quotation is correct.
2. The quotatio[illegible]n xurves with movements along the cu[illegible]
3. The quotatio[illegible]l error but does not describe the way pric[illegible]l competitive markets.
4. The quotatio[illegible] if "excess supply" were substituted [illegible].
5. None of the a[illegible]

29. (A) The prices o[illegible]ucts tend to fluctuate less than the pri[illegible] goods.
(B) The demand f[illegible]ds tends to have a lower price elasticity th[illegible] manufactured goods.

1. A is correct [illegible]ct.
2. Both A and B [illegible]ere is no causal relation.
3. A and B are b[illegible]
4. B is correct [illegible]ct.
5. None of the a[illegible]

30. "If the railways [illegible] on passenger traffic they should lower thei[illegible] suggested remedy would only work if the deman[illegible] has a price elasticity of

(a) [illegible]
(b) [illegible] but less than one.
(c) [illegible]
(d) [illegible]

1. (a) and (b) o[illegible]
2. (b) only.
3. (c) only.
4. (d) only.
5. None of them.

31. If the demand for [illegible]elatively elastic then a bad harvest which [illegible] below its expected level would

1. Lower the price of strawberries.
2. Raise the income of strawberry farmers.
3. Have no effect on strawberry prices.
4. Lower the incomes of strawberry farmers.
5. Both 1. and 4. above.

32. In a simple two country world trading some homogeneous commodity the effect of removing an import tariff on that commodity would be to :

1. Increase world trade.
2. Decrease the price of the good in the importing country by the amount of the tariff.
3. Lower the price in the exporting country by some amount.
4. Increase output by producers in the importing country.
5. Both 1. and 3. above.

RDM 27/6/71

Railmen may force pay rise

(274)

Staff Reporter

THE executive of the Railways Artisan Staff Association will meet in Johannesburg on Friday to decide whether to take the Minister of Transport, Mr Louwrens Muller to arbitration on a wage dispute.

If the ASA decides to ask for arbitration and wins an increase for its members, the Government would have to grant increases throughout the public sector. An average 10% increase would add R240-million to the Government budget. No public sector increases have been granted since July last year.

After an interview with the ASA in May, the Minister conceded that the artisans had a strong case for relief.

He warned, however, the Government did not have the necessary funds and if they wrenched an increase from him through arbitration he would have to raise rail rates.

(Sapa-AP.)

N Mercury 4/7/77

Ship delayed

(274)

UNION Castle's mail-ship Windsor Castle is running 24 hours behind schedule following a small fire aboard. She is expected in Durban only at 6 a.m. tomorrow, but will leave on schedule at 5 p.m. on Wednesday.

274

21/7/77

The Natal Mercury,

WORRYING RAILWAYS CIRCULAR

Mercury Reporter

THE wording of a confidential circular to Railways employees in Natal has led to fears that retrenchments and wage cuts are being considered.

But according to Natal System Manager Mr. J. C. B. Irving there is no cause for alarm

National president of the SAR Artisan's Association Mr. Jimmy Zurich said the circular was misleading and could cause panic.

Mr. Irving said the circular was intended to show employees that in spite of the Railways' R6 000 000 surplus over the past two months "things were still not so good."

The circular contained a request to department heads to carefully consider whether all their staff were necessary.

This was meant to refer only to casual or seasonal labour and to the freezing of already vacant posts, but the wording could have been misleading, Mr. Irving said.

He said the word "casual" had not been mentioned.

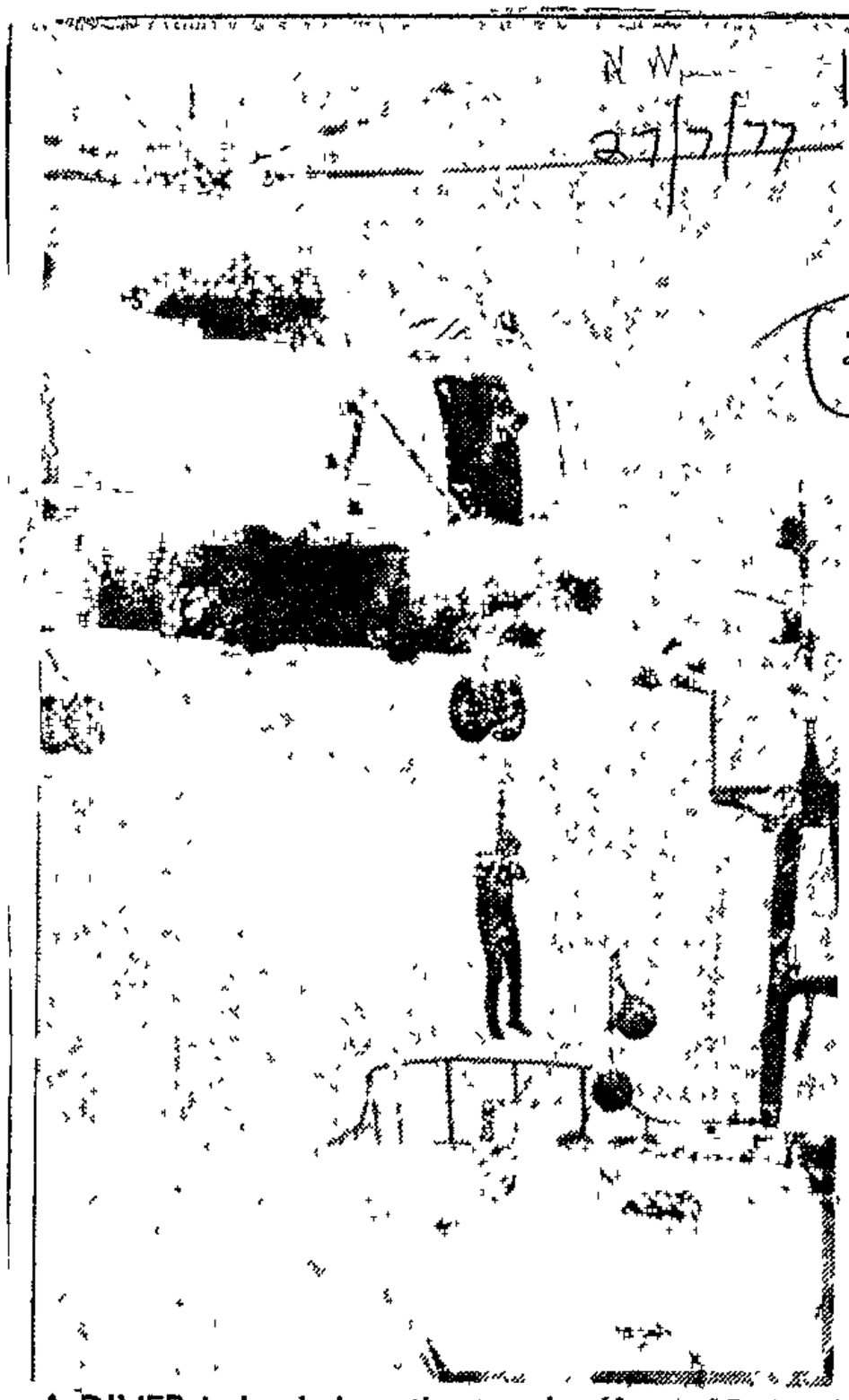
Mr. Irving said the Railways had always employed casual workers whose numbers varied according to work available.

A Railways employee told the Mercury that the circular had caused alarm at a time when rumours of cut-backs in staff and work were rife.

N W 27/7/77

274

SEA POUNDS STRICKEN TRAWLER



A DIVER is landed on the trawler Kuoai 12, hard aground in Cape Town, for an attempt to tow the vessel out to sea which was to have been made last night.

Mercury Correspondent

CAPE TOWN — Pounding seas and a 40-knot wind held the 306-ton Taiwanese trawler Kuoai 12 hard aground on Paarden Eiland last night as salvage crews struggled to pull her clear.

The 22-man trawler went aground at 3.40 a.m yesterday after dragging her anchor in a strong north-westerly. She came to rest about 30m from the wall of dolosse which lines the reclaimed area of Paarden Eiland.

At first light she had moved 10m closer and was bumping heavily in the swell.

The crew huddled together for shelter forward of the bridge. They were cold and powerless as all machinery had been stopped to prevent sand entering the intakes.

Hope of an early rescue was dashed when a towline from the tug Agulhas parted just before noon yesterday. A land and marine salvage team working in conjunction with a helicopter had fought breaking surf to bring the line aboard Kuoai 12.

During the operation an interpreter and a team of divers had been taken aboard by helicopter.

A National Sea Rescue Insitute (NSRI) launch stood by at sea while three ambulances and a special emergency services vehicle with a doctor stood by on shore.

A new towline was fitted later yesterday afternoon and Agulhas took station astern of the trawler for a new salvage attempt which was to have been made at high tide at midnight last night.

This is the eighth emergency in three years for vessels of the Taiwanese fishing fleet in Cape waters.

occidit, si modo culpa eius nulla intercedat: nam aliquando minus de dolo, quam ex culpa, quisque legem tenetur.

COMMENTARIUS

NON minus ex dolo, quam ex culpa] Inventio est, dicere voluit, non minus ex culpa, quam ex dolo, occidentem teneri. Nam de dolo minor est dubitatio. Si autem verbo non transeo occaetur *pro* [illegible] *Cypianum, [illegible] § pe[illegible] 8 [illegible] 17 [illegible] 3 [illegible] 2 [illegible] apud Calistratum, l. [illegible] 85 de solut.*

TEXTUS

4. Itaque, si quis, dum pavidus ludit, vel exercitatur, transeuntem sagittam immittat, dummodo non in illo meo corpore, ubi solitus est exercitari, adhuc sit, illa culpa eius intelligitur, si eius vide quid commiserit, culpa reus est. Idem juris est de milite, si in illo loco, quo quis ad exercitandum militibus destinatus est, id commiserit.

5. Item, si putator ex arbore ramo ducto fortuito transeuntem occiderit, si propter imperitiam artificium id fecerit, neque providerit, ut ejus vitari posset, culpa reus est, si praevidit, nec illum caverit praecavere, extra culpam est putator. Neque extra culpam est intelligitur, si casu aliquo forte, vel in medio fundo cadebat, licet non proclamaverit, quasi in eo loco nulli extraneo pertransire licuerit.

6. Ita et si medicus, qui servum tuum secuit, dolo [illegible] occidit, ob id mortem servi culpa reus est.

7. In pecuniis quoque culpa adhibetur, veluti, si medicus alio servo tuo occidit, quem ab eo curari jusserit, aut perperam ei medicamentum dederit.

8. Impetum quoque mularum, quas nullo propter imperitiam retinere non potuit, ipsorum tuus oppressit, culpa reus est nullo. Sed et, si propter tempestatem eas retinere non potuerit, cum alias firmior eas retinere potuisset, aequa culpa tenetur. Idem placuerunt de eo quoque, qui cum equo vehebatur, impetum ejus a se propter infirmitatem, aut propter imperitiam ejus eum, retinere non potuerit.

In Institu

servum aliquam [illegible] esse bonescent, [illegible] mortem [illegible] tamen si [illegible] mortem [illegible] Naturam [illegible] curatione [illegible] videtur.

Inter [illegible] dolo. Sic] Imperitia [illegible] perit [illegible] culpa adscribitur, [illegible] *l. [illegible] 27 § si [illegible] l. [illegible] 1, 2 ad Leg. [illegible] imperitia, [illegible] medicamento [illegible] hac lege tenetur. l. 7 mis[illegible] Homicidium [illegible] in hominis [illegible] Cassiod. 6 [illegible] 19. Diligentia [illegible] culpae adiungerent [illegible] commisit [illegible] l. 6 § [illegible] extra culpa [illegible]*

ed out that black passengers would suffer.

The drivers said they were told they were not being paid because their trip records were not handed in on time. The drivers denied this.

Miss E Swanepoel, assistant public relations officer for the Railways, denied that 20 drivers were not paid.

"There were eight employees whose pay was not ready on pay day on account of them not complying with departmental instructions. But to assist these drivers, advances were granted and the instructions were explained to them."

[illegible] 5, the British girl with [illegible] Hospital yesterday are [illegible] paediatrician Dr Michael [illegible] Katrina will be taken

SAR bus strike threat called off

(274) RDM 29/7/77

By DIAGO SEGOLA

A THREATENED strike by about 20 Railway bus drivers was called off yesterday when the drivers decided that blacks travelling to the homelands would suffer if they did strike.

The drivers met yesterday to discuss a pay dispute.

They claimed they were not paid on Wednesday and were told they would be paid next week. They are normally paid on the 27th of the month.

Yesterday they reported for work, but stayed outside the SAR depot in Germiston. Drivers rostered for trips said they would not go unless they were paid.

"How can we go when we have no money. We pay our own expenses on trips," said one of them. Later they changed their minds when it was point-

274

SHIPPING

Wilf Seifert

Agents upset by container 'monopoly'

SOUTH African shipping and forwarding agents, who feel left out in the cold by the country's new containerisation system, want importers and exporters to realise that international agents are necessary to keep control over both containerised and breakbulk cargoes.

While the Southern Africa Europe Container Service claims to offer a door-to-door service agents say that this is, in fact, not so

Supervision of loading and/or unloading, customs clearing and cartage still has to be carried out by clearing and forwarding agents through the Railways so that there is "a combined monopoly" between the SAR and SAECS.

There are, it is claimed, other regulations under the new system that seem to penalise the 500 member companies of the South African Shipping and Forwarding Agents' Association (SASAFAA)

Mr. Hans J Duncker, based in Johannesburg, is the managing director of Hermann Ludwig, a firm of international forwarding and clearing agents with more than 100 offices throughout the world

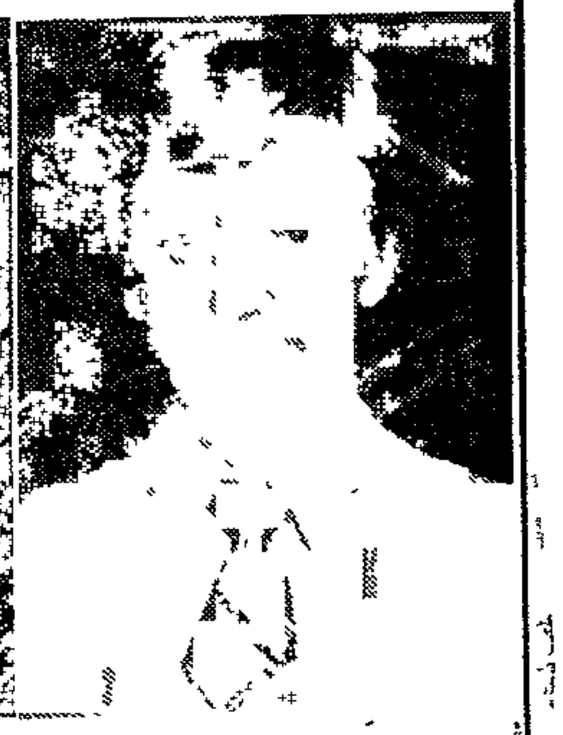
"Since July 1," he said, "forwarding groupage boxes have to go into the South African container depot establishments These are the only depots recognised by boxes could have been moved into a depot chosen by a forwarding agent

Since July 1, a forwarding agent has been unable to send containers under bond to Johannesburg in his own name unless a bond of R50 000 is lodged with customs authorities"

Agents are also upset about a regulation under which a forwarding agent who takes control of a box at a port for shipment to Johannesburg is charged R15 for each TEU by the shipping line (conference) as a "hand-over charge."

An additional R50 has to be paid for returning the container to the shipping company's depot in Johan-

MR DUNKER "The new system could not care less"



MR WIENAND. "Groupage is left out in the cold"

Both charges, totalling R65, are dropped if the operation is carried out by SAECS

Many agents refer to this as "blackmail"

"The new regulations eliminate competition, which is so important Agents have to try a little harder to achieve customer satisfaction The new system has no consideration for a client's particular wishes. While private enterprise aims at personal attention, the system could not care less. Within it, you are only a number," says Mr. Duncker.

He warned "If this system remains unchanged, many businesses will have to close down."

the customs. Before July 1, nesburg.

His Durban branch manager, Mr. Len Wienand, filled in the reason behind Mr. Duncker's concern.

"There is a big difference between LCL and groupage. LCLs (less than container loads) are directly controlled by shipping lines with a liner bill of lading for each individual shipment. Groupage boxes, however, are under the control of the forwarding agent with his house bill of lading.

"That's the whole point. The entire system (SAECS) is geared for LCL traffic and groupage is being left out in the cold," said Mr. Wienand

IN PORT YESTERDAY

POINT: A Nedlloyd Kembla, A/B Batjan, E S A Kaapland; M Ext Weybank, N Gold Mountain; O Var; O/P Hellen; P Ville de Port Louis, Q Sally Stove; R Arya Noosh

MAYDON WHARF 7A Nikos, 8 Marigo, 10B Verge, 12C Jolanda; 13 Irisbank, 14 City of Colombo.

POINT No 1 101 Induna; 102 Warwickshire, 103 S A Vergelegen, 105 Marina Grande, 106 Cynthia, 107 Asia Morality; 108 Gouritz.

PIER No 2 201A African Meteor, 202 S A Alphen, 203 Falcon

BLUFF: 2 Bunga Seripagi, 4 Nordheim SHIP REPAIR JETTY: Kythnos GRAVING DOCK, Angeliki FLOATING DOCK Ifafa.

OUTSIDE. Westar.

EXPECTED ARRIVALS: Atalanti and Georgios C. Lemos from High Seas, Recife Maru and Thorsriver from East Coast, Chai Varee and Teml from Coast, S.A Kuneneland from U.S., Altavia from Continent, Nordmark from U K.; Saikyo Maru from Far East

EXPECTED DEPARTURES: Hellen and Arya Noosh for Mediterranean; Asia Morality for Coast, Var and Ville de Port Louis for East Coast; Nedlloyd Kembla for Far East.

21/7/77

DD. 29/7/77

2 brave surf in rescue

274

DURBAN — Bravery awards will be considered for two men who went to the aid of six crewmen whose skiboat overturned in pounding seas off Ramsgate.

Two of the crew drowned in the mishap but the others were rescued by Margate's beach controller, Mr Peter Swan, and another skiboat owner, Mr George Pelser.

Both rescuers were injured by barnacle-covered rocks as they fought the heavy surf to save the stricken crew. Mr Swan later received eight stitches for a gash on his leg

The six-metre skiboat, Jealous Heart, belonging to Mr George Dicken, was overturned by a big wave minutes before the skipper, Mr Billy Dicken, was to have beached the craft after a day's outing on Wednesday

Mr Dicken, 28, and his uncle, Mr John Dicken, 55, were washed against nearby rocks and both were dead by the time the rescuers managed to drag them onto the beach. Mr Billy Dicken was the brother of the boat's owner.

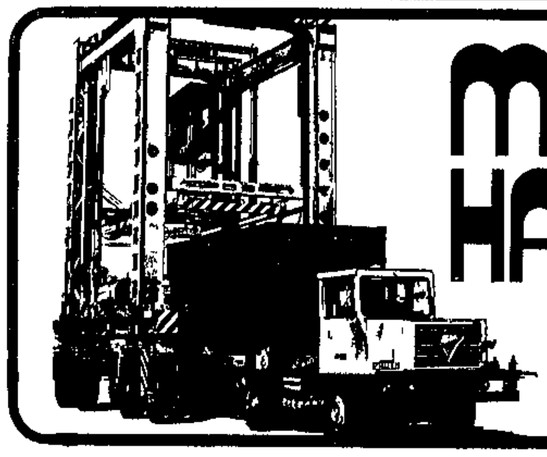
Those saved were Mr Allie Gosling, Mr Heavy Mzindle, Mr Christopher Mzindle and Mr Albert Zulu

Margate's Town Clerk, Mr D. Collocott, who was at the scene of the rescue shortly after it took place said yesterday one of the twin outboard motors on the boat apparently cut as the skipper was preparing to ride in on a wave He tried to restart the motor but a big wave caught the boat from the side and overturned it — DDC

Teething, but the box operation is still thriving

(274)

Sun Times 31/7/77



MATERIALS HANDLING

EDITED BY DAVID PINCUS

THE introduction of containerisation at the beginning of this month produced a predictable amount of criticism, controversy and praise.

There were those who went about preparing for its introduction sensibly, who found the transformation relatively painless and a vast improvement on the old system to which they were accustoned

Others spent money investigating conditions in other countries, feeling that they know more abou t such matters overseas than we do in South Africa, they merely repeated the mistakes made overseas

One firm followed an overseas concept so slavishly that it even designed its yard for traffic flow by left-hand-drive vehicles

Then, there were those who did nothing about containerisation and who found themselves in trouble when their first container was delivered

Predictably, this led to last minute panic buying of equipment to stuff and destuff containers (These are the accepted terms in the industry for loading and unloading a container)

Needless to say, some firms were caught by smart operators They were sold equipment that was not right for the job it was supposed to do and a number of misconceptions arose

Among them, that you cannot use a forklift truck inside a container and that SAR does not allow containers to be lifted off their semi-trailers

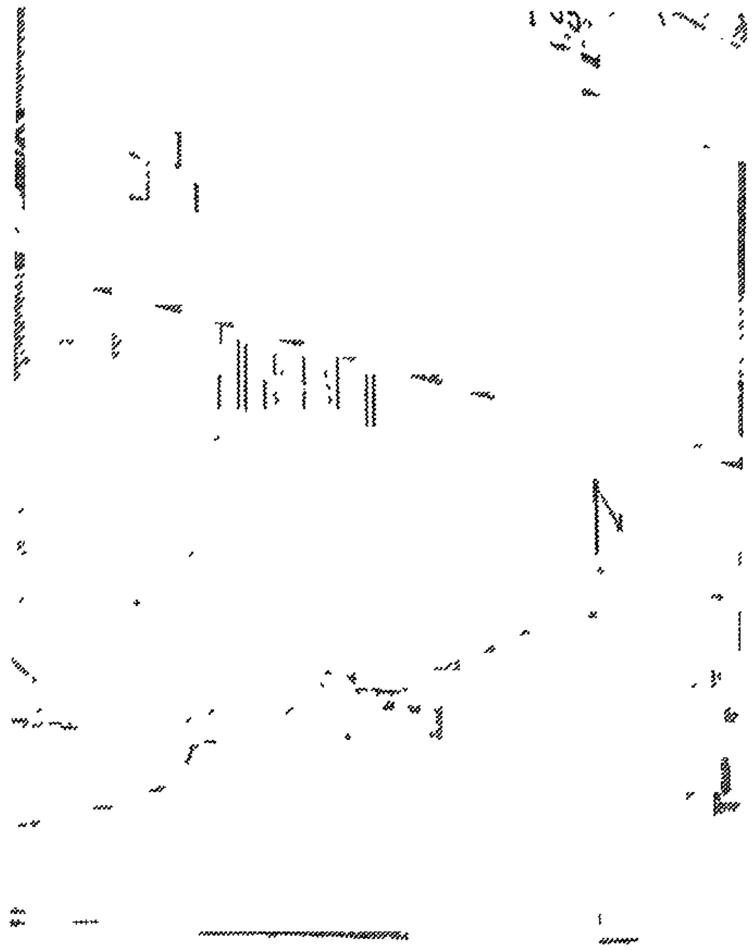
SAR also came in for more than its fair share of unwarranted criticism, mainly from those who presumed that at the flick of a switch on July 1 South Africa would have a fully operational container system

In Durban, the local harbour carriers' association, whose members have a legal right to deliver goods from the docks to local firms, claims that the Railways are interfering with their rights by not allowing them to pick up fully loaded containers in the harbour area and deliver them to their Durban customers

The facts are that forklift trucks can be used inside containers and that containers may be lifted off semi-trailers, but that costs unnecessary money

The only stipulation the Railways make is that their semi-trailers are not moved once they have been parked in a recipient's yard

"Lifting a container off a semi-trailer is like opening a moneybag and letting the cash pour out," says a senior Railway official "Our semi-trailers have been specifically designed to form a complete unit with a container and we will park the unit wherever a recipient wants it



An SAR crane loading a large container onto a delivery vehicle in Table Bay Harbour. The SAR's insistance on delivering full containers in Durban, instead of allowing members of the local harbour carriers' association to deliver them, has raised a bit of a storm.

"If he is properly equipped for containerisation — if he has a proper loading bank equipped with a levelling dock (an adjustable ramp) — he will not have to remove the container and will, with the proper handling equipment for the cargo he deals in, be able to reap the full benefits of containerisation

"If, for example, he is an exporter of pharmaceutical goods, the cost of sending 10 tons of his products from Johannesburg to Durban under normal tariff would be R886 The cost of sending a container loaded with 10 tons of anything from Johannesburg to Durban is R430"

The saving is not much, however, when machinery is sent The normal tariff for that is R462 for 10 tons between the two centres

Criticism that the SAR has failed in the introduction of containerisation appears to be ill-founded, judging by comment from top mechanical handling companies, such as Barlows Engineering Supply Company (Besco) and Trysquad

The Railways did not promise to have a container service fully operational by July 1, this year What they promised was that it would be started then and be completely operational in 1978

"We are still having teething problems," admits a Railwa ys official "It's a completely new operation for us and we are, for example, still getting used to the equipment, which is also all new

"In Durban we have been criticised for taking two days to deliver full containers, but I don't think that if you get your goods two days after the ship has docked you have reasonable grounds for complaint

"As far as our tussle with the Durban Harbour Carriers' Association is concerned, we have not taken away their right to transport breakbulk cargo, or less than container loads

"Our objection is that they would want specific containers which could be at the bottom of a pile of containers, This would mean unnecessary work and would delay the delivery of other containers

There are still pitfalls in containerisation, particularly for the uninformed One that should be mentioned is that if anything goes wrong with a container you have packed and it leads to the loss of the container ship and its whole cargo, you could be held liable

Containers must be properly packed and labelled, particularly when they carry potentially dangerous goods

The only way to know that you are doing everything in the right and proper manner is to consult SAR and Safmarine, both of whom have issued excellent booklets that explain containerisation in simple language They also explain how to pack goods into containers and spell out the precautions that should be taken

Bid to save tuna and beat oil menace

B.D. 2/8/77 (274)

CAPE TOWN — Shipping authorities were faced with multiple problems last night — combatting possible oil slicks from two ships stranded on one side of the Peninsula, while on the other agents were trying to salvage the valuable fish cargo of an earlier wreck.

At Paarden Eiland, about 4 km north of Table Bay, workmen were struggling to salvage the tuna cargo on the 306 t Taiwanese trawler, Kouai 12, which ran aground last Tuesday

On the other side of the Peninsula, 20 km away, all salvage operations have been abandoned and conservationists are doing their best to contain the possible results of minor pollution from two 50 000 dwt tankers — ostensibly empty

When the Antipolis and the Romelia went aground last Friday, agents said both ships were on their way to scrapyards and had been free of oil for 18 months

Subsequently it has been learnt the Romelia still contains 800 t of sludge oil, while the Antipolis has 150 t

Some of the oil which has been leaking from the Romelia, broken in two, may have to be sprayed with dispersant in the hope it will not pose a serious pollution problem

One of the beaches threatened is Sandy Bay, favourite haunt of nudists.

The Department of Transport has asked the Japanese owners of the two tankers to lodge R600 000 surety against possible pollution — SAPA

274

Rail men told wages dropping

Star 18/8/77

Labour Reporter

The general manager of railways, Mr Kobus Loubser, last night admitted wages of railway workers had fallen about 23 percent behind the rising cost of living.

There was a case for pay increases and it rested on his conscience, he told the congress of the 8 000-strong Running and Operating Staff Union in Johannesburg.

He said he regretted that the mines and metal industry had received increases which gave rise to envy, but he made it clear that increases for railwaymen could not be considered in spite of the Railways' "magnificent" financial performance which he challenged private enterprise to equal

"As far as salaries are concerned, I have still got no hope for you tonight," Mr Loubser said in his opening address.

But he held out hope for improvements in pension and sick fund benefits and "several other matters" which were under consideration.

Mr Loubser expressed "sincere gratitude" to railwaymen who worked in hazardous conditions in black townships without asking for "danger money"

The president of the union, Mr Ivan Martin, expressed confidence in Mr Loubser but said his union would continue to press with all its strength for "our basic rights as white workers"

"Bearing in mind the unemployment situation and the increasing availability of white labour, we are no longer inclined to agree to further switchovers to black labour," he said.

SACRIFICES

The day could come when the "sleeping giant" would awake if too much was asked from him, the more so if the white man gained the impression that his sacrifices favoured blacks at his own expense, he added.

Figures put before the congress showed 6 705 blacks had entered formerly white labour fields manned by members of the union, but the congress heard last night that there were still white shortages of 17 percent in shunting and up to 58 percent in other union jobs.

Boat building booms

Sunday Times (Business Times), 7/8/77

By JEREMY WOODS

(274)

SOUTH AFRICA's R3-million a year boat building industry is booming despite the prolonged business recession.

"Ever since television and Press coverage of the Cape-to-Rio yacht race last year, there has been a surge of interest in cruising yachts among business men," said Mr Roger Halstead, MD of Halstead Marine boat builders.

But this interest is not restricted to sailing Business men have been putting their money into an asset that, in recent years, has increased at the same rate as that of inflation

"While house prices have gone into reverse, all the materials used to build a yacht have gone up fairly dramatically and this has been reflected in the secondhand prices now being obtained on good secondhand boats," said Halstead marketing director Bill Patrick.

As a result, boats bought five or six years ago, have almost doubled in price. The fact is that they can no longer be built anywhere near as cheaply as they were five years ago.

Wilf Seifert

THE Land and Marine and Salvage Contractors' tug, Agulhas (centre), which towed the Shedrecht 21 to Durban, stands by in the bay as two harbour tugs, the J A Kruger (left) and the P G Joubert, manoeuvre the dredger across to her temporary repair quay berth

Temporary respite for repair yards

N/Mercury 8/8/77 (274)

DURBAN's ailing ship-repair industry is enjoying a temporary respite thanks to the withdrawal of several tankers from Richards Bay.

But experts warn that this may be due only to the fact that most of the dredgers have further work commitments in the Persian Gulf, Saldanha Bay or elsewhere, and require surveys and major refits en route.

Local docking and crane charges are prohibitive If these dredgers had not needed urgent repairs before going on to other projects they would have sought facilities elsewhere at a fraction of the Durban costs.

Recently Elgin Engineering lost a R750 000 repair contract on the Hendrik Zanen because of high docking charges which forced up Elgin's tender and persuaded the owners to take the job to a Dutch yard instead

COMPLAINING

Elgin's managing director and ship repair manager, Mr Pieter van der Waal, said "We're not the only ones complaining. There are major shipping lines who feel the same They have begun to take their work overseas

"Take the Geopotes X (a dredger his company refitted in Durban) Dry-docking and crane charges on the 17 day job were R50 000 In Europe, this would have cost one-third of that figure."

The two latest dredgers to arrive here are the Mascaret and the Shedrecht 21

These two cutter suction dredgers are undergoing major repairs at Sandock Austral and Elgin Engineering respectively

Now in the inner chamber of the Prince Edward graving dock, the Mascaret requires an extension forward for additional ballast, the fitting of new sand and mud pumps, engine repairs, removal and surveying of all electric motors, modifications to the spud guides and other jobs.

The cost will run to several hundred thousand rands.

OVERHAUL

Docking time alone is expected to be three weeks, followed by at least another six weeks alongside the Sandock fitting out quay

On the Shedrecht 21, there will be "plenty of pipe work and a general overhaul," according to Mr Van der Waal.

Another dredger for the Elgin ship-repair division, the Beverwijk 31, is expected in Durban on board a pontoon towards the end of this week

This will bring to about a dozen the number of Richards Bay dredgers to have called here for repairs during the past five years Some have required repair facilities in Durban on several occasions Others went to East London.

Apart from these jobs, work for the local ship-repair industry has fallen off drastically

IN PORT YESTERDAY

POINT A, Hellenic Ideal, B, C, Malange, C, Jody, D, Aegilian Sea E, Nicolaos Malefakis, G, Thorswave, L, Saint Etienne, L/M, Straat Johore, M, Ext, Westar; N, Kehrea, O, Zonnekerk, O/P, S A Kuneneland, P, Gladstone Star, Q, Sails Stove, B, Clan MacInnes

MAYDON WHARF 1, Raute, 2, Efplova, 5, Rafaela, 6A, Tugela 7A, Indoda, 7B, Greta Delport, 8, Astir, 9, Kiwi Arrow, 10B, Hellenic Champion, 11 Ia, 13, Yannis, 14, Angeliki

PIER No 1 101, Holstenland 102, Diego 103, Fernandoemme, 104A, Finn Timber, 105, City of Auckland 106 Bernardino Correa 107 Warwickshire, 108, Pondoland

PIER No 2 205 Nordmark

ISLAND VIEW 6, Anco Empress, 7, Mobil Durban, 9, Euro Priority

BLUFF 2, Youngly, 4, Wanderer SHIP REPAIR JETTY Africa Shell Eastern Sutturn

OUTSIDE Cherry Field, Grand Globe, Pegaros, Silver City

EXPECTED ARRIVALS, Andalusia Star and S A van der Stel from U K., Stellenbosch from East Coast

EXPECTED SAILINGS Kirribilli for Scandinavia, Naftilos for Mediterranean

Rail union on collision course

By GERALD REILLY

THE Railways Artisan Staff Association is on a collision course with the Minister of Transport, Mr Louwrens Muller, on the issue of pay increases

The executive of the ASA is scheduled to have discussions with Mr Muller on September 14 It will demand an immediate increase of 17½ per cent, with a further 10 per cent increase from the end of June next year

If this, or a substantial part of it, is refused, it is likely that the clamour from union members for a call for arbitration will be agreed to

And if the ASA won an arbitration award, the Government would be obliged to apply it to the more than 800 000 white and black workers in the public sector

The president of the ASA, Mr Jimmy Zurich, told me he could not comment at this stage on the arbitration issue

"But our need is increasingly desperate We are running more than 30 per cent behind the consumer price index.

274

In Johannesburg earlier this week, the Railways' general manager, Mr Kobus Loubser, told the annual congress of the Runnning and Operating Staff Association that it was impossible to hold out any prospect of early salary adjustments

He said railwaymen have made great sacrifices while workers in other sectors were granted increases.

He estimated that railway workers had a pay backlog of 23 per cent

Mr Zurich said the ASA was aware that the administration was sympathetic to the claims of railway workers, but sympathy was not enough. It did not buy clothes or pay rents.

In the past few weeks increases had been granted to mining unions and to the 400 000 workers in the steel and engineering industries

"We don't see why State and semi-State workers should have to make all the sacrifices. This is why we intend applying maximum pressure for rises before Christmas," Mr Zurich said

SAR & H staff body gives executive 24 hours' notice

(2) 276

SUN TIMES (EXTRA) 21/8/77

By NORMAN WEST

THE president, vice-president and general secretary of the 7 000-strong South African Railways and Harbours Coloured Staff Association have been axed and replaced by a caretaker executive committee of 12 railways employees.

The president, Mr Manie Haywood, and vice-president Mr Hendrik Essau are both railway employees while Mr Jeff Leonard is employed by the association

Mr Haywood was later retained as a member of the committee of 12 and Mr F J Hendrickse, a senior clerk with the railways stationed at Athlone, was appointed in the place of Mr Essau as vice-president and took over from Mr Leonard as acting secretary

The Divisional Inspector of Labour Mr G D van der Berg has given Mr Hendrickse written instructions, following a directive from the Industrial Registrar, to form an interim caretaker executive committee

Committee

According to these instructions the following are members of the Committee of 12

Mr M Haywood Mr F J Hendrickse Mr D Lucas, Mr E Booysen Mr A Carstens Mr A Wildschut, Mr I D Viljoen Mr W Granfield, Mr M Maatjan Mr C McDillon Mr F van Wyk and Mr J Arendse

Mr Van der Berg gave them instructions to make arrangements for the annual congress of the association to be held in October and for the election of a new executive committee

Mr Leonard was told of his dismissal by Mr F J Hendrickse in Mr Leonard's office in the Association's new station building and was confirmed in writing by a firm of attorneys acting on behalf of the new caretaker committee

No reasons were given

His dismissal followed a meeting by a deputation of 17 railwaymen led by Mr Hendrickse with Mr Van der Berg

The Staff Association represents the interests of 7 000 railway workers from 22 branches affiliated to it These branches are spread all over the Western Cape, Southern Cape, the Eastern Cape and the Midlands

I understand, however, that there are already moves afoot to campaign for the reappointment of Mr Leonard at the annual congress

Mr Jeff Leonard enjoys support from the branches outside Cape Town and it is possible his removal from office may be a very brief one

Mr Leonard said his dismissal came as a complete surprise to him

"The deputation of men, who had earlier had a meeting with Mr Van der Berg, arrived at my office Mr Hendrickse told me Mr van der Berg had appointed a new executive on the instructions of the registrar of the Industrial Council and that I, Mr Haywood and Mr Essau, had been replaced by a new executive

"We were then ordered to take our personal possessions with us and leave the office immediately, which we did," Mr Leonard said

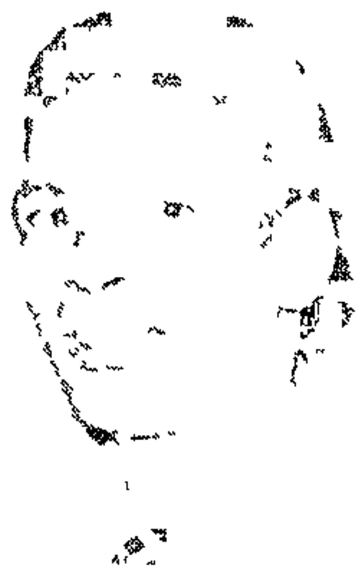
"I have, for a long time been aware there was a certain clique of men campaigning for my removal and which culminated in the establishment of their action committee earlier May this year

"My executive suspended these men, but they went ahead with their tactics

"Then, while I was away on union business in East London in June, inspectors from the Department of Labour, following certain allegations, raided my offices and removed minute books, cheque books, tape recordings of meetings, transcripts of tapes and other documents which were never returned to me

"On my return, the president, vice-president and myself were called to Mr Van der Berg's office where we were questioned about certain technicalities and constitutional matters"

Mr Van der Berg said he was not directly responsible for the termination of the services of Mr Leonard and added that he would give no further comment



Mr Hendrik Essau, the vice-president

Mr Jeff Leonard, secretary of the association.

Mr Manie Haywood, the president of the association

Railwaymen demanding 17 pc pay rise—now

(274) RDM 14/9/77

Staff Reporter

THE 22 000-strong Railways Artisan Staff Association (ASA) is today demanding an immediate 17% pay rise

ASA is also asking the Minister of Transport, Mr Lourens Muller, for a further 10% from the beginning of next July

The Minister is expected to reject the demands — just as the Minister of Posts and Telegraphs and the Minister of the Interior have refused increases to public servants in their departments

It is expected the ASA executive will call for arbitration.

It will confront the Minister against a background of the solid profits made by the railways administration during the first four months of the financial year.

Yesterday the general manager of railways, Mr Kobus Loubser, announced a R16 500 000 surplus for July and a surplus of R40 800 000 for the first four months of the financial year — April to July.

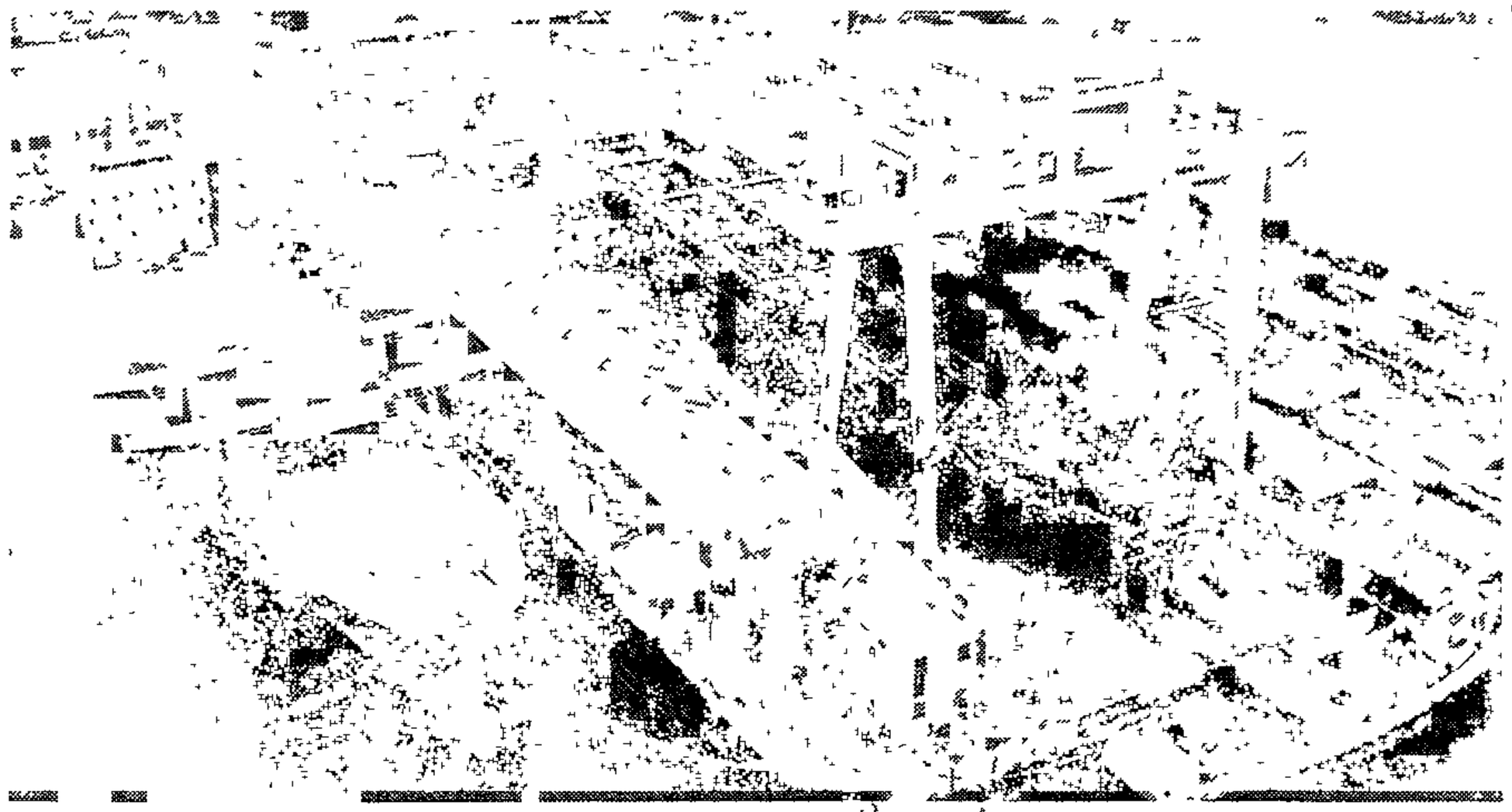
ASA claims that since its last pay rise (10%) in July, 1976, the buying power of wages has decreased by nearly 30%

A seior Railways official said yesterday that if a 10% increase were granted to the 260 000 white and black railway workers it would cost the administration R100-million a year.

It was pointed out, too, that the ASA would not be given increases without a Cabinet decision to grant pay rises to all public servants

However, the earliest public servants can expect increases is the start of the next financial year in April.

Fear for jobs slowing up ships



THE Berg at Dorbyl's fitting-out quay on the left On the slipway is the Breede, still in the assembly stage To the bottom right is one of two sister harbour tugs now being fitted out afloat They were ordered by the Railways for Richards Bay operation

Wilf Seifert

DORBYL of Durban, who are far behind with the delivery of two fully cellular container ships for Unicorn Lines, put part of the blame on labour force "drag tactics".

Mr Tommy Roux, managing director of the company, said men working on these ships were "understandably prolonging work in the fear that once the vessels are delivered there will be no more work for them in the depressed shipbuilding industry"

Other reasons for the delay, according to Mr Roux, were design work complications because of the "highly sophisticated nature of the Berg and the Breede" as well as the fact that subcontractors were behind schedule with the R3 000 000 slipway extension

Hand-over of the Berg, which is nearing completion at the yard's fitting-out quay, was to have been in the last week of this month Now the date has been set for the end of September

"This," said a Unicorn spokesman, "will set back our plan to introduce containerisation with South

pected to be handed over about seven months behind original schedule

They are South Africa's first locally-constructed ships of their type and represent a combined order value of R20 million

Mr Roux described the delays as "most unfortunate," and put it down as "another example of a South African shipping company making sacrifices to help the country's young shipbuilding industry get on its feet and develop expertise."

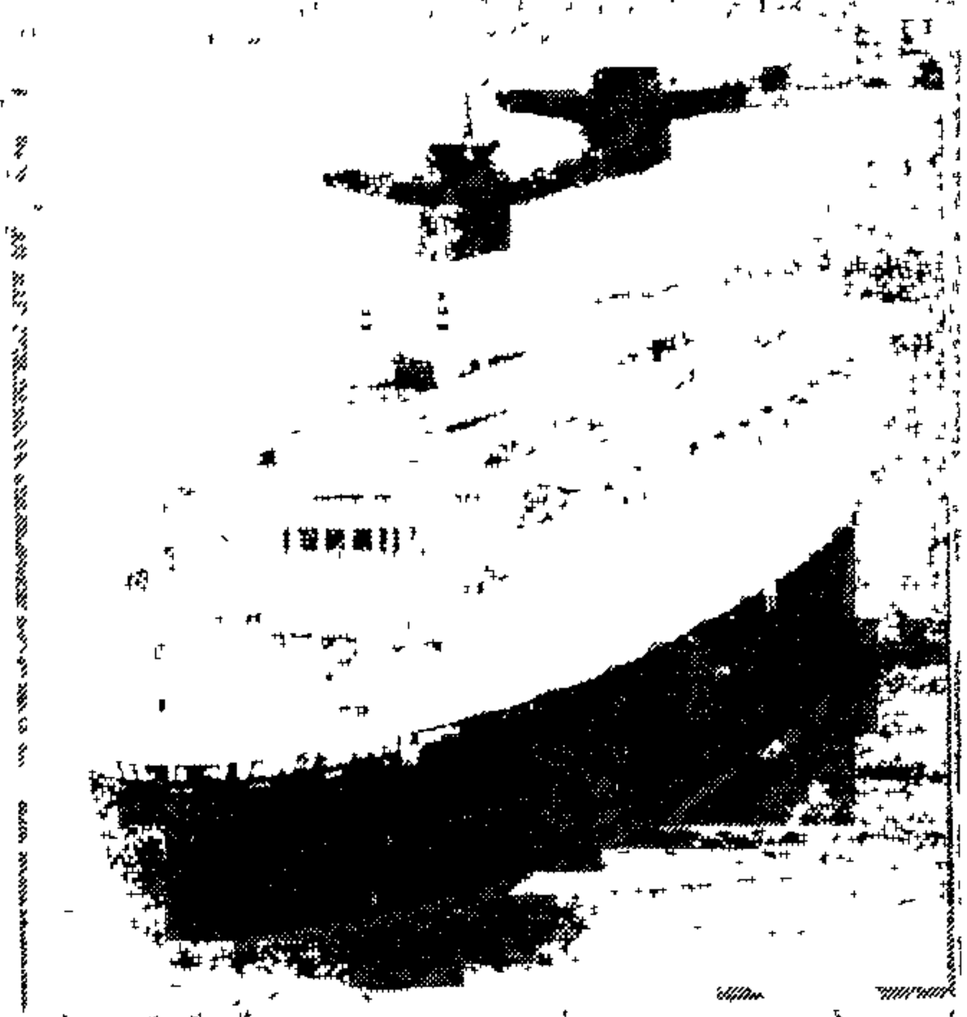
It was stated that Dorbyl was having discussions with overseas brokers on the possibility of building freight container ships for a European line.

These vessels would be similar to the dual-purpose 8 500 ton Gamtoos and Gouritz which Dorbyl recently built for Unicorn.

"The fact that overseas shipping companies are talking to us," said Mr Roux, "is proof that we have

As on at least one previous occasion the shipping line will be forced to reshuffle its service to ride out that setback, for the Berg and the Breede are developing expertise.

"It is a tribute to the loyalty and support which companies like Unicorn have shown the local shipbuilding industry in the past years."



THE France during her visit to Durban in mid-March, 1972, and shortly before withdrawal from service

FRANCE MAY SHAKE OFF MOTHBALLS

Natal Mercury

274

25/8/77

THE world's longest, widest and fastest passenger luxury liner, France, in mothballs at Le Havre for a long time, may soon to be turned into a floating hotel and restaurant in the Red Sea or Mediterranean.

A Saudi Arabian concern is reported to have shown keen interest in clinching a deal after the ship had been put up for sale.

Negotiations "with a Saudi Arabian businesssman" were confirmed by Mr. Jean-Pierre Bourcade, French Minister of Equipment.

Even out of commission, the liner costs an estimated R1 500 000 a year in upkeep.

The French Government took her out of service following the quadrupling of oil prices and dollar devaluation in 1972.

That combination meant that the France could no longer be run profitably, so she has been laid up at Le Havre since 1975.

Unlike her chief British rival, the QE2, the France was intended, designed and built strictly for luxury traffic in the North Atlantic.

In contrast the QE2, with her multiplicity of passenger accommodation, was able to divert to world-wide cruising

The France's lay-up returned the QE2 to profitability as the only remaining liner operating between Southampton and New York.

With her expensive first-class accommodation throughout, the France priced herself out of the cruising market

Here are some figures comparing the last two great liners, those of the QE2 in brackets

Quadruple screw (twin screw) steam engines; service speed 31 (28,5) knots; deadweight 66 348 (66 852) tons; 315,53 (293,53) metres long; 33,81 (32,09) metres wide; 160 000 (110 000) shp; fuel capacity 9 195 (6 517) tons; built and registered 1961 in France (1969 in U.K.).

Judge will settle rail pay claim

(274)

RDM 15/9/77

Staff Reporter

THE Railway Artisan Staff Association's 18% wage claim will be settled by an arbritrator.

Yesterday the Minister of Transport, Mr Louwrens Muller, flatly rejected the claim He said the association had no hope of such a rise even in the long term.

Only once before in the Railways' history — in 1972 — has a railway trade union taken a Minister of Transport to arbitration.

After meeting Mr Muller yesterday, the ASA executive conferred briefly then returned to his office to tell him of their decision to declare a dispute and ask for an arbitrator

Under the Railways and Harbours Service Act, the arbitrator has to be a Supreme Court judge, assisted by one nominee each from the Railways administration and the association

His decision is final

The ASA dispute will be a test case for the rest of the 800 000 black and white workers in the public sector, including members of the other six railway staff associations, the three postal staff associations and Defence Force, prisons and police personnel.

If the decision favours the association, the Government would have to grant increases all round

After yesterday's meeting, the president of the 22 000-strong ASA, Mr Jimmy Zurich, said the Minister claimed that neither the country's nor the administration's financia position made increases possible

"My executive decided the financial plight of our members was as serious as the financial plight of the Government — if not more serious We decided to use all the machinery at our disposan in an all-out effort to get rises"

Mr Zurich said his executive told the Minister that railway workers had made enough sacrifices in the past two years. The time had come to call a halt.

The official demand for an arbitrator will be submitted to Mr Muller this morning

It will be supported by a claim that a majority of railway technicians are in favour of a dispute being declared.

The Minister has accepted that more than 50% of members want arbitration

Railmen put it in writing

RDM 16/9/77

274

JOHANNESBURG. — The 22 000-member Railways Artisan Staff Association yesterday made a written request to the Minister of Transport, Mr Louwrens Muller, to refer its 18% pay claim to an arbitration court

This follows a decision by the executive of the association on Wednesday to declare a dispute after the Minister rejected the claim.

Only once before — in 1972 — has a railway trade union taken a Minister of Transport to arbitration The arbitrator then awarded 15% pay increases — not only to railway workers, but civil servants as well.

The association hopes an arbitration court, made up of a Supreme Court judge and assessors representing both sides, will be appointed before the end of the year. — Sapa.

Overtime cuts hit SAR staff

Weekend Argus Reporter

THE surplus of R50-million announced by the railways this week comes almost entirely from massive cuts on overtime and Sunday pay according to Mr T. L. E. du Toit of the railways public relations department.

Railway employees — about 260 000 people — are all working regular hours except in exceptional circumstances said Mr du Toit.

A sharp drop in the import of manufactured goods requiring complicated handling — from 80 000 tons last year to 57 000 tons for the same period this year — has made it possible to run fewer trains requiring less staff.

But the total tonnage carried by the railways has increased. 'Our major revenue these days is coming from bulk commodities for export like iron, coal, maize, wheat and citrus which can be moved in block loads from one point to a harbour, cutting indirect costs considerably,' said Mr du Toit.

UNREST

But there was a 'lot of unrest' among workers who relied on overtime earnings in the past and were now facing serious financial difficulties, according to Mr Jimmy Zurich, president of the Artisan Staff Association.

He said a union request for an 18 percent pay increase was turned down by the Minister of Transport, Mr S. L. Muller this week on the grounds that it would cost R173-million a year.

The request will go to arbitration and Mr Zurich said he was optimistic about the outcome.

The SAR public relations department denied they have had complaints from employees. They had a 10 percent pay increase last July and in the past they complained overtime interferred with their recreation and family life,' said Mr du Toit.

'Let's see what the rest of the year will bring us,' he said when asked what the railways intended to do with the R50-million surplus.

But he added they were bound by an Act of Parliament to deposit it in a reserve fund to make good possible future losses.

FIPF

Fédération Internationale [illegible] *des Professeurs de Français*

ARGUS 19/9/77 (274)

SA t is re

N/Réf : *FIPF/Pr. 3* [illegible] *30 juin 1977*
LC/JC

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C'est pour [illegible] *elle la suggestion que*
j'avais exprimée da [illegible] *llet 1976, et qui,*
malgré la diffusion [illegible] *oulu lui donner, n'a pas*
jusqu'ici, à notre [illegible] *suites.*

Les membre [illegible] *vent devenir à titre*
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publications et doc [illegible] *roduits par nous ainsi*
que toute informati [illegible] *s futures.*

Je vous pr [illegible] *le Secrétaire,*
l'expression de mes [illegible] *s.*

Présidente

te CHAMBARD

The Argus Correspondent

DURBAN. — South Africa's shipbuilding and repair industry is battling.

And the position arises from:

- More - than-competitive pricing structures of foreign yards (especially Japan who have captured 70 percent of the world market).
- A world-wide building capacity.
- The opening of the Suez Canal.
- The general recession in international trade.

Hundreds of workers have been retrenched as others dwindled and, once existing contracts are completed, employment for the survivors cannot be assured.

Facilities

It is not for want of trying or ability on the part of the local shipbuilders. They have shown that they have the facilities and capabilities to accommodate modern demands.

Their biggest drawback is not having the yard capacities to handle supertanker or midrange carrier orders.

There could be reprieve if the Government decided to subsidise the industry.

But even that may not be enough to save them. Most overseas yards are heavily subsidised, and shipowners are pressured by their governments to buy local.

It is a reluctance of South African shipowners to support local industry that has precipitated the slide.

Pressure from the Government, urging South Africans to invest in domestic concerns, would not be bad for the economy in the long run.

Wilf Seifert

20/9/77

The Tabora: a ship full of surprises

274

WITH the exception of that awe-inspiring 180-ton jumbo derrick strategically placed to serve hatches two and three, there is little external evidence of the fact that the German-flag Tabora bears a wealth of extraordinary features.

Her design is not unusual. She is a standard UC-20 (Universe Cargo 20 000 tons deadweight) multi-purpose freighter on her maiden voyage in Durban.

Her builders, Hitachi of Mukaishima, Japan delivered her on June 28 to the Deutsche Afrika-Linien of Hamburg. She is worth an estimated R15 million.

Things took an interesting turn when I asked 40-year-old Captain Uwe Hoffmann why his charge's manning clocked a comparatively high 48.

"This is our fleet training ship. On this trip we're carrying a dozen cadets," he said.

And he confirmed, reluctantly, that the Tabora was the successor of the ill-fated former training vessel, the Taveta.

Almost two years ago to the day, while on a cargo voyage for South African ports, a freak fire broke out and raged through the Taveta about 170 nautical miles south-west of Lisbon. Five people, including three women, were killed.

Under the Greek flag and the new name of Nikos, the former Taveta visited Durban two months ago.

Officers on the Tabora said their ship was to have been named the Taveta, "but traditional seamen's superstitions, among other considerations, were the decisive points against such a move."

As might be expected, there are deeper links between the Tabora and the Taveta — the Tabora's high degree of anti-fire devices. They include non-inflammable materials in bulkheads, furniture upholstery and even cabin curtaining.

"Naturally, data available from the Taveta disaster has formed the base of my ship's layout to prevent such a disaster happening again," the master told me.

Probably the most striking feature about the Tabora is that at 45 technical instructor Dietwart Most is the oldest member of the crew.

Other teaching men in the Tabora's outstanding cadet training facilities are chief engineer Gustav Oesmann (36) and second officer Adrian Oeffinger (28) in their respective engineering and navigational fields.

The Tabora's up-to-date wheelhouse boasts some 20th century treats for the seasoned mariner.

There is world-wide direct telephone communication.

In the testing stage at present is a Tecnavia-made machine called Skyceiver IV, which links the vessel with a satellite taking weather photographs and transmitting them at the push of a button.

"These pictures," said Captain Hoffmann, "give us a wealth of information according to which we can adjust or reshuffle our routing plans before the weather beats us to it."

Proudest possession of the Tabora men is the somewhat insignificant Magnavox satellite navigation "brain," that spits out an incredible range of information as fast as questions are fired at it.

"It's quite a character. Ask it a stupid question and it'll tell you that it's nonsense," explained the master while demonstrating what electronics are capable of doing these days.

Besides other details, the Magnavox screen reflects the time lapses to previous satellite fixes and continuously accounts for the ship's position when at sea. Greenwich time — with a maximum error allowance of below a second — is shown.

Manually fed speed is being corrected by satellite fixes and automatic course information comes through the coupled gyro compass.

There is also automatic drift and new direction-to-be compensation calculation and the Magnavox satellite navigator can be asked to relate and update all relevant facts.

I asked the computer for direct distance and course from Durban to Port Louis, Mauritius, if Madagascar was not in the way. Captain Hoffmann pressed some buttons.

A split second later the reply read: 1 555,9 nautical miles, direct course 68,7.

I then wanted to know where exactly we were (during the interview at Point G Shed).

The Magnavox decided, after consulting his aides up in orbit, that we were alongside the Mission to Seamen, some 400 m from G Shed.

"Funny thing is that the computer could be right, for electronics experts claim that satellite information is far more accurate than our maps," said the master.

IN PORT YESTERDAY

POINT: A Pereira D'Eca; A/B Katerina; B/C Hellenic Carrier, Arya Rad, D S A. Tugelaland; E Loucas N; F Maren Skou; G Tabora; L City of Exeter; L/M S A Vaal; M Ext Herefordshire, N Julia Rossi; O Safocean Albany; O/P Zarathustra; P Sheldon Lykes, Q Mercury Lake; R Hazelbank

MAYDON WHARF: 1 Pericles, 2 Cynthera, 5 Spaarnenkerk, 7 A/B Singapore Star, 9 Thorshope; 10A Verge; 11 Finn Leonhardt; 12C Terpandros, 13 Aktion, 14 Celta Rose, 15 City of Newcastle

PIER No 1: 101 Eastern Saturn, 102 Manina 3, 103 H Capelo; 104 Majestic; 105 Grecian Legend; 106 Evelpides Era; 107 Sam John Pioneer; 108 Gouritz.

PIER No 2: 201A Hellenic Carrier; 202 City of Pretoria, 203 Africa; 204 Nimbros.

BLUFF: 2 Aalsum, 3 World Fuji; 4 Sea Transporter

ISLAND VIEW: Elena M; 5 Porsanger; 6 Buffalo; 7 Aulica.

SHIP REPAIR JETTY: Cap Palmas, Consatoga and Zebedicla

SBM: World Cavalier.

OUTSIDE: S A. Komatiland, Asia Serenity, Wales Maru, Noshiro Maru and Allesandro Volta.

EXPECTED ARRIVALS: Cunard Champion, Newmand and Angelique Power from High Seas, African Sun from U S A.: and Hellenic Torch from Mediterranean

EXPECTED DEPARTURES: Majestic for U S A., Herefordshire for Continent; Arya

Tanker surplus

LONDON brokers John Jacobs estimate that worldwide surplus of tankers and combined carriers operating in oil transportation was 137,5 million deadweight tons at the end of June, representing almost 40 percent of the total tonnage available

Jacobs not only measured the effects of slow steaming but also excessive port time, waiting cargoes, scheduling delays floating storage and total lay-ups

NO JUNK

IT HAS been reported that China is going on a buying spree following the low prices for second-hand ships.

London shipping statistics consultants Shipstats told the Financial Times recently that since May the Chinese had spent 127,44 million U.S dollars on a total of 33 second-hand vessels with a total deadweight tonnage of 573 000

27 20/9/77

LEFT: Ordinary vessel with hidden surprises ... that's the Deutsche Afrika-Linien multi-purpose freighter Tabora at her Point berth shortly after arrival at Durban. Sporting an automated engine room that is without traditional watch 16 out of 24 hours, she develops 13 100 bhp at her top speed of 19 knots. In the picture, the floating crane Indlovu takes off a tank containing a cooling agent.

ABOVE: Discussing weather conditions about the South African seaboard with the aid of an instant photograph that came through their ship's Skyceiver IV are, from left, second officer Adrian Oeffinger, chief engineer Gustav Oesmann and Captain Uwe Hoffmann. The master's arm is resting on the unit. Above his left shoulder is the Magnavox satellite navigator.

274

300 go back to work after day-long talks

RDM 24/9/77 (274)

Staff Reporter

THREE hundred black drivers employed by the South African Railways at Kazerne, Johannesburg, who started a strike yesterday will resume duties this morning

Drivers claimed that among reasons which led to the strike was the fact that they were being sacked and replaced by whites.

Their spokesman said he suspected whites were being engaged so that they didn't suffer under the present unemployment.

The spokesman said black drivers were being sack d if they dared to stop along roads to relieve themselves or buy food at nearby shops

He stressed that licences issued to black drivers by SAR were kept by white officials

This resulted in former SAR drivers being unable to get other jobs

The spokesman said the drivers clocked in at 7 am yesterday and asked a white official to discuss their complaints. But the official refused

The strikers were in the yard at about 9 30 am when white and black Railway police and six police dogs surrounded them

The armed police ordered them to go back to work in 10 minutes. But they left after drivers explained that they were waiting for officials to discuss their complaints.

Mr Theo du Toit, assistant public relations officer of the Railways, confirmed that the strike was staged by all 300 drivers employed at Kazerne.

"The strike resulted after seven of the drivers were given other jobs because they were found to be incompetent

"It was agreed during day-long talks that the seven would be given an intensive training in driving by the Railways. This will enable them to retain their jobs as drivers."

ame

secretary, Mr Robert Denton, s confident of a complete sellout of the 66 000 tickets Only 600 were left unsold when h s office closed yesterday Gates open at 9 am today

The State President and the Prime Minister will be at the match

Napoleon and the terrorists — Page 5

The

Brown & Hamer makes profit but . . .

Globe Eng. expects trading problems

(274)

Mercury Correspondent 28/9/77

JOHANNESBURG — The difficult trading conditions experienced by Globe Engineering works in the past year are expected to continue, particularly in the marine industry, the company's chairman, Mr. R. J. Hamilton, says in his annual review of the year to June 30 last.

However, the group's ability to provide comprehensive services and a high level of expertise in the markets in which it operates should ensure that it continues to secure the major share of available work

The sharp increase in consolidated pre-tax profit for the year at R4,509m (1976 R1,503m) stemmed from profits following the closure of several long-term contracts and because no further shipbuilding losses were incurred during the year

After deducting taxation, minority interests and an extraordinary item, consolidated attributable profit amounted to R1,729m (R369 000).

Consolidated earnings before the extra-ordinary item were equivalent to 60 cents (8 cents) a share.

Consolidated after tax-profit of James Brown and Hamer for the year was R872 000, as against a loss of R1,712m in the previous year.

After deducting minority interests and the preference dividend, attributable earnings totalled R493 000 (1976 R1,996m loss), equivalent to earnings of 12,3 cents a share

Mr R Hamilton, the chairman, says that profit prospects for the current year are "problematical as, until such time as there is a relaxation in the expenditure restraints currently being exercised within both the public and private sectors, highly competitive conditions will prevail throughout the engineering industry."

The company has delivered the remaining vessels that were responsible for its shipbuilding losses over the previous two financial years and although it is still on risk for the last six vessels insofar as guarantees are concerned, current indications are that the provisions created in previous years will be adequate

The Durban ship repair market has stabilised at a lower level and James Brown and Hamer has established its dominant position in this market, although it is vulnerable to changing sea-traffic patterns as a result of containerisation.

The company has completed a large volume of orders for the sugar industry and these have enabled the machine shop to operate at a high level of activity

Although present prospects for increased business in this sphere are good, there is some concern regarding the long-term effects on the sugar industry of the present low world sugar prices

As far as the fabrication industry is concerned, there is still a large surplus capacity throughout South Africa, leading to highly competitive conditions and therefore reduced profit margins for secured orders.

Conclusion

The paper has an afford and would benefit from a more organically determined approach to rural development than the two proposed water precision. the traditional the upgrading of communal land and land under a both wonderful local government guarantee scheme, are group security budgetary rules, effective institutional and assets and for same time they are management of common

Arbitrator soon for rail pay row

(274)

RDM 5/10/77

PRETORIA BUREAU

THE Supreme Court judge who will arbitrate in the pay dispute between the Railways Artisan Staff Association and the Minister of Transport, Mr Lourens Muller, is expected to be appointed within the next two weeks

The Minister recently rejected a claim by ASA for immediate rises of 17%.

If the arbitrator finds in favour of ASA, then all 350 000 white workers and the 450 000 blacks in the public sector will benefit.

The public sector's last pay rise — of 10% — came into effect in July 1976. Workers were then promised another 5% from January this year. This was not paid because of the recession

Mr Brian Currie, chairman of the federal consultative council of the seven railway staff associations, said yesterday that railway workers expected an increase from January next year.

"In the past increases have been announced just before an election, but we don't expect it this time."

More blacks filling SAR white jobs

STAR 19/10/77

274

The rest of South Africa could learn a lot from the Railways with regard to black advancement, the general manager of the Railways, Mr Kobus Loubser, said in Johannesburg yesterday.

He supplied figures showing that 20 196 workers of races other than white are doing work previously performed by whites — 7 219 of them as temporary replacements for whites.

The closer the black man came to the way of life of the white, the better were the prospects for the white man's future, he told the four-yearly congress of Die Spoorbond

This railway staff association, representing about 6 000 workers in the most "vulnerable" position, had reacted positively in opening 4 000 temporary posts to workers other than white, Mr Loubser said

He welcomed the statement of the president of Die Spoorbond, Mr R P G Meyer, that consideration should be given to the replacement of works committees for blacks by "guardian" membership of white staff associations.

In the light of the Wiehahn Commission into labour legislation, Mr Meyer also asked whether it was not time for closer liaison with coloured and Indian staff associations

Mr Loubser said these matters had to wait for the Wiehahn Commission

He described pressure from railway workers for long-overdue pay increases as "justified" — especially now that there had been rises in Iscor, Sasol, Armscor and the Atomic Energy Board — but held out no hope for pay increases for the time being

A warning against increases in road transportation in the face of threatening oil boycotts was sounded by Mr Loubser

It was cruel to let people buy vehicles to expand their fleets today when tomorrow or the next day there was no more fuel and the railways had to transport the goods anyway.

"Therefore I expect here that the private sector uses its head a little and considers the welfare of the country and the problem of the country as a whole," Mr Loubser said

SENIOR JOBS TO GO TO INDIANS

274

MN 10/7/77

Mercury Reporter

SENIOR posts held by Whites at two Chatsworth railway stations are to be taken over by Indians, Mr. J. G. H. Loubser, general manager of the South African Railways said in Durban yesterday.

Opening the South African Railways Indian Staff Association's annual congress in Silverglen, he said service conditions for Indians in the Railways had been greatly improved in the past two years and more jobs were being made available to them.

"It has been decided to appoint Indian senior clerks at Westcliff and Crossmoor stations in Chatsworth to replace White senior clerks."

He said there had been a general increase in wages of 12,5 percent for workers in addition to certain adjustments as a result of job evaluation.

Training

Jobs were being opened to Indians and Africans in the containerisation field, and in January 32 Indians and 32 Africans would receive training as drivers. A post for an Indian clerk (grade two) was created in the office of the Port Manager in Durban to deal with Indian staff matters.

The maximum rent subsidy for workers had been increased from R3 to R5 a month.

Mr. Loubser said representatives of the Coloured and Indian staff associations and the African regional committees would soon be incorporated into the joint committee of the Railways and Harbours Pension Fund.

"This committee will comprise a chairman, seven White officers nominated by the department and seven representatives elected by the Indian, Coloured and African staff associations," he said.

274

REPUBLIC OF SOUTH AFRICA

GOVERNMENT GAZETTE

STAATSKOERANT

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GOVERNMENT NOTICE

MINISTRY OF TRANSPORT

No 2247 26 October 1977

COMMISSION OF INQUIRY INTO THE DISPUTE BETWEEN THE ADMINISTRATION OF THE SOUTH AFRICAN RAILWAYS AND HARBOURS AND THE STAFF ASSOCIATION REPRESENTING GROUP 'D' SAR SERVANTS

It is hereby notified for general information that the State President has been pleased to appoint a commission of inquiry with the following term of reference

To investigate the cause of, and make recommendations in regard to the dispute which has arisen between the Administration of the South African Railways and Harbours and the Staff Association representing Group "D" S A R Servants which has been registered as a trades union under the name of "Artisan Staff Association", in connection with the claim from the above-mentioned Association for a salary adjustment of 18 per cent

The Commission consists of

Chairman

The Hon Justice Louis le Grange

Members

Mr Hendrik Christoffel de Wet B Com
Mr Wessel Bornman

Secretary

Mr Michael Viljoen

GOEWERMENTSKENNISGEWING

MINISTERIE VAN VERVOER

No 2247 26 Oktober 1977

KOMMISSIE VAN ONDERSOEK NA DIE GESKIL TUSSEN DIE ADMINISTRASIE VAN DIE SUID-AFRIKAANSE SPOORWEE EN HAWENS EN DIE PERSONEELVERENIGING WAT DIENARE GROEP "D" VAN DIE S A S VERTEENWOORDIG

Hierby word vir algemene inligting bekendgemaak dat die Staatspresident behaag het om 'n kommissie van ondersoek aan te stel met die volgende opdrag

Om ondersoek in te stel na die oorsaak van, en aanbevelings te doen omtrent, die geskil wat ontstaan het tussen die Administrasie van die Suid-Afrikaanse Spoorweë en Hawens en die Personeelvereniging wat dienare groep "D" van die S A S verteenwoordig en as 'n vakvereniging onder die naam "Artisan Staff Association" geregistreer is, in verband met voormelde Vereniging se salarisei van 18 persent

Die Kommissie bestaan uit

Voorsitter

Sy Edele Regter Louis le Grange

Lede

Mnr Hendrik Christoffel de Wet, B Com
Mnr Wessel Bornman

Sekretaris

Mnr Michael Viljoen

PROCLAMATION

by the State President of the Republic of South Africa

No 309, 1977

COMMISSION OF INQUIRY INTO THE DISPUTE BETWEEN THE ADMINISTRATION OF THE SOUTH AFRICAN RAILWAYS AND HARBOURS AND THE STAFF ASSOCIATION REPRESENTING GROUP 'D' S A R SERVANTS

Under the powers vested in me by paragraph (a) of subsection (1) of section 1 of the Commissions Act, 1947 (Act 8 of 1947), I hereby declare the provisions of the

PROKLAMASIE

van die Staatspresident van die Republiek van Suid-Afrika

No 309 1977

KOMMISSIE VAN ONDERSOEK NA DIE GESKIL TUSSEN DIE ADMINISTRASIE VAN DIE SUID-AFRIKAANSE SPOORWEE EN HAWENS EN DIE PERSONEELVERENIGING WAT DIENARE GROEP "D" VAN DIE S A S VERTEENWOORDIG

Kragtens die bevoegdheid my verleen by paragraaf (a) van subartikel (1) van artikel 1 van die Kommissiewet, 1947 (Wet 8 van 1947), verklaar ek hierby dat die

and Act to be applicable to the Commission of Inquiry into the dispute which has arisen between the Administration of the South African Railways and Harbours and the Staff Association representing Group "D" SAR Servants which has been registered as a trade union under the name "Artisan Staff Association".

Given under my Hand and the Seal of the Republic of South Africa at Pretoria this Twenty-fourth day of October One thousand Nine hundred and Seventy-seven.

N. DIEDERICHS, State President.

By Order of the State President-in-Council

S. L. MULLER

bepalings van genoemde Wet van toepassing is op die Kommissie van Ondersoek na die geskil tussen die Administrasie van die Suid-Afrikaanse Spoorwee en Hawens en die Personeelvereniging wat die ondergroep "D" van die SAS verteenwoordig en as 'n vakvereniging onder die naam "Artisan Staff Association" geregistreer is.

Gegee onder my Hand en die Seel van die Republiek van Suid-Afrika te Pretoria, op hede die vier-en-twintigste dag van Oktober Eenduisend Negehonderd Sewe-en-twintig.

N. DIEDERICHS, Staatspresident.

Op last van die Staatspresident-in-raad

S. L. MULLER

CONTENTS

INHOUD

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(273)

Indian and coloured hostesses in training

RDM 7/11/77

THE first group of Indians and coloureds to work as ground hostesses for South African Airways began training last week amid the plush surroundings of the training terminal at Jan Smuts Airport

During a Press reception, the six coloured and four Indian women went through their paces in passenger handling, make-up and deportment Their two-week training programme began last Monday.

The 10 were chosen from nearly 700 applicants, said Mr Barney Barnard, personnel director for SAA.

After training, the four Indians will be assigned to Durban Four coloureds will go to Cape Town and two to Port Elizabeth.

"At the moment, there is no possibility of coloured or Indian air hostesses," said Mr Barnard. "But should the Minister feel the need, a service would be provided"

(d) The multiple effect certain measures initial as tax multiplier

which is ~~it~~ to be) change in only ~~an~~ a would be get the expenditure by the less the consumers,

the amount of which will ~~in most~~ not be equal to the initial change. It is therefore important to know the value of the multiplier because it is a means of calculating the final amount of money put into the hands of the consumers

Too vague 4/9

DEPARTMENT OF RAILWAYS AND HARBOURS

274

No R 2526 9 December 1977

Under the powers vested in me by section 4 (3) of the Railways and Harbours Pensions Act, 1971 (Act 35 of 1971), I Stefanus Louwrens Muller, Minister of Transport, do hereby, after consultation with the Railways and Harbours Board, approve of the Pension Regula-

DEPARTEMENT VAN SPOORWEË EN HAWENS

No R 2526 9 Desember 1977

Ingevolge die bevoegdheid wat aan my verleen is by artikel 4 (3) van die Spoorweg- en Hawepensioenwet, 1971 (Wet 35 van 1971), verleen ek, Stefanus Louwrens Muller, Minister van Vervoer, na raadpleging met die Spoorweg- en Haweraad, goedkeuring daaraan dat die Pensioenregulasies, gepubliseer in Goewermentskerr sge-

tions, published in Government Notice R 859 of 28 May 1971, as amended, being further amended as follows with retrospective effect from 1 April 1976

REGULATION 21

Substitute the following for paragraphs (4) (b) and (c)

(b) the Administration shall pay into the New Fund the amount of contributions, if any received by the Administration from the New Fund by virtue of the servant's retirement plus interest at the rate determined in terms of regulation 28 and as applicable at the date of re-admittance to the New Fund,

(c) if the servant has been paid any amount under section 5 of the Act or regulation 31, 34 or 35 (3), he shall refund such amount to the New Fund together with interest in such instalments as may be determined as follows

(i) Up to the end of the month in which re-admittance to the New Fund takes place—at the rate determined in terms of regulation 28 and as applicable at the date of re-admittance,

(ii) from the first day of the month following the date of re-admittance to the New Fund up to the end of the month of final settlement—at the current rate as periodically determined in terms of regulation 28,

REGULATION 24

Substitute the following for paragraph (2) (c)

(c) A member shall pay interest in respect of any outstanding special contributions due by him in terms of this paragraph as follows

(i) Prior to 1 April 1976—at 4½ per cent per annum compounded monthly

(ii) From 1 April 1976 up to the end of the month in which the transfer is effected—at the rate determined in terms of regulation 28 and as applicable at the date of transfer

(iii) From the first day of the month following the date of transfer up to the end of the month of final settlement at the current rate as periodically determined in terms of regulation 28

Substitute the following for paragraph (2) (i) (iii) (2)

(2) From 1 April 1971 up to the end of the month in which the option has been exercised—at the rate determined in terms of regulation 28 and as applicable at the date the option has been exercised

Insert the following new paragraph (3) after paragraph (2) (i) (iii) (2)

(3) From the first day of the month following the date on which the option has been exercised up to the end of the month of final settlement—at the current rate as periodically determined in terms of regulation 28

Insert the following new regulation 28

Determination of Average Rate of Interest on Investments of the Fund and the New Fund

28 The average rate of interest earned on the investments of the Fund and the New Fund, shall be determined annually based on the total investments of the Fund and the New Fund as on 31 March of each year The said rate of interest shall have effect as from the first day of the month following the date on which the rate of interest becomes known For calculation purposes the monthly rate shall be equivalent to one-twelfth of the annual rate

wing R 859 van 28 Mei 1971, soos gewysig, soos volg verder gewysig word met terugwerkende krag vanaf 1 April 1976

REGULASIE 21

Vervang paragrawe (4) (b) en (c) deur die volgende:

(b) die Administrasie in die Nuwe Fonds die bedrag van die bydraes moet stort wat deur die Administrasie uit die Nuwe Fonds ontvang is uit hoofde van die dienaar se afdanking, tesame met rente teen die koers bepaal ingevolge regulasie 28 en soos van toepassing op die datum van hertoelating tot die Nuwe Fonds,

(c) as daar aan die dienaar 'n bedrag betaal is ingevolge artikel 5 van die Wet of regulasie 31, 34 of 35 (3), hy sodanige bedrag aan die Nuwe Fonds moet terugbetaal tesame met rente soos volg in sulke paaiemente as wat vasgestel word

(i) Tot die end van die maand waarin hertoelating tot die Nuwe Fonds geskied—teen die koers bepaal ingevolge regulasie 28 en soos van toepassing op die datum van hertoelating,

(ii) Vanaf die eerste dag van die maand wat volg op die datum van hertoelating tot die Nuwe Fonds tot die end van die maand van finale vereffening—teen die heersende koers soos periodiek bepaal ingevolge regulasie 28,

REGULASIE 24

Vervang paragraaf (2) (c) deur die volgende·

(c) Ten opsigte van alle uitstaande spesiale bydraes wat ingevolge hierdie paragraaf deur hom verskuldig is, moet 'n lid rente soos volg betaal

(i) Voor 1 April 1976—teen 4½ persent per jaar, maandeliks saamgestel

(ii) Vanaf 1 April 1976 tot die end van die maand waarin die oorplasing geskied—teen die koers bepaal ingevolge regulasie 28 en soos van toepassing op die datum van oorplasing

(iii) Vanaf die eerste dag van die maand wat volg op die datum van oorplasing tot die end van die maand van finale vereffening—teen die heersende koers soos periodiek bepaal ingevolge regulasie 28

Vervang paragraaf (2) (i) (iii) (2) deur die volgende:

(2) Vanaf 1 April 1971 tot die end van die maand waarin die keuse uitgeoefen is—teen die koers bepaal ingevolge regulasie 28 en soos van toepassing op die datum van die uitoefening van keuse

Voeg die volgende nuwe paragraaf (3) na paragraaf (2) (i) (iii) (2) in

(3) Vanaf die eerste dag van die maand wat volg op die datum van die uitoefening van keuse tot die end van die maand van finale vereffening—teen die heersende koers soos periodiek bepaal ingevolge regulasie 28

Voeg die volgende nuwe regulasie 28 in·

Bepaling van die Gemiddelde Rentekoers op Beleggings van die Fonds en die Nuwe Fonds

28 Die gemiddelde rentekoers wat op die beleggings van die Fonds en die Nuwe Fonds verdien word, word jaarliks bepaal op die totale beleggings van die Fonds en die Nuwe Fonds soos op 31 Maart van elke jaar. Bedoelde rentekoers word toegepas van die eerste dag van die maand wat volg op die datum waarop die rentekoers bekend word Vir berekeningsdoeleindes is die maandkoers gelyk aan een twaalfde van die jaarkoers.

REGULATION 29

Substitute the following for paragraph (2) (c)

(c) When a member of the New Fund resumes duty after a period of unpaid leave or suspension from duty without pay exceeding 90 days, particulars of his indebtedness to the New Fund in respect of current contributions for such period, shall be furnished to him by the Chief Accountant together with particulars of the amount of interest chargeable on the outstanding contributions up to the end of the calendar month in which the statement of his indebtedness is furnished The Chief Accountant shall at the same time inform him that further interest will accrue at the current rate as periodically determined in terms of regulation 28, up to the date that payment in settlement of his total indebtedness is finally made

Substitute the following for paragraph (2) (e) (ii)

(ii) if a member does not make the election referred to in subparagraph (d), the contributions due in respect of the period of leave or suspension from duty, together with interest thereon at the current rate as periodically determined in terms of regulation 28, in respect of so much of the period of leave or suspension as exceeds 90 days, shall subject to the provisions of subparagraph (e) (iii) and (iv) be recovered from his salary in monthly instalments at the rate of 5 per cent of his current monthly pensionable emoluments Recoveries shall commence not earlier than the paymonth following that in which his right to make the election concerned lapses, unless he requests that the first instalment be deducted from his payvoucher from an earlier paymonth

REGULASIE 29

Vervang paragraaf (2) (c) deur die volgende:

(c) Wanneer 'n lid van die Nuwe Fonds diens hervat nadat hy langer as 90 dae met verlof sonder betaling was, of sonder betaling van diens geskors was, moet die Hoofrekenmeester besonderhede aan hom verstrek van die bedrag wat hy aan die Nuwe Fonds verskuldig is ten opsigte van lopende bydraes vir sodanige tydperk tesame met besonderhede van die rente betaalbaar op die uitstaande bydraes tot aan die end van die kalendermaand waarin die staat van sy skuld verstrek word Die Hoofrekenmeester moet hom terselfdertyd in kennis stel dat verdere rente teen die heersende koers soos periodiek bepaal ingevolge regulasie 28, sal toeval, tot die datum waarop betaling ter vereffening van sy totale skuld finaal geskied

Vervang paragraaf (2) (e) (ii) deur die volgende

(ii) indien 'n lid nie die keuse gemeld in subparagraaf (d) uitoefen nie, word die bydraes verskuldig ten opsigte van die tydperk van verlof of skorsing van diens, tesame met rente daarop teen die heersende koers soos periodiek bepaal ingevolge regulasie 28, ten opsigte van soveel van genoemde tydperk van verlof of skorsing as wat 90 dae oorskry, onderworpe aan die bepalings van subparagrawe (e) (iii) en (iv), van sy salaris afgetrek in maandelikse paaiemente teen die skaal van 5 persent van sy lopende maandelikse pensioengewende emolumente Aftrekkings sal nie vroeer begin as in die betaalmaand wat volg op die waarin sy reg op die betrokke keuse verval nie, tensy hy versoek dat die eerste paaiement van sy betaalbewys van 'n vroeer betaalmaand afgetrek word,

---

No R 2527 9 December 1977

Under the powers vested in me by section 3 of the Railways and Harbours Pensions for Non-Whites Act, 1974 (Act 43 of 1974), I, Stefanus Louwrens Muller, Minister of Transport of the Republic of South Africa do hereby, after consultation with the Railways and Harbours Board, approve of the Pension Regulations for Non-Whites published in Government Notice R 303 of 14 February 1975, as amended, being further amended as follows

REGULATION 1

Insert the following definitions

(viiA) "Regional Committee" means a committee representative of Bantu servants recognised by the Administration (x)

(viiB) "Staff Association" means an organisation representative of Coloured or Indian servants recognised by the Administration, (viiA)

REGULATION 2

Substitute the following for this regulation

JOINT COMMITTEE ON PENSION MATTERS FOR NON-WHITES

2 The Pension Fund shall be administered by a joint committee consisting of 14 members seven of whom, together with their alternates, shall be nominated, on the basis prescribed in regulation 4 by the Staff Associations and Regional Committees, and seven of whom together with their alternates, shall be nominated by the Administration In addition, there shall be a chairman nominated by the Administration.

No R 2527 9 Desember 1977

Ingevolge die bevoegdheid wat aan my verleen is by artikel 3 van die Wet op Spoorweg- en Hawepensioene vir Nie-Blankes 1974 (Wet 43 van 1974), verleen ek, Stefanus Louwrens Muller, Minister van Vervoer van die Republiek van Suid-Afrika, na raadpleging met die Spoorweg- en Haweraad, goedkeuring daaraan dat die Pensioenregulasies vir Nie-Blankes gepubliseer in Goewermentskennisgewing R 303 van 14 Februarie 1975, soos gewysig, soos volg verder gewysig word

REGULASIE 1

Voeg die volgende woordbepalings by

(viiA) "personeelvereniging" beteken 'n organisasie wat verteenwoordigend van Kleurling- of Indierdienare is en wat deur die Administrasie erken word, (viiB)

(x) "streekkomitee" beteken 'n komitee wat verteenwoordigend van Bantoedienare is en wat deur die Administrasie erken word (viiA)

REGULASIE 2

Vervang hierdie regulasie deur die volgende:

GESAMENTLIKE KOMITEE OOR PENSIOENAANGELEENTHEDE VIR NIE-BLANKES

2 Die Pensioenfonds word geadministreer deur 'n gesamentlike komitee wat bestaan uit 14 lede van wie sewe tesame met hulle plaasvervangers op die grondslag bepaal in regulasie 4, deur die personeelverenigings en streekkomitees benoem word, en van wie sewe tesame met hulle plaasvervangers deur die Administrasie benoem word Daarbenewens is daar 'n voorsitter wat deur die Administrasie benoem word.

REGULATION 3

Substitute the following for this regulation

EXECUTIVE COMMITTEE

3 The joint committee shall appoint a subcommittee to be known as "the executive committee", consisting of the Chairman and four members of the joint committee Three members shall be members elected by the members of the joint committee nominated by the Administration and one shall be a member elected by the member nominated by the Staff Associations and the Regional Committees Alternate members shall be elected in the same manner as the members Only members of the joint committee who are stationed at, or within a distance of 80 kilometres of Johannesburg, shall be eligible for election as members or alternate members of the executive committee In the event of an equal number of votes being recorded in favour of any two or more candidates, either as members or alternates, the Secretary shall, if necessary, draw lots to decide which of the candidates shall be deemed to be elected The executive committee shall hold office for the same period as the joint committee

REGULATION 4

Substitute the following for this regulation

MEMBERS OF THE JOINT COMMITTEE NOMINATED BY THE STAFF ASSOCIATIONS AND REGIONAL COMMITTEES

4 (1) The seven representatives together with their alternates, nominated by the Staff Associations and Regional Committees, represent the following groups of servants

(a) Bantu servants Five members
(b) Coloured servants One member
(c) Indian servants One member

(2) For the purpose of the nomination of Bantu representatives to the joint committee the Republic has been divided into the following regions

REGION

1 Cape Western System
2 Cape Northern System
3 Cape Midlands System
4 Cape Eastern System
5 Orange Free State System
6 Natal System
7 Western Transvaal System
8 Eastern Transvaal System
9 South-West Africa System
10 North Western Cape System

(3) The representatives on the joint committee shall be nominated as follows

(a) In the case of Bantu servants—

(i) one member and one alternate member by the Regional Committees of regions 2, 5 and 9,

(ii) one member and one alternate member by the Regional Committees of regions 1, 3, 4 and 10,

(iii) one member and one alternate member by the Regional Committee of region 6,

(iv) one member and one alternate member by the Regional Committee of region 7,

(v) one member and one alternate member by the Regional Committee of region 8

(b) In the case of Coloured servants—

one member and one alternate member by the joint committee of the S A R and H -Coloured Staff Associations (Northern and Southern Areas)

REGULASIE 3

Vervang hierdie regulasie deur die volgende·

UITVOERENDE KOMITEE

3 Die gesamentlike komitee stel 'n onderkomitee aan wat bekend staan as "die uitvoerende komitee" en wat uit die Voorsitter en vier lede van die gesamentlike komitee bestaan Drie lede moet lede wees wat verkies is deur die lede van die gesamentlike komitee benoem deur die Administrasie en een 'n lid wat verkies is deur die lede benoem deur die personeelverenigings en die streekkomitees Plaasvervangers word op dieselfde wyse as die lede verkies Net lede van die gesamentlike komitee wat op of binne 80 kilometer van Johannesburg gestasioneer is, kom in aanmerking vir verkiesing tot lid of plaasvervanger van die uitvoerende komitee As 'n gelyke getal stemme ten gunste van twee of meer kandidate uitgebring word, hetsy as lid of as plaasvervanger, moet die Sekretaris, indien nodig, die lot werp om te beslis watter kandidaat as verkies beskou moet word Die ampstermyn van die uitvoerende komitee is dieselfde as dié van die gesamentlike komitee.

REGULASIE 4

Vervang hierdie regulasie deur die volgende.

LEDE VAN DIE GESAMENTLIKE KOMITEE BENOEM DEUR DIE PERSONEELVERENIGINGS EN STREEKKOMITEES

4 (1) Die sewe verteenwoordigers tesame met hulle plaasvervangers wat benoem word deur die personeelverenigings en streekkomitees verteenwoordig die volgende groepe dienare.

(a) Bantoedienare Vyf lede
(b) Kleurlingdienare Een lid
(c) Indierdienare Een lid

(2) Vir die benoeming van Bantoeverteenwoordigers in die gesamentlike komitee is die Republiek in die volgende streke ingedeel

STREEK

1 Afdeling Wes-Kaapland
2 Afdeling Noord-Kaapland
3 Afdeling Kaap-Middellande
4 Afdeling Oos-Kaapland
5 Afdeling Oranje-Vrystaat
6 Afdeling Natal
7 Afdeling Wes-Transvaal
8 Afdeling Oos-Transvaal
9 Afdeling Suidwes-Afrika.
10 Afdeling Noordwes-Kaapland.

(3) Die verteenwoordigers in die gesamentlike komitee word soos volg benoem

(a) In die geval van Bantoedienare—

(i) een lid en een plaasvervanger deur die streekkomitees van streke 2, 5 en 9,

(ii) een lid en een plaasvervanger deur die streekkomitees van streke 1, 3, 4 en 10,

(iii) een lid en een plaasvervanger deur die streekkomitee van streek 6,

(iv) een lid en een plaasvervanger deur die streekkomitee van streek 7,

(v) een lid en een plaasvervanger deur die streekkomitee van streek 8

(b) In die geval van Kleurlingdienare—

een lid en een plaasvervanger deur die gesamentlike komitee van die S A S en H -Kleurlingpersoneelverenigings (Noordelike en Suidelike Gebiede).

(c) In the case of Indian servants—

one member and one alternate member by the S A R - Indian Staff Association

(4) (a) The Chairman and members of the joint committee nominated by the Administration and their alternates shall hold office during the pleasure of the Administration

(b) Subject to the provisions of subparagraph (c) and paragraph (6) the period of office of the members and alternate members nominated by Staff Associations and Regional Committees shall be one year With the exception of members and alternate members nominated in accordance with paragraphs (3) (a) (i), (ii) and (3) (b), who shall be nominated annually in rotation by the Regional Committees or Staff Associations concerned, members and alternate members whose period of office expires may again be nominated

(c) If, upon the expiration of the period of office of a member or an alternate member nominated by a Staff Association or Regional Committee, no servant has yet been nominated to succeed him, the serving member or alternate member as the case may be, shall, subject to the provisions of paragraph (6), continue in office pending the filling of the office in question by nomination, notwithstanding that the period of office prescribed in subparagraph (b) has expired

(5) (a) The General Manager shall, prior to the expiration of the term of office of members and alternate members nominated by Staff Associations and Regional Committees, request each of the Staff Associations and Regional Committees concerned to nominate a member and an alternate member to serve on the joint committee for a period of one year

(b) The name, grade, department and headquarters of each servant nominated shall be submitted to the General Manager who shall forward such particulars to the Secretary to the joint committee

(c) Servants nominated must be members of a Staff Association or Regional Committee as well as the Pension Fund

(6) (a) A member or alternate member of the joint committee nominated by a Staff Association or Regional Committee may resign his office at any time on giving notice in writing to the Secretary of his intention to resign

(b) A member or an alternate member nominated by a Staff Association or Regional Committee shall cease to hold office should he—

(i) resign his office,

(ii) cease to be a servant,

(iii) cease to belong to the Staff Association or Regional Committee by which he was nominated; or

(iv) be found guilty of a serious disciplinary infringement and be severely punished

(c) Should the office of a member or alternate member nominated by a Staff Association or Regional Committee become vacant prior to the expiration of his term of office, the General Manager shall request the Staff Association or Regional Committee concerned to nominate a successor, who shall hold office for the unexpired portion of such period of office

(d) Should the position of a member nominated by a Staff Association or Regional Committee become vacant and the Staff Association or Regional Committee concerned nominate the alternate member to serve in such position, it shall at the same time nominate a servant to serve as alternate member

(c) In die geval van Indierdienare—

een lid en een plaasvervanger deur die S A.S -Indierpersoneelvereniging

(4) (a) Die Voorsitter en lede van die gesamentlike komitee wat deur die Administrasie benoem word en hulle plaasvervangers beklee hulle amp solank as wat dit die Administrasie behaag

(b) Onderworpe aan die bepalings van subparagraaf (c) en paragraaf (6) is die ampstermyn van lede en plaasvervangers wat deur die personeelverenigings en streekkomitees benoem is een jaar Behalwe in die geval van lede en plaasvervangers wat ingevolge paragrawe (3) (a) (i), (ii) en (3) (b) jaarliks om die beurt deur die betrokke streekkomitees of personeelverenigings benoem moet word, kan lede en plaasvervangers wie se ampstermyn verstryk, weer benoem word

(c) Indien die ampstermyn van 'n lid of 'n plaasvervanger wat deur 'n personeelvereniging of streekkomitee benoem is verstryk het en geen dienaar reeds benoem is om hom op te volg nie, moet sodanige lid of plaasvervanger, na gelang van die geval, onderworpe aan die bepalings van paragraaf (6), steeds die amp beklee totdat die betrokke pos deur benoeming aangevul is, al het die ampstermyn bepaal in subparagraaf (b) reeds verstryk.

(5) (a) Voordat lede en plaasvervangers wat deur die personeelverenigings en streekkomitees benoem is, se ampstermyn verstryk, versoek die Hoofbestuurder elkeen van die personeelverenigings en betrokke streekkomitees om 'n lid en 'n plaasvervanger te benoem om vir 'n tydperk van een jaar in die gesamentlike komitee te dien

(b) Die naam, graad, departement en hoofkwartier van elke dienaar wat benoem is, moet aan die Hoofbestuurder verstrek word wat sodanige besonderhede aan die Sekretaris van die gesamentlike komitee sal stuur

(c) Dienare wat benoem word, moet lede wees van sowel 'n personeelvereniging of streekkomitee asook die Pensioenfonds

(6) (a) 'n Lid of 'n plaasvervanger in die gesamentlike komitee wat deur 'n personeelvereniging of streekkomitee benoem is, kan sy amp te enige tyd neerlê deur die Sekretaris skriftelik in kennis te stel van sy voorneme om te bedank

(b) 'n Lid of 'n plaasvervanger wat deur 'n personeelvereniging of streekkomitee benoem is, beklee nie langer sy amp nie, as hy—

(i) sy amp neerlê,

(ii) nie meer 'n dienaar is nie;

(iii) nie meer lid is van die personeelvereniging of streekkomitee wat hom benoem het nie, of

(iv) skuldig bevind word aan 'n ernstige tugoortreding en swaar gestraf word

(c) As die pos van 'n lid of plaasvervanger wat deur 'n personeelvereniging of streekkomitee benoem is, vakant raak voordat sy ampstermyn verstryk, versoek die Hoofbestuurder die betrokke personeelvereniging of streekkomitee om 'n opvolger te benoem om die amp vir die onverstreke tydperk van sodanige ampstermyn te beklee

(d) As die pos van 'n lid wat deur 'n personeelvereniging of streekkomitee benoem is, vakant raak, en die betrokke personeelvereniging of streekkomitee die plaasvervanger tot sodanige pos benoem, moet hy terselfdertyd 'n dienaar benoem om as plaasvervanger te dien.

REGULATION 6

Substitute the following for this regulation

HOW SPECIAL MEETINGS SHALL BE CONVENED

6 The Secretary shall, on a requisition signed by not less than four members of the committee, call a special meeting of the committee for the business detailed in such requisition

REGULATION 8

In paragraph (1), substitute "ten" for "five"

REGULATION 9

Substitute the following for paragraph (2)

(2) On request by a member, voting on any subject shall be by ballot, otherwise the voting shall be by show of hands

REGULATION 12

Substitute the following for this regulation:

PAYMENT OF EXPENSES, ETC, OF MEMBERS AND SECRETARY OF COMMITTEE

12. Members, alternate members and the Secretary to the committee shall receive remuneration in respect of attendance at meetings of the committee and the performance of any other duties arising out of their membership They shall also be allowed travelling expenses at the appropriate hourly tariff rate plus accommodation expenses where applicable

REGULASIE 6

Vervang hierdie regulasie deur die volgende:

HOE SPESIALE VERGADERINGS BELÊ WORD

6 By ontvangs van 'n versoek wat deur minstens vier lede van die komitee onderteken is, belê die Sekretaris 'n spesiale vergadering van die komitee om die sake te behandel wat in sodanige versoek uiteengesit word

REGULASIE 8

In paragraaf (1), vervang "vyf" deur "tien".

REGULASIE 9

Vervang paragraaf (2) deur die volgende.

(2) Op versoek van 'n lid word daar per stembrief oor 'n onderwerp gestem, andersins word daar deur die opsteek van hande gestem.

REGULASIE 12

Vervang hierdie regulasie deur die volgende:

BETALING VAN KOSTE, ENS VAN LEDE EN SEKRETARIS VAN KOMITEE

12 Lede, plaasvervangers en die Sekretaris van die komitee word besoldig vir hulle bywoning van vergaderings van die komitee en vir die uitvoer van ander pligte wat voortspruit uit hulle lidmaatskap Reiskoste word ook aan hulle toegestaan teen die toepaslike uurlikse skaal plus akkommodasiekoste waar dit van toepassing is.

DEPARTMENT OF RAILWAYS, HARBOURS AND AIRWAYS

No R 2528 9 December 1977

REGULATIONS FOR THE HARBOURS OF THE REPUBLIC OF SOUTH AFRICA AND OF SOUTH-WEST AFRICA

The State President has been pleased in terms of section 3 of the Railways and Harbours Control and Management (Consolidation) Act, 1957 (Act 70 of 1957), to approve of the following amendments to the Regulations for the Harbours of the Republic of South Africa and of South-West Africa published under Government Notice R 290 of 2 March 1962

REGULATION 1

Add the following

"ISO-container" shall mean a container specified by the International Organization for Standardization (ISO),

"container wharf crane" shall mean a crane provided exclusively for handling ISO-containers,

"spreader" shall mean the lifting device required to be attached to an ISO-container preparatory to being hoisted by means of the container wharf crane

REGULATION 2

By the substitution for this regulation of the following

2 The owner, master or agent of a ship that intends to call at a harbour shall not later than 72 hours (excluding Sundays and public holidays) before the arrival of the ship give notice in writing to the port captain and the port manager at such harbour of the expected date and time of arrival of the ship, and shall give particulars in such notice of—

(1) the vessel's draught (fore and aft),

(2) explosives, flammable liquids and all other dangerous cargo on board,

DEPARTEMENT VAN SPOORWEË, HAWENS EN LUGDIENS

No R. 2528 9 Desember 1977

REGULASIES VIR DIE HAWENS VAN DIE REPUBLIEK VAN SUID-AFRIKA EN VAN SUIDWES-AFRIKA

Dit het die Staatspresident behaag om kragtens artikel 3 van die Konsolidasiewet op die Beheer en Bestuur van Spoorwee en Hawens, 1957 (Wet 70 van 1957), goedkeuring te verleen aan die volgende wysigings van die Regulasies vir die Hawens van die Republiek van Suid-Afrika en van Suidwes-Afrika, afgekondig by Goewermentskennisgewing R 290 van 2 Maart 1962

REGULASIE 1

Voeg by

"ISO-houer" 'n houer soos deur die Internasionale Standaardeorganisasie (ISO) gespesifiseer;

"houerkaaikraan" 'n kraan daargestel uitsluitlik vir die hantering van ISO-houers,

"spreiraam" 'n toestel wat aan 'n ISO-houer geheg word sodat dit deur 'n houerkaaikraan gehys kan word.

REGULASIE 2

Deur die vervanging van hierdie regulasie deur:

2 Die eienaar, kaptein of agent van 'n skip wat van voornemens is om 'n hawe aan te doen, moet nie later nie as 72 uur (Sondae en openbare vakansiedae uitgesonder) voor die aankoms van die skip die hawekaptein en hawebestuurder by sodanige hawe skriftelik in kennis stel van die verwagte datum en tyd van aankoms van die skip en moet in die kennisgewing besonderhede verstrek van—

(1) die vaartuig se diepgang (voor en agter);

(2) ontplofbare stowwe, vlambare vloeistowwe en alle ander gevaarlike vrag aan boord,

Star 8/12/77

SAR to narrow wage gap

(274)

Political Correspondent

The Railways are to attempt to close the wage gap between white and other workers when public service pay increases come in next month — but no similar move is being made in the Post Office

Spokesmen of the Public Service Commission were not immediately available to say whether the pay gap would be closed further in the case of public servants.

A spokesman for the Railways said today "It is declared policy to close the wage gap when pay adjustments are made We will do so this time again although we can give no details of percentages There are so many scales still to be worked out"

But the Post Master General, Mr Louis Rive, said each of the racial groups working in the post office would get 5 percent

BASIC

The 5 percent increase was in addition to the increases granted in July 1976 when Whites had received increases of 10 percent, coloured and Indian workers 15 percent and blacks 17,5 percent, he said.

Narrowing of the wage gap was applied when there was an adjustment to the salary structure, but the increases that had been granted did not affect the basic salary structure, he said.

And it is learnt the State might have to increase taxes and possibly also Post Office tariffs next year to finance the blanket 5 percent public service wage and salary increase from January 1.

Move to close wage gap

274

ARGUS 12/12/77

The Argus Correspondent

PRETORIA. — The Railways Administration is to attempt to close the wage gap between white employees and those of other races when public sector pay increases come into effect next month — but no similar move is being made in the Post Office.

Spokesmen of the Public Service Commission were not immediately available to say whether the pay gap would be closed further in the case of public servants.

A spokesman for the Railways said 'It is declared Government policy to close the wage gap. When pay adjustments are made we will do so this time again although we can give no details of percentages. There are so many scales still to be worked out.'

RACIAL GROUPS

The Postmaster-General, Mr Louis Rive, said each of the racial groups working in the Post Office would get five percent.

The five percent increase was in addition to the increases granted in July 1976 when the whites had received increases of 10 percent, the coloured and Indian employees 15 percent and the blacks 17-and-a-half percent, he said.

Narrowing of the wage gap was applied when there was an adjustment to the salary structure but the increases that had been granted did not affect the basic salary structure, Mre Rivo said.

PUBLIC SECTOR

TRANSPORT

LABOUR

1978

First two black sales promotion men join SAA

274

Cape Times 11/1/78

By DAVID DOUGLAS

THE first two black sales promotion officers to be appointed to South African Airways in the Western Cape, have started work They have had an excellent reception by staff members, they said.

The two men are appointed on the same conditions as other sales staff Mr Danie de Klerk, chief sales officer, said that they handled any type of traffic, passenger or freight, no matter what the ethnic origin was

"These chaps are guinea pigs. If they do well, others will be appointed," he said

Mr Merlyn Powys, from Maritzburg, was a teacher before going into commerce

Mr Barry Petersen, "Cape born and bred" was in data processing as a supervisor, and then with the Plate Glass group where he also was secretary of the Sports Association and the non-whites Workers Association

Summarizing his experiences, Mr Powys said "It has been wonderful working for SAA We have been made more than welcome by staff

1978

Hansard. 1 3 Feb. 1978 Col. 22-23

270

South African Railways and Harbours Sick Fund

26 Mr N B WOOD asked the Minister of Transport

(1) What was the amount of the subsidy paid to the South African Railways and Harbours Sick Fund during 1976-'77,

(2) (a) what amount was collected during that year in respect of the levy on prescriptions and (b) what was the Railway Administration's contribution,

(3) what was the number of (a) members and (b) dependants registered in respect of the Fund,

(4) whether any non-White employees are entitled to benefits, if so, how many (a) Coloureds, (b) Indians and (c) Bantu?

The MINISTER OF TRANSPORT

(1) R16 550 962

(2) (a) R1 287 516

(b) R1 545 019

(3) (a) 147 232

(b) 213 907

(4) Yes

(a) 20 913

(b) 1 689

(c) 121 781

HANSARD No. 2 COL. 41-42 7/2/78

270

Staff in Railway Administration

93 Mr P A PYPER asked the Minister of Transport

(1) How many (a) Whites, (b) Bantu and (c) Coloureds and Indians were (i) taken into employment by the Railway Administration, (ii) died or retired on pension, (iii) resigned and (iv) were dismissed from the service of the Railway Administration during 1977,

(2) whether any trains were cancelled owing to lack of staff during 1977, if so, how many (a) passenger and (b) goods trains were cancelled for this reason?

The MINISTER OF TRANSPORT,

(1) (a) (i) 18 124

(ii) 2 689

(iii) 13 030

(iv) 1 338

(b) (i) Not readily available

(ii) 2 588

(iii) Not readily available

(iv) Not readily available

(c) (i) Not readily available

(ii) 347

(iii) Not readily available

(iv) Not readily available

(2) Yes

(a) None

(b) 2 877

For the information of the hon member it may be mentioned that altogether 1 048 800 goods trains were operated during 1977 The number of goods trains cancelled, therefore, represents only 0,27 per cent of the total number of such trains operated

The cancellation of trains has not only arisen from the non-availability of staff, but has also been caused by the current downswing in economic activity and the running of longer trains

HANSARD No. 2 COL 31-32 7/2/78

270

Authorized establishment of South African Railways and Harbours Police

22 Mr N B WOOD asked the Minister of Transport

(1) What is the (a) authorized establishment and (b) actual strength of the South African Railways and Harbours Police in respect of (i) officers and (ii) other ranks,

(2) how many men were (a) recruited and (b) discharged from the Force during the latest year for which figures are available,

(3) whether any members of the Force purchased their discharge, if so, how many in each rank?

The MINISTER OF TRANSPORT

(1)	(a)	(i)	169
		(ii)	5 790

	(b)	(i)	160
		(ii)	5 247
(2)	(a)		656
	(b)		470
(3)	Yes		
	Lieutenant		1
	Sergeant		20
	Constable		267

These figures are based on the staff position as at 31 December 1977

PUTTING IN THE BILL

FM 10/2/78

Industries which will be negotiating wages and working conditions this year include.

● **Mines.** Besides asking for R80 a month more (about a 10% increase according to Chamber of Mines' figures), the unions will almost certainly demand a full five-day week Arrie Paulus's Mine Workers Union has already said it will, and the artisan unions, which withdrew their demands in 1976, will re introduce them this year

The industry has a torrid industrial relations history This year should be no exception

● **Steel and engineering.** Unions will decide on their demands on Monday These are likely to be rejected, at least at first, by Seifsa

Part of the negotiations could hinge around job changes Seifsa is a signatory to the Urban Foundation's code of conduct, and director Errol Drummond confirms it is committed to attempting to write the code into the industry's agreement

Drummond says the unions have already been made aware of this at industrial council level and are considering their response If Seifsa asks for job changes as part of its commitment to the code, these could be traded off against wage increases

● **Railways.** Railway men were awarded a 5% increase in December along with other civil servants, but an arbitration commission is still sitting to discuss claims by the Artisan Staff Association (ASA) for a 15% rise

The ASA's chances are slim But if it does win an increase, government would probably be compelled to extend it throughout the whole public service

The arbitrators' decision will be known at the earliest by April ASA general secretary Walhe Grobler tells the *FM* the arbitrators will hear oral evidence at the end of this month and it will take at least a month after then for any decision to be made public.

● **Building.** Negotiations are on the cards for the industry in the Transvaal, Durban and Pietermaritzburg The unions will be putting in fairly large wage and fringe benefit demands.

Amalgamated Union of Building Trades Workers secretary Richard Beech tells the *FM*, however, that the union will concentrate on fringe benefit claims and may even be prepared to forego wage hikes to achieve these. "Our pensions are at present a mere R65 a month maximum. I have a mandate from my executive to push for them to be increased to 70% of salary. If we get this, and medical aid improvements, we could drop our wage claims"

Employers are obviously concerned about the situation. The unions usually bargain with the Master Builders' Association, but the larger Building Industries Federation has asked to meet the unions to discuss the issue

● **Escom and Iscor.** Both technically fall under the ambit of the main Seifsa agreement, but separate "house agreements" are negotiated with the unions.

The unions are in the process of formulating their demands here too and talks will take place before the main bargaining with Seifsa

HANSARD NO 4 Col. 203 22/2/78

270

Plan Scheme for Railway servants

17 Mr G S BARTLETT asked the Minister of Transport

Whether former Railway servants who made suggestions which were rejected at the time but were subsequently adopted may apply for consideration under the Plan Scheme, if so, what is the procedure for such application

The MINISTER OF TRANSPORT

Yes, a written application containing full details of the suggestion should be addressed to the Secretary Plan Scheme, General Manager s Office, Johannesburg

18 Mr J D DU P BASSON—Reply standing over

19 Mr J D DU P BASSON—Reply standing over

Vraelys aan

Nommer van p

Landdrosdist

Grootte van

Soort boerde

wat aan al

Aantal skape

e van plaasinkomste

we moet word):

Aantal permanente werkers : mans vroue

Aantal toevallige werkers : " "

Aantal kontrakarbeiders :

Afstand van naaste dorp (kilometers)

HANSARD NO 4

Skeerders

Col 237/238

Vraelys aan boere

24/2/78

270

1. Distrik

2. Aantal skape

3. Nommer van plaas

4. Gebruik u 'n skeerspan?

Indien wel,

5. Gebruik hulle meganiese of handsker

6. Hoeveel a) skeerders

b) dagsmanne is daar in d

7. Hoe lank werk hulle op u plaas elk

8. Waarvan

9. Hoe ver

10. Hoeveel

11. Hoeveel

12. Betali

Skeerd

Dagsmanne: kontant ander: hoeveelheid

waarde aan boer

waarde aan skeerder

13. Hoe word die betalings bepaal?

Grades at South African Railways and Harbours Administration

150 Mr T ARONSON asked the Minister of Transport

(1) (a) In what grades which were previously filled exclusively by White employees of the South African Railways and Harbours Administration are non-Whites employed at present and (b) how many non-Whites are employed in such grades,

(2) whether he is considering the employment of non-Whites in grades in which Whites are at present exclusively employed, if so, in which grades

The MINISTER OF TRANSPORT-

(1) (a) Aviation Maintenance Assistant, Class 3
Bed Repairer
Blacksmith's Assistant
Brushhand, Class 1
Brushhand, Class 2
Carriage and Wagon Repairer, Class 2
Carriage and Wagon Repairer, Class 3
Castings Dresser, Class 1
Castings Dresser, Class 2
Change Room Attendant
Checker
Controller (Containerization)
Cook, Class 2
Cook, Class 1
Crane Driver
Crossing Attendant
Deckhand (Tugs and Dredgers)
Driller and Holder-up, Class 2
Driver (Cartage), Class 1
Driver (Cartage), Class 2
Driver (Crane) (Workshops), Class 2
Driver (Departmental), Class 1
Driver (Departmental), Class 2
Driver (Road Transport Service)
Erector, Class 2
Fencer
Fire Fighter
Flagman
Fumigator
Gardener
Lampman
Machineman, Class 3
Messenger
Mooring Attendant
Numbertaker
Office Assistant
Oiler (Electric)
Operator (Geotechnical Equipment), Class 2
Operator (Plant), Class 3
Permanent Way Welder, Class 2
Porter
Riveter
Road Ganger
Sail Repairer
Sampler

HANSARD NO. 4 Col 235
24/2/78.

270

Wages of employees of South African Railways and Harbours Administration

17 Mr N B WOOD asked the Minister of Transport

What was the average annual wage paid to the White, Coloured, Indian and Bantu employees, respectively, of the South African Railways and Harbours Administration as at 31 December 1977

The MINISTER OF TRANSPORT

To furnish the required data entails a considerable amount of work Besides, ample details are contained in documents tabled in Parliament

Aan boe

1. Wanneer

2. As die p verblyf of besit van die p dit te bou? Wie het die groots

(i) Landbouoe/Kleurling Onderwysdepartement se distrik-inspekteur

(ii) Ander boere wat alreeds skole op hul plase het

(iii) Boere wat geen skole op hul plase het nie.

(iv) die plaas arbeiders

(v) Landbou-unies

(vi) andere: spesifiseer

3. Indien u probleme ondervind het met die stigting van u plaasskool, neld asb. besonderhede daarvan.

4. Wie het u gehelp met bovermelde probleme?

5. Wie is aangestel as bestuurder van u plaasskool, of is u self bestuurder daarvan .

6. Het die toelae van die Departement (Bantoe-onderwys of Kleurlingsake) die boukoste van die skool ten volle bedek. Indien nie, het u self die verskil inbetaal of het die plaasarbeiders, ander boere of persone (spesifiseer) u daarmee gehelp.

7. Wie het die onderwyser aangestel?

8. Kom u goed klaar met die (i) bestuurder, (ii) onderwyser, (iii) distriksinspekteur? Indien nie, meld in watter opsig?

9. Is u tevrede met die leerplan of beoog u enige veranderings in hierdie opsig. (b.v. meer tegniese of sekere landbouvakke).

Cape Times 25/2/78 (270)

21 372 blacks do ex-white jobs

SEVENTY FOUR graded jobs formerly done by whites employed by the South African Railways and Harbours are being performed by 21 372 coloured, African and Indian people today

This was disclosed yesterday by the Minister of Transport, Mr S L Muller, who said that other "white" jobs would be given to blacks as well depending on the "circumstances and the availability of staff"

Among the jobs listed which are being done by blacks are aviation maintenance assistant, class 3, blacksmith's assistant, carriage and wagon repairer, class 2 and 3, checker, controller, containerization; cook, class 1 and 2; crane driver; cartage driver, class 1 and 2, driver, road transport service; fire fighter, gardener; lampman, mooring attendant, porter, steward, guard; telephonist, sales promotion officer, sorter, loader, technician assistant, ticket collector; leading train marshaller and trackman

Hansard 5, Q col 243, 28/2/78

270

Rate of pay of Railway Police constable/sergeant

199 Mr D J N MALCOMESS asked the Minister of Transport

(1) What is the rate of pay of a Railway Police (a) constable and (b) sergeant,

(2) whether these policemen receive (a) overtime payments and (b) free uniforms

The MINISTER OF TRANSPORT

(1) (a) R2 496 – R3 051 – R3 327 – R3 882 – R4 158 – R4 713 – R4 992 – R5 268 – R5 544 per annum

(b) R5 892 – R6 237 per annum.

(2) (a) Yes; only after completion of at least 16 hours overtime per month, provided that the normal 48 hours ordinary time is worked weekly in any pay month

(b) Yes

Malcomess: police pay difference a scandal

1/3/78

HOUSE OF ASSEMBLY — Railway policemen receive higher pay than ordinary policemen and they get overtime pay as well as free uniforms which police do not get

"It is absolutely scandalous that the Railway police, who have a far less dangerous job than the police, particularly in the present climate, are paid more than the police," Mr John Malcomess (NRP, East London North), said yesterday

Mr Malcomess was reacting to the replies given him in two written questions he tabled to the Minister of Police, Mr Kruger, and to the Minister of Transport, Mr Muller

Mr Muller said Railway police received overtime pay after completion of at least 16 hours overtime a month, provided the normal 48 hours ordinary time was worked weekly in any pay month, but Mr Kruger said police did not receive overtime pay.

Mr Muller also said Railway police received free uniforms but Mr Kruger said police did not get free uniforms

The Minister of Transport said Railway police started as constables at R2 496 a year but the Minister of Police said police constables started at R1 554 — R942 a year lower. The highest a Railway constable can earn is R5 544 a year, R614 a year more than the highest pay a police constable can earn

A Railway sergeant can earn up to R6 327 a year while a police sergeant can only earn up to R6 090

Mr Malcomess commented "I see no reason why Railway police get overtime and free uniforms while the police do not I would have understood it more if it were the other way round.

"For instance, the police are far more likely to have their uniforms damaged during the course of duty.

"I believe the Minister of Police should take urgent steps to ensure that these people, who are so important on the South African scene, are looked after properly," he said — PC

Rail police get more than SAP

Cape Times 1/3/78

270

Political Staff

HOUSE OF ASSEMBLY — Railway policemen receive higher pay than ordinary policemen and they get overtime pay as well as free uniforms which police do not get.

"It is absolutely scandalous that the Railway Police, who have a far less dangerous job than the police, particularly in the present climate, are paid more than the police," the New Republic Party's Mr John Malcomess, MP, said yesterday

Mr Malcomess was reacting to the replies given him in two written questions he tabled to the Minister of Police, Mr Jimmy Kruger, and to the Minister of Transport, Mr Louwrence Muller.

Mr Muller said Railway Police received overtime pay after completion of at least 16 hours overtime a month, provided the normal 48 hours ordinary time was worked weekly in any pay-month. Mr Kruger said ordinary police did not receive overtime pay.

Mr Muller also said Railway Police received free uniforms. Mr Kruger said police did not get free uniforms.

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Own home plan for SAR blacks planned

HOUSE OF ASSEMBLY — A significant shift in the Government's attitude towards blacks living in the urban areas was revealed in the Railways budget, Mr Rupert Lorimer, the chief opposition spokesman on transport said yesterday

Transport Minister Louwrens Muller had said the introduction of a "house ownership scheme for black staff" had been approved in principle and that the Minister of Plural Relations and Development, Dr Mulder, was working on a scheme whereby blacks could acquire "occupation rights in urban areas"

"As soon as the necessary legislation in this connection has been approved by Parliament, it will be possible for me to proceed with introduction of enabling legislation to provide for the establishment of the Railways' house ownership scheme for black staff," Mr Muller said.

Mr Lorimer welcomed Mr Muller's statement and said it appeared there was some possibility now of "real home ownership" for blacks permanently employed by the SAR.

"This appears to be the forerunner of a change of heart by the Government which will make it easier for blacks to own homes in the so-called white areas," Mr Lorimer said.

"I think the Government is beginning to realise that the acceptance of the black man as a permanent resident in the urban areas is absolutely inevitable.

"The SAR know they cannot do without black labour, they know that a stable labour force is ensured by giving people the opportunity to own their own homes.

"These are the realities of the South African situation and the theory of apartheid has to fall by the way-side."

Dr Mulder was later reluctant to comment on the Government's plans, but said it involved housing loans for blacks through building societies on leasehold properties.

He confirmed legislation would be passed this session — PC

DIE BURGER 2/3/78

270

Swart werkers kry huisplan

WETGEWING gaan binnekort ingedien word om die instelling van 'n huiseienaarskema vir die Spoorwee se swart personeel moontlik te maak, het min. S. L. Muller gister in die Volksraad gesê.

Min. Muller het gesê só 'n skema is reeds in beginsel goedgekeur en daar word net gewag totdat die Minister van Plurale Betrekkinge en Ontwikkeling wetgewing in die Parlement goedgekeur kry ingevolge waarvan swartmense okkupasiereg in stedelike gebiede mag verkry.

Min. Muller het ook aangekondig dat hy aansienlike verbeterings in pensioenvoordele vir weduwees goedgekeur het. Dit is van 1 Desember verlede jaar in werking.

Ofskoon die personeeltoestand in wese gesond gebly het, is daar steeds tekorte in sekere grade. Akademiese opleiding en bestuursontwikkeling word al hoe belangriker.

Benewens die beursskemas vir heeltydse studie in professionele rigtings, die opleidingskema vir ingenieursassistente en die beursskema vir administratiewe amptenare, moedig die Spoorweë ook sy personeel aan tot buitemuurse studie in erkende akademiese rigtings. Tot dusver is 287 werknemers langs dié weg bygestaan en het 103 reeds grade verwerf.

Groot geesdrif heers vir die Departement se bestuursontwikkelingskursus en daar is reeds tekens van 'n nuwe benadering van probleme. Dit is opmerklik dat senior bestuurders 'n nouer oorleg en met groter begrip met mekaar en hul ondergeskiktes in 'n doelwit-georiënteerde benadering saamwerk, het die Minister gesê.

*Mr H H SCHWARZ It is not the advertisements, but the cost

*The MINISTER Yes, I understand, and that is of course our problem If one wants to see elephants for example, it is far cheaper to fly from Europe to Nairobi than it would be to fly to Johannesburg That is a fact, but we cannot shorten the distance, although we do advertise where it is at all possible

The hon member for Musgrave has asked me quite a number of questions in connection with training I should like to invite the hon member, when it suits him, to pay a visit to our college at Esselen Park I think if the hon member were to do that, all the questions which he has asked would be answered I am quite prepared to make all the necessary arrangements for him so that the visit may take place on a day and at a time which would suit him For the sake of the record, however, I wish to furnish some information in regard to training At the college at Esselen Park approximately 3 000 servants are trained every year for their functional task in the field of human relations, supervision, etc There are also branches of the college at Bellville, Bloemfontein, Germiston, Koedoespoort, Port Elizabeth and Wentworth At these branches approximately 4 500 servants are trained every year That brings the total to approximately 7 500 per annum The hon member expressly asked whether any extensions were being envisaged There is no need at present for extensions, and none are being contemplated The training of the middle management group will also be undertaken at the college now, and more and more attention is being concentrated on this type of training As far as bursaries are concerned, decisions on these are taken every year, mainly with a view to the needs of the technical departments and provided funds are available, of course The matriculation results of applicants are considered and only those with a first-class pass are considered for bursaries Naturally it goes without saying that the subjects which the applicant has to take, must be acceptable for the purposes of the Railways In general we have a very happy past record in connection with training and, in particular, in regard to our bursary awards to students Students enter the service of the Railways after completing their training

270 8/3/78

The hon member also put questions in connection with housing I said earlier that we are experiencing certain problems in connection with the acquisition of land for the building of homes for Indians Negotiations are now in progress with the Durban Corporation and with the Department of Community Development and we trust that towards the end of the 1977-'78 financial year, 12 homes for Indians will already be available The hon member has also referred to the hostel at Umlazi, and I should like to point out to him that this hostel—as hon members will notice from the Brown Book—will cost millions of rand and that it is really intended for single persons or for workers—not necessarily unmarried ones—who come to Durban and environs on a temporary basis These people work mainly in Durban harbour and vicinity For the amount which we are spending on that hostel, we cannot build anything like the same number of houses to accommodate the number of workers which we intend to accommodate in the hostel

The hon member has also referred to the wage gap and I am convinced that hon members are aware that we are continually trying to narrow the wage gap In 1976, we granted a salary increase of 10% to Whites, 12½% to Coloureds and Indians and 15% to Blacks This same pattern was followed in connection with recent salary increases and we intend to continue with that process

The hon member for Edenvale has suggested that we should show films on Railway matters in the wide-bodied aircraft which we use for domestic flights I shall take note of his suggestion and shall give it careful consideration, but at this stage I do not know whether such a thing will be practicable

The hon member for Prieska

*Mr P A PYPER He made a very good speech

*The MINISTER The hon member says he made a very good speech Well, he is in the right party after all, so we expect that from him In particular the hon member has referred to the method we should try to employ in transporting small animals We have given attention to that matter in the past, and I am convinced that now, with the introduction of the modern double-decker wagons, we shall succeed in transporting

Railways sued

PRETORIA — A train passenger has instituted a R7 500 claim against the Railways in the Supreme Court here for assault, unlawful arrest and imprisonment, and defamation.

Mr L. T Mabasa claimed he was a passenger on the Pietersburg - Johannesburg train on February 4, 1976.

He said a conductor, Mr G. van Niewenhuysen, attempted to eject him from the train after an argument about whether a compartment was full and called him a "communist."

At Potgietersrus he was told to get off the train, which he did.

At Pretoria he alleged he was taken to an office and assaulted for an hour by five Railway policemen.

He was then handcuffed and locked in the toilet of a train going from Pretoria to Potgietersrus.

He was later charged with assaulting the police and found not guilty.

The case is continuing. — SAPA.

'Scrap colour bar in jobs'

270

STAR 9/3/78

Political Staff

THE ASSEMBLY — A plea for the abolition of discrimination on colour grounds in wage and job opportunities on the Railways, was made in the Assembly last night by Dr Zac de Beer (PFP Parktown)

Speaking in the committee stage debate on the Railways' budget he said the determination of wages on racial grounds was unscientific and caused racial friction

Indications were that the wage gap between white and black workers was widening at a time when most employers were trying to reduce it as much as they could

REAL VALUE

Dr de Beer said workers, no matter what their colour, should be paid according to the real value of their work

He asked what the Railways was doing towards paying workers on a "colour-blind basis" instead of on a racial basis

The annual report of the Railways referred to labour shortages in certain posts It referred also to blacks in jobs "normally done by whites"

From this it appeared that these posts were still being regarded as "white posts" which would sooner or later again be filled by whites

"I ask that we should get away from this practice," Dr de Beer said

Had the Minister had a policy aimed at eventually making all appointments on the Railways on merit, and had there been any requests from black Railway workers for trade unions?

The Minister of Transport, Mr Muller, replied that the official opposition was so colour conscious and so sensitive about colour that it tended to speak of nothing but colour

STEPS TAKEN

There was probably no other undertaking in the country which had done as much as the Railways to promote blacks at all levels

Dr de Beer had conceded that the wage gap in the mining industry was larger than that on the railways

Steps were being taken by the Railways to narrow the gap

DEPARTEMENT VAN SPOORWEE EN HAWENS

No R 461 10 Maart 1978

Dit het die Staatspresident behaag om kragtens artikel 3 van die Konsolidasiewet op die Beheer en Bestuur van Spoorwee en Hawens, 1957 (Wet 70 van 1957), goedkeuring daaraan te verleen dat die Vrypasregulasies van die

DEPARTMENT OF RAILWAYS AND HARBOURS

No R 46 (270) 10 March 1978

The State President has, in terms of section 3 of the Railways and Harbours Control and Management (Consolidation) Act, 1957 (Act 70 of 1957), been pleased to approve of the South African Railways and Harbours Free

Suid-Afrikaanse Spoorwee en Hawens, gepubliseer in Goewermentskennisgewing R 1883 van 25 November 1960, soos gewysig, soos volg verder gewysig word

SUID-AFRIKAANSE SPOORWEE

REGULASIES INSAKE DIE UITREIK VAN VRYPASSE, VOORREGKAARTJIEORDERS EN SOMMIGE ANDER KONSESSIEORDERS EN -KAARTJIES

WYSIGINGSLYS

(Van krag van die betaalmaand Januarie 1978)

REGULASIE 30

In paragraaf (1) vervang "R3 960" deur "R4 158" waar dit twee keer voorkom

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No R 462 10 Maart 1978

Dit het die Staatspresident behaag om kragtens artikel 32, van die Wet op Spoorweg- en Hawedienst 1960 (Wet 22 van 1960), goedkeuring daaraan te verleen dat die Personeelregulasies van die Suid-Afrikaanse Spoorwee gepubliseer in Goewermentskennisgewing R 1045 van 15 Julie 1960, soos gewysig, soos volg verder gewysig word

SUID-AFRIKAANSE SPOORWEE

PERSONEELREGULASIES

WYSIGINGSLYS

(Van krag van 1 Januarie 1978)

REGULASIE 90

Vervang die opskrif en paragraaf (1) deur die volgende

SENIOR AMPTENARE EN DIENARE WAT LEDE VAN LUGBEMANNINGS IS

(1) (a) Van die datum waarop 'n senior amptenaar 12 maande diens voltooi kom hy ondanks die bepalings van regulasie 88, in aanmerking vir vakansieverlof met betaling op die minimum grondslag van 14 dae nie-oploopbare en 21 dae oploopbare verlof per jaar wat in die geval van 'n senior amptenaar wat lid van 'n lugbemanning is toegestaan word onderworpe aan die bepalings van paragraaf (3) van hierdie regulasie

(b) Van die datum waarop 'n dienaar 12 maande diens as lid van 'n lugbemanning (uitgesonderd 'n senior amptenaar) voltooi, kom hy ondanks die bepalings van regulasie 88, in aanmerking vir vakansieverlof met betaling op die minimum grondslag van 14 dae nie-oploopbare en 16 dae oploopbare verlof per jaar wat toegestaan word onderworpe aan die bepalings van paragraaf (3) van hierdie regulasie

(c) Daar word beskou dat vakansieverlof met betaling teen die skaal genoem in subparagrawe (a) en (b) ten opsigte van elke kalenderjaar na die waarin verlof 'n dienaar die eerste keer toeval ingevolge die bepalings van daardie subparagrawe aan die begin van elke sodanige kalenderjaar beskikbaar is

Pass Regulations, published in Government Notice R 1883 of 25 November 1960, as amended, being further amended as follows

SOUTH AFRICAN RAILWAYS

REGULATIONS GOVERNING THE ISSUE OF FREE PASSES PRIVILEGE TICKET ORDERS AND CERTAIN OTHER CONCESSIONARY ORDERS AND TICKETS

SCHEDULE OF AMENDMENT

(Operative from the January 1978 paymonth)

REGULATION 30

In paragraph (1), substitute "R4 158" for "R3 960" where it appears twice

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No R 462 10 March 1978

The State President has in terms of section 32 of the Railways and Harbours Service Act, 1960 (Act 22 of 1960), been pleased to approve of the South African Railways Staff Regulations published in Government Notice R 1045 of 15 July 1960, as amended, being further amended as follows

SOUTH AFRICAN RAILWAYS

STAFF REGULATIONS

SCHEDULE OF AMENDMENT

(Operative from 1 January 1978)

REGULATION 90

Substitute the following for the heading and paragraph (1)

SENIOR OFFICERS AND SERVANTS WHO ARE MEMBERS OF AIRCREWS

(1) (a) From the date on which he completes 12 months' service a senior officer, notwithstanding the provisions of regulation 88 qualifies for paid vacation leave on the minimum basis of 14 days' non-accumulative and 21 days' accumulative leave per annum, the granting of which in the case of a senior officer who is a member of an aircrew is subject to the provisions of paragraph (3) of this regulation

(b) From the date on which he completes 12 months' service as a member of an aircrew (excluding a senior officer) a servant notwithstanding the provisions of regulation 88 qualifies for paid vacation leave on the minimum basis of 14 days' non-accumulative and 16 days' accumulative leave per annum, the granting of which is subject to the provisions of paragraph (3) of this regulation

(c) Paid vacation leave on the scale set out in subparagraphs (a) and (b) in respect of each calendar year subsequent to that in which leave first accrues to a servant in terms thereof shall be regarded as available at the commencement of each such calendar year

HANSARD. 7 - 15 March 1978.
Question 11 Cols 409 & 410.

270

Now there is another species, silver carp, which was imported from Israel. It seems to have a good effect on the carp. Here we are using the principle of polyculture. The [illegible] utilise all the natural food and so increase [illegible] production has increased nearly 20%. In Israel [illegible] carp, Tilapia, mullet, silver carp, grass [illegible]

Here it's to [illegible] get big enough in one season unless we put [illegible] so a problem with spawning. The temperature [illegible]

Water condit[illegible] and we finish from about the We start stocking [illegible] ter is very good compared end of February [illegible] d; it's nearly 7, a little with other places [illegible] rael you can find sometimes bit higher. [illegible] the water is usually quite 800 - 1000 mg [illegible] muddy. But we [illegible]

EDA: Don't c[illegible] lves?
Yes, th[illegible] hey dig in the mud and make the [illegible] u fill the pond the water is dirty [illegible]

EDA: But sure [illegible] muddy?
Yes, but [illegible]

Pond Constructi[illegible]
I personally be[illegible] be good for fish farming. If its partly c[illegible] t. If it's very sandy it's possible to mak[illegible] event leaking. But in any case after a ye[illegible] c matter, the ponds get more watertight [illegible] -ponds on the beach. The advantage of a [illegible] l which is unsuitable for other agric[illegible]

Tshakolo project
In Israel the fi[illegible] e, about 4 hectares on average. The project at Ishakolo should be about 350 hectares altogether.

409 WEDNESDAY, 1

(b) To have a different colour available for each day of the week in order to prevent misuse thereof

(2) No

Railway employees seconded to Perishable Products Export Control Board

*11 Mr G S BARTLETT asked the Minister of Transport

(1) Whether Railway employees are at present seconded to the Perishable Products Export Control Board, if so, what work are they doing for the Board,

(2) whether these employees are to return to the service of the Railway Administration, if so, (a) who will replace them, (b) what authority will employ the replacements and (c) what alternative work will be given to the Railway employees concerned,

(3) whether any duplication of duties will arise as a result of the change in the present system, if not,

(4) whether there will be a net saving of labour, if so, what saving, if not,

(5) what are the reasons for the changes

The MINISTER OF TRANSPORT

(1) No, but certain staff are placed at the Board's disposal on a loan basis to assist them with supervision of shipping and the training of new staff

(2) Yes

(a) Staff employed by the Board

(b) The Perishable Products Export Control Board

(c) They are being absorbed in the Harbours Section

(3) No

(4) No

5 MARCH 1978 410

(5) To eliminate the anomaly of dual control of staff

Die Burger 15/3/78

MIN. S. P. BOTHA:

Blanke werker ‚handhaaf hom'

Van Ons Politieke Beriggewer

DAAR is tot dusver geen aanduiding dat die groter indiensneming van nie-blankes, veral swart werkers, in werk wat voorheen uitsluitend deur blankes verrig is, negatiewe gevolge vir blanke werkers gehad het nie, het mnr. S. P. Botha, Minister van Arbeid, gisteraand in Bellville gesê.

„Inteendeel, beskikbare gegewens dui daarop dat die blanke werker ondanks die verandering op die arbeidsterrein, waarvan sommige radikaal was, steeds daarin geslaag het om homself te handhaaf," het hy gesê.

Die Minister het die 47ste kongres van die Ambagpersoneelvereniging geopen. Hy het gesê hy het volle vertroue in die blanke se dryf- en daadkrag en daarom twyfel hy nie daaraan dat die blanke hom op die arbeidsterrein sal kan handhaaf nie.

Daar moet ook nie uit die oog verloor word nie dat die swart werker vanwee historiese, kulturele en maatskaplike oorweginge nog besig is om hom aan te pas en 'n staanplek te verower in die laagste werkvlakke. Dit kan begryp word dat die swart werker mettertyd in die hoer werkvlakke sal inbeweeg.

HOË EISE

Die groeiende ekonomie sal hoe eise stel aan die getalletoevoer van werkers na alle bedrywe. Die blanke werker het 'n voorsprong wat sy kennis, kundigheid en reeds verworwe arbeidsdissipline betref. Dit sal hom steeds in 'n leiersposisie plaas.

Min. Botha het gesê hoewel die ingenieursbedryf in die laaste jare die ingrypendste veranderinge in sy arbeidstruktuur ondergaan het met die indiensneming van swart werkers 'n hoer besoldigde werkkringe, is die blanke werkersgetal nie net gehandhaaf nie, maar het dit inderdaad sedert 1972 met 5,8 persent toegeneem.

Dieselfde neiging het hom in die motornywerheid geopenbaar, waar die getal blanke werkers 'n geringe styging van 1 825 getoon het.

„U kan dus sien dat my vertroue in die blanke werker se vermoe om homself te handhaaf en die toekoms met vertroue tegemoet te gaan, nie misplaas is nie," het hy gesê.

Die totstandkoming van 'n middelinkomstegroep onder nie-blankes sal ook van onskatbare waarde vir die land wees. Wanneer die landsekonomie die volgende opswaai beleef, sal die beskikbare opgeleide werkkragte nie voldoende wees om in die vergrote aanvraag te voorsien nie.

270

Star 16/3/78

Passenger wins damages action against SAR

(269)

Pretoria Bureau

A train passenger has succeeded in a Supreme Court claim for unlawful imprisonment and assault by Railway employees.

Mr T L Mabasa was awarded R2 100 damages today by Mr Justice Gordon

The Judge described the evidence of certain of the Railway employees as "pathetic".

He said a story that the conducter of the train had had difficulties with Mr Mabasa because he wished to be placed in a female compartment was "willfully and maliciously concocted" by the wit- concocted" by the witnesses to justify subsequent conduct.

DISPUTE

Mr Mabasa told the court he was travelling on the Pietersburg-Johannesburg train in February 1976 He became involved in a dispute with the conducter, Mr G J J van Niewenhuysen, when an attempt was made to place more people in an already full compartment.

The judge found when Mr Mabasa stood his ground, Mr F H Broodryk, the a railway constable became irritated and attempted to put him off the train at Potgietsrus station.

The judge said handcuffing Mr Mabasa and locking him up in the toilet of the train from Potgietersrus to Pretoria, had constituted an unlawful imprisonment.

Mr Mabasa was awarded R1 750 for deprivation of personal liberty

Mr Justice Gordon also found Mr Mabasa was "beaten up in a thoroughly reprehensible manner," at the Railways police charge office at Pretoria Station

He was smacked about the eyes and cheeks and kicked in the back

The injuries were however, not that serious and an amount of R350 damages were awarded

270

2 ** Die Burger 16/3/78

‚RYKES RYKER, ARMES ARMER'

Spoorweë loop deur oor lone

Van Ons Tygerbergse Kantoor

DIS 'n regering se plig om te sorg dat die lewenspeil van alle landsburgers verhoog word. Hierdie vereniging twyfel egter of hierdie beginsel deur ons werkgewer gehandhaaf word, want namate ons lewenspeil daal, sien ons dat die rykes steeds ryker en die armes steeds armer word.

Só het mnr. J. Zurich, voorsitter van die Ambagspersoneelvereniging van die Spoorwee, in Bellville gesê in sy voorsittersrede op die jaarlikse kongres van die vereniging.

Mnr. Zurich het gesê dis teen hierdie agtergrond dat sy vereniging se bestuur verlede September 'n geskil met die Spoorwee aanhangig gemaak het. Die wet wat met geskille van hierdie aard handel, het 'n paar swakhede. Daar is byvoorbeeld geen tydsgrens waarbinne die Minister die Staatspresident in kennis moet stel dat 'n geskil ontstaan het nie.

Die wet bepaal ook nie hoe die Staatspresident mag wag voordat hy 'n regter aanstel of hoe gou ná die aanstelling van die regter en die kommissie van ondersoek die kommissie sy taak moet begin nie, ook nie hoe lank nadat die kommissie sy taak volbring het, die bevindinge in die Staatskoerant gepubliseer moet word nie.

„'n Mens begin wonder of hierdie klaarblyklike gebreke nie in die wet ingebou is sodat dit as vertragingstaktiek gebruik kan word nie," het mnr. Zurich gesê Hy het bygevoeg dat dit betreurenswaardig is dat 'n saak van hierdie omvang wat die lewe van meer as 25 000 werkers en hul gesinne raak, nie die dringende aandag kry wat dit verdien nie.

Wat die nuwe voorgestelde arbeidswetgewing betref, het mnr. Zurich gesê 'n vakbond moet self besluit wie hy as lede wil toelaat. Die vakbond moet besluit of hy lede van ander rasse of vakrigtings wil toelaat

MINDERHEIDSGROEPE

„As werkafbakening verwyder word, sal ons graag wil sien dat daar voorsiening gemaak word vir die beskerming van minderheidsgroepe in die nywerheidsektor," het mnr. Zurich gesê „As daar geen wetgewing is nie, sal die meerderheid gou die minderheid uit hul poste dwing"

Mnr Zurich hoop dat die beoogde nuwe wetgewing van so 'n aard sal wees dat dit Suid-Afrika sal pas, en nie die wêreldmening nie.

Mnr. Zurich het die Spoorwee gewaarsku dat hy hom nie moet laat mislei deur te aanvaar dat hy onbepaald kan staatmaak op die samewerking van die vereniging as die lone wat aangebied word, nie aanpas by die arbeid wat gelewer word nie.

Die kongres, wat deur 130 afgevaardigdes bygewoon word, gaan vandag voort.

DEPARTEMENT VAN SPOORWEE EN HAWENS

No R 502 — 17 Maart 1978

Dit het die Staatspresident behaag om kragtens artikel 32 van die Wet op Spoorweg- en Hawedienst 1960 (Wet 22 van 1960) goedkeuring daaraan te verleen dat die Personeelregulasies van die Suid-Afrikaanse Spoorwee gepubliseer in Goewermentskennisgewing R 1045 van 15 Julie 1960 soos gewysig, soos volg verder gewysig word

SUID-AFRIKAANSE SPOORWEE

PERSONEELREGULASIES

WYSIGINGSLYS

(Van krag van 1 Desember 1977)

REGULASIE 118

Voeg die volgende nuwe regulasie 118 in

SENIOR AMPTENARE SIEKTEFLOON

118 Ondanks die bepalings van regulasie 117 en onderworpe aan die bepalings van hierdie hoofstuk ontvang 'n senior amptenaar in tydelike of vaste diens—

(a) wat drie jaar ononderbroke diens, met inbegrip van losdiens, voltooi het volle salaris ten opsigte van 'n afwesigheid van diens weens siekte vir 'n tydperk van hoogstens ses maande met inbegrip van betaling vir—

(i) die eerste dag van sodanige afwesigheid,
(ii) afwesighede van net een dag,

(b) wat minder as drie jaar ononderbroke diens met inbegrip van losdiens voltooi het na voltooiing van minstens 'n maand tydelike diens en onderworpe aan die bepalings van regulasie 122 volle salaris ten opsigte van 'n afwesigheid van diens weens siekte vir 'n tydperk van hoogstens drie maande met inbegrip van betaling vir—

(i) die eerste dag van sodanige afwesigheid
(ii) afwesighede van net een dag

REGULASIE 121

In paragraaf (1), vervang "regulasie 117 (1)" deur "regulasies 117 (1) of 118"

No R 520 — 17 Maart 1978

Dit het die Staatspresident behaag om kragtens artikel 32 van die Wet op Spoorweg- en Hawedienst, 1960 (Wet 22 van 1960) goedkeuring daaraan te verleen dat die Siekefondsregulasies van die Suid-Afrikaanse Spoorwee en Hawens gepubliseer in Goewermentskennisgewing R 635

DEPARTMENT OF RAILWAYS AND HARBOURS

No R 502 — 17 March 1978

270

The State President has in terms of section 32 of the Railways and Harbours Service Act 1960 (Act 22 of 1960) been pleased to approve of the South African Railways Staff Regulations published in Government Notice R 1045 of 15 July 1960, as amended, being further amended as follows

SOUTH AFRICAN RAILWAYS

STAFF REGULATIONS

SCHEDULE OF AMENDMENT

(Operative from 1 December 1977)

REGULATION 118

Insert the following new regulation 118

SENIOR OFFICERS SICK PAY

118 Notwithstanding the provisions of regulation 117 and subject to the provisions of this chapter a senior officer in temporary or permanent employment—

(a) who has completed three years' continuous service, including casual service, shall receive full salary in respect of an absence from duty due to sickness for a period which does not exceed six months, including payment for—

(i) the first day of such absence,
(ii) absences of only one day,

(b) who has completed less than three years' continuous service including casual service, shall after completion of at least a month's temporary service and subject to the provisions of regulation 122, receive full salary in respect of an absence from duty due to sickness for a period which does not exceed three months including payment for—

(i) the first day of such absence;
(ii) absences of only one day

REGULATION 121

In paragraph (1) substitute "regulations 117 (1) or 118" for regulation 117 (1)"

No R 520 — 17 March 1978

The State President has, in terms of section 32 of the Railways and Harbours Service Act, 1960 (Act 22 of 1960), been pleased to approve of the South African Railways and Harbours Sick Fund Regulations, published in

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(j) Gesondheidsdienste:

Jaarlikse koste aan boer van: dokters rekeninge betaal
medisyne
vervoer na en van geriewe
ander

(j) Totale mediese koste

(k) Pensioenbydrae deur boer (jaarliks)

(l) Versekeringsbydrae deur boer (jaarliks)

van 8 September 1961, soos gewysig, soos volg verder gewysig word

SUID-AFRIKAANSE SPOORWEE

SIEKEFONDSREGULASIES

WYSIGINGSLYS

(Van krag van 10 November 1977)

REGULASIE 45

Vervang paragraaf (6) (a) (iii) deur die volgende

(iii) betaling ten opsigte van kunsgebitte beperk word tot een stel (volledig bo, onder of gedeeltelik) per voordeeltrekker elke vyf jaar, bereken vanaf die datum waarop die diens gelewer is op voorwaarde dat as kunsgebitte met 'n metaalbasis verskaf word die terugbetaling beperk word tot die koste wat aangegaan sou gewees het vir 'n plastiekkunsgebit,

REGULASIE 48

In paragraaf (7) vervang "R50" deur "R75"

No R 521 . 17 Maart 1978

Dit het die Staatspresident behaag om kragtens artikel 32 van die Wet op Spoorweg- en Hawedienst, 1960 (Wet 22 van 1960) goedkeuring daaraan te verleen dat die Siekefondsregulasies van die Suid-Afrikaanse Spoorwee en Hawens gepubliseer in Goewermentskennisgewing R 635 van 8 September 1961, soos gewysig soos volg verder gewysig word

SUID-AFRIKAANSE SPOORWEE

SIEKEFONDSREGULASIES

WYSIGINGSLYS

(Van krag van 1 Januarie 1978)

REGULASIE 45

Voeg die volgende sin in aan die end van paragraaf (6) (d)

As magtiging egter nie vooraf verkry is nie, kan die betaling van sodanige rekenings deur 'n distriksekretaris goedgekeur word

Government Notice R 635 of 8 September 1961, as amended, being further amended as follows

SOUTH AFRICAN RAILWAYS

SICK FUND REGULATIONS

SCHEDULE OF AMENDMENT

(Operative from 10 November 1977)

REGULATION 45

Substitute the following for paragraph (6) (a) (iii)

(iii) payment in respect of dentures shall be limited to one set (full, upper, lower or partial) per beneficiary every five years, calculated from the date on which the service was rendered, provided that where dentures with a metal base are supplied, the refund shall be limited to the cost which would have been incurred for plastic dentures,

REGULATION 48

In paragraph (7) substitute "R75" for "R50"

No R 521 17 March 1978

The State President has, in terms of section 32 of the Railways and Harbours Service Act, 1960 (Act 22 of 1960), been pleased to approve of the South African Railways and Harbours Sick Fund Regulations, published in Government Notice R 635 of 8 September 1961, as amended, being further amended as follows

SOUTH AFRICAN RAILWAYS

SICK FUND REGULATIONS

SCHEDULE OF AMENDMENT

(Operative from 1 January 1978)

REGULATION 45

Insert the following sentence at the end of paragraph (6) (d)

If prior authority has, however, not been obtained, the payment of such accounts may be approved by a District Secretary

AIRWAYS (270) FM 17/3/78

High-level attack

Opposition finance spokesman Harry Schwarz's plea for a better SAA pay deal comes as a pilots' roundrobin is about to land on Transport Minister Louwrens Muller's desk. Based on a questionnaire sponsored by the SA Airways' Pilots' Association, more than half of it is about low morale. On April 4 a 12-man pilot delegation is flying to meet Railways' GM, Kobus Loubser, in Cape Town.

Conditions of service will be high on the agenda, followed by (allegedly) poor lines of communication with management, and pay rates. Job security and higher pay-off benefits are uppermost among pilots who complain that relatively minor physical ailments, such as eyesight deterioration, can rob them of livelihood while still far from retirement.

The communication problem is traced back to Airways' ties with Railways' rules and regulations. Pilots haven't liked the arrangement for a long time.

Schwarz told parliament he wants SAA pay scales brought into line with those of other international airlines. He stuck to this view even after the *FM* pointed out that this would mean doubling, trebling and in some cases, quadrupling present airborne pay cheques. "I know. It should also apply to (flight) engineers and cabin staff," says Schwarz.

An SAA senior captain piloting the Airbus grosses R24 000 annually including allowances. On America's Eastern Airlines he'd earn R62 000 for the same job.

An SA Jumbo captain on SAA earns R15 750 plus up to 55% more in allowances, making a gross figure of up to R24 400. Gross earnings last year for the same job on United Airlines were R72 704, on Swissair R51 481, Aer Lingus R38 758, SAS R64 530, Air France R81 432, Pan Am R70 554, TWA R69 339, El Al R37 761 and JAL R40 365.

SAA chief executive Eddie Smuts refuses to discuss confidential salary figures but claims that, because of lower taxation and cheaper living, the lifestyle of his pilots is comparable with those of higher paid foreign flyers.

Smuts adds: "The salary scales are reasonable and the best we can do under present economic circumstances. They also compare very well with those of the main foreign carrier into Johannesburg, British Airways, when regard is given to taxation and the cost of living in the UK."

He disagrees that morale is low though concedes that there might be discontent.

"Pilots can see me any time and the GM (Loubser) through their staff association. They have a special relationship compared with other staff and management has never, as far as I can recall, paid-off a pilot because of slack times. Other airlines do."

3. What sort of work (ity?) - either on a farm or some

4. What jobs would you

Why?

5. If worker has not been to school: Why didn't you go to school?

If worker began but did not complete schooling: Why didn't you finish your schooling?

Problems

1. What would you most like to see changed in your working conditions? (wage, payment in kind, hours, holidays)

In your living conditions? (housing, recreational facilities)

Rail pay rises

Greg Hanna,
Labour Reporter

A decision which could lead to a spate of pay rises for Railways and Government employees — or a massive write-off of their pay demands — is to be announced within the next two weeks

It is the outcome of the arbitration in the pay dispute between the Railways African Staff Association (ASA) and the management of the Railways.

The last time this union declared a dispute of this kind, arbitration led to a 15 percent pay rise for all Government employees in 1973.

This time, the ASA's claim is for a 12,5 percent increase but various factors militate against a general pay rise for Government employees.

MODEST UPTURN

One is the insistence on separate pay negotiations by unions and staff associations who argue that disparities in the nature of their work call for different adjustments.

Another is the state of the economy which has been allowed only a modest upturn under the Budget presented by the Minister of Finance, Senator Horwood.

Neither Senator Horwood nor the Minister of Transport Mr S L Muller, announced any provision for pay increases to public servants or allowance in their Budgets.

OUTCOME SOON

This means even a general pay rise for railwaymen alone would probably call for increased rail tariffs — and a further boost to inflation.

The only people sure to be affected by the outcome of the arbitration are ASA members — railways technicians — a total of 23 400 men.

At least one other railway staff association, the Footplate Staff Association, has announced a dispute similar to that declared by the ASA.

The ASA's president, Mr Jimmy Zurich, said today he expected the result of the arbitration by way of a statement in the Government Gazette this Friday or next.

270

REPUBLIC OF SOUTH AFRICA

GOVERNMENT GAZETTE

STAATSKOERANT

VAN DIE REPUBLIEK VAN SUID-AFRIKA

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GOVERNMENT NOTICE

MINISTRY OF TRANSPORT

No 818] [19 April 1978

COMMISSION OF INQUIRY INTO THE DISPUTE BETWEEN THE ADMINISTRATION OF THE SOUTH AFRICAN RAILWAYS AND HARBOURS AND THE STAFF ASSOCIATION REPRESENTING GROUP "D" S A R SERVANTS

The report of the Commission of Inquiry, appointed by the State President as notified in *Government Gazette* No 5793 of 26 October 1977, is hereby published for general information

GOEWERMENTSKENNISGEWING

MINISTERIE VAN VERVOER

No 818] [19 April 1978

KOMMISSIE VAN ONDERSOEK NA DIE GESKIL TUSSEN DIE ADMINISTRASIE VAN DIE SUID-AFRIKAANSE SPOORWEE EN HAWENS EN DIE PERSONEEL VERENIGING WAT DIENARE GROEP „D" VAN DIE S A S VERTEENWOORDIG

Die verslag van die Kommissie van Ondersoek wat deur die Staatspresident aangestel is soos in *Staatskoerant* No 5793 van 26 Oktober 1977 bekend gemaak, word hiermee vir algemene inligting gepubliseer

REPORT OF THE COMMISSION OF INQUIRY INTO A DISPUTE BETWEEN THE SOUTH AFRICAN RAILWAYS AND HARBOURS ADMINISTRATION AND THE STAFF ASSOCIATION REPRESENTING GROUP 'D' SERVANTS OF THE SOUTH AFRICAN RAILWAYS AND HARBOURS ADMINISTRATION

1 In this report—

"ADMINISTRATION" means the authority which under the Railway Board Act, 1962 (Act No 73 of 1962) administers and operates the railways, harbours, airways and pipelines of the Republic and the subsidiary services in connection therewith,

"ASSOCIATION" means the Staff Association registered under the name "Artisan Staff Association" in terms of the Industrial Conciliation Act No 28 of 1956,

"COMMISSION" means the Commission of Inquiry appointed by the State President in terms of Section 28 of the Railways and Harbours Service Act, No 22 of 1960 by Government Notice No 2247 of 26 October 1977, and

"MINISTER" means the Minister of Transport

2 The terms of reference of the Commission are—

"to investigate the cause of, and make recommendations in regard to, the dispute which has arisen between the Administration of the South African Railways and Harbours and the Staff Association representing Group 'D' SAR Servants which has been registered as a trades union under the name of 'Artisan Staff Association' relating to the claim by the abovementioned Association for an increase in salary of 18 per cent"

3 The Association represents the semi-skilled workmen and artisans in the service of the Administration, known more specifically as trade hands and technicians The Association has a voluntary membership of 23 489 which constitutes approximately 81,6% of the possible membership

4 At a meeting with the Minister on 5 June 1974 the Executive Council of the Association claimed a wage increase of 27% The claim was made up as follows

Rise in cost of living	15%
Increased contributions to the Pension Fund	2%
Improvement in the standard of living	10%
	27%

5 The Minister did not find it practicable to accede to the request, but with effect from the July 1974 paymonth the Administration granted a salary and wage adjustment of 12,5% to all its employees On 8 July 1974 the Administrative Secretary to the Minister wrote to the Association as follows

"Elke salaris- en loonkerf sal met minstens 12 5 persent verhoog en die resultaat tot die volgende kerf afgerond word d w s 'n aanpassing van 12,5 persent en hoer—geen aanpassing sal minder as 12 5 persent wees nie"

6 It is clear that the decision to effect that adjustment to salaries and wages stemmed from an acknowledgement on the part of the Administration that there had been a rise in the cost of living since the previous general increase in salaries and wages which had been approved with effect from the January 1973 paymonth From a schedule presented by the Administration it would appear that the adjustment resulted in certain trade hands being granted an increase in salaries of

VERSLAG VAN DIE KOMMISSIE VAN ONDERSOEK INSAKE 'N GESKIL TUSSEN DIE ADMINISTRASIE VAN DIE SUID-AFRIKAANSE SPOORWEE EN HAWENS EN DIE PERSONEELVERENIGING VERTEENWOORDIGENDE DIENARE GROEP „D" VAN DIE SUID-AFRIKAANSE SPOORWEE EN HAWENS

1 In hierdie verslag beteken—

„ADMINISTRASIE" die gesag wat kragtens die Spoorwegraadwet, 1962 (Wet No 73 van 1962) die spoorwee, hawens, lugdienste en pypleidings van die Republiek, en die hulpdienste in verband daarmee, administreer en eksploteer,

„KOMMISSIE" die Kommissie van Ondersoek wat ingevolge artikel 28 van die Wet op Spoorweg- en Hawedienste, No 22 van 1960, deur die Staatspresident aangestel is, soos aangekondig in Goewernmentskennisgewing No 2247 van 26 Oktober 1977

„MINISTER" die Minister van Vervoer, en

„VERENIGING" die Personeelvereniging wat onder die naam „ARTISAN STAFF ASSOCIATION" geregistreer is kragtens die Wet op Nywerheidsversoening, No 28 van 1956

2 Die opdrag aan die Kommissie is—

„om ondersoek in te stel na die oorsaak van, en aanbevelings te doen omtrent, die geskil wat ontstaan het tussen die Administrasie van die Suid-Afrikaanse Spoorwee en Hawens en die Personeelvereniging wat dienare groep 'D' van die S A S verteenwoordig en as 'n vakvereniging onder die naam „Artisan Staff Association" geregistreer is, in verband met voormelde Vereniging se salariseis van 18 persent"

3 Die Vereniging verteenwoordig die half-geskoolde en geskoolde ambagslui in diens van die Administrasie wat meer bepaald as vakwerkers en tegnikusse bekend staan Die Vereniging het 'n vrywillige lidmaatskap van 23 489 wat neerkom op ongeveer 81,6% van die moontlike lidmaatskap

4 Op 5 Junie 1974 het die Uitvoerende Raad van die Vereniging in 'n onderhoud met die Minister 'n loonverhoging van 27% geeis Gemelde eis was soos volg saamgestel

Styging in lewensduurte	15%
Verhoogde bydraes tot die Pensioenfonds	2%
Styging in lewenstandaard	10%
	27%

5 Die Minister het dit nie doenlik gevind om aan hierdie versoek te voldoen nie maar met ingang van die betaalmaand Julie 1974 het die Administrasie 'n salaris- en loonaanpassing van 12,5% aan al sy werknemers toegeken Op 8 Julie 1974 het die Administratiewe Sekretaris van die Minister soos volg aan die Vereniging geskryf

"Elke salaris- en loonkerf sal met minstens 12,5 persent verhoog en die resultaat tot die volgende kerf afgerond word, d w s 'n aanpassing van 12,5 persent en hoer—geen aanpassing sal minder as 12 5 persent wees nie"

6 Dit is duidelik dat die besluit om daardie aanpassing in salarisse en lone toe te ken voortgespruit het uit erkenning aan die kant van die Administrasie dat daar 'n styging in lewensduurte plaasgevind het sedert die vorige algemene verhoging in salarisse en lone wat met ingang van die betaalmaand Januarie 1973 goedgekeur is Dit blyk uit 'n tabel wat deur die Administrasie voorgelê is dat die uitwerking van die aanpassing as gevolg gehad het dat sekere

13%, while trade hands in another wage group received an increase of as much as 16% The average salary increase granted to members of the Association was about 14,5% Initially that concession was acceptable to the Association but on 15 August 1974 the Executive Council again requested that the wage claim of 5 June 1974 be acceded to The Association discussed the matter with the Minister who drew attention to the fact that certain proposals which, if accepted, would result in distinct benefits being conferred upon artisans were under consideration and he expressed the view that for the time being that matter should be accorded priority

7 After negotiations between the Association and the Railway Management salaried status was accorded to the artisan staff with effect from the March 1975 paymonth That conferred distinct benefits upon members of the Association, and on 9 June 1975 the Association wrote to the Minister as follows

> 'Na onderhandeling met die Hoofbestuurder is gesalarieerde status met ingang van 16 Mei 1975 aan die oorblywende personeel toegeken wat deur hierdie Vereniging verteenwoordig word en met ingang van 16 Junie 1975 is 'n eenkerf salarisaanpassing vir vakwerkers in groepe 2 en 3 goedgekeur
>
> Ons Uitvoerende Raad het dientengevolge op 'n buitengewone vergadering op 6 Junie 1975 besluit, dat ons 1974 looneis as sulks, nou in die geheel as afgehandel beskou kan word

8 The above synopsis is important because the Association considers that the "afhandeling" (settlement) of the 1974 wage claim constitutes the starting-point in the present enquiry In June 1974 the consumer price index stood at 137,2 points

9 In September 1975 the Association resolved again to request a salary increase based on the rise in the consumer price index and a rise in the standard of living In the meantime, however, the Minister of Economic Affairs had launched a campaign against inflation which inter alia made provision for 30% of the rise in cost of living during the period of the campaign, viz 1 October 1975 to 31 March 1976, to be borne by the employees themselves That period was later extended to 31 March 1977 Both the Administration and the Association undertook to support the campaign, with the result that the Association decided to hold its claim in abeyance until April 1976

10 On 22 April 1976 the Prime Minister announced in Parliament that the Government had decided to increase the salaries and wages of all employees in the Civil Service, the Railways Administration and athe Department of Posts and Telecommunications by 10% with effect from 1 July 1976 and, provided there was no substantial deterioration in the general economic and financial position of the country that a further increase of 5% would be granted to such employees in January 1977

11 The fact that the increase was announced by the Prime Minister before the claim of the Association had been [illegible] with caused dissatisfaction in the ranks of the Association On 27 April 1976 the Association submitted a salary claim to the Minister That claim was within the guidelines [illegible] in the anti-inflation manifesto

12 On 28 October 1976 the Association informed the Minister that the Association was insisting on an increase of 20% The Minister, however took the view that the economic position of the country at that time was such that the staff was [illegible] expected to adopt stringent economy measures [illegible] expected that the financial year would close with a deficit In view of the slump in the economy even the prospective 5% salary adjustment in January 1977 was [illegible]

vakwerkers 'n verhoging in loon van 13% toegeken is terwyl vakwerkers in 'n ander salarisgroep 'n verhoging van soveel as 16% ontvang het Die gemiddelde salarisverhoging wat aan lede van die Vereniging toegestaan is het op 14,5% te staan gekom Hierdie toegewing was vir die Vereniging aanvaarbaar maar op 15 Augustus 1974 het die Uitvoerende Raad weer versoek dat daar gevolg gegee moet word aan die looneis soos op 5 Junie 1974 gestel Hierdie aangeleentheid is deur die Vereniging met die Minister bespreek en laasgenoemde het daarop gewys dat oorweging tans verleen word aan sekere sake wat bepaalde voordele vir die ambagsman inhou en die mening gehuldig dat aandag voorlopig eers op die aangeleentheid toegespits behoort te word

7 Met ingang van die betaalmaand Maart 1975 is daar na onderhandelinge tussen die Vereniging en die Spoorwegbestuur gesalarieerde status aan die ambagspersoneel verleen Dit het bepaalde voordele vir die lede van die Vereniging ingehou en bygevolg het die Vereniging op 9 Junie 1975 soos volg aan die Minister geskryf

> „Na onderhandeling met die Hoofbestuurder is gesalarieerde status met ingang van 16 Mei 1975 aan die oorblywende personeel toegeken wat deur hierdie Vereniging verteenwoordig word, en met ingang van 16 Junie 1975 is 'n eenkerf salarisaanpassing vir vakwerkers in groepe 2 en 3 goedgekeur
>
> Ons Uitvoerende Raad het dientengevolge op 'n buitengewone vergadering op 6 Junie 1975 besluit, dat ons 1974 looneis as sulks, nou in die geheel as afgehandel beskou kan word"

8 Hierdie kort oorsig is belangrik omdat die Vereniging die „afhandeling" van die 1974 looneis as die aanknopingspunt van die huidige geskil beskou In Junie 1974 het die verbruikersprysindeks op 137,2 punte gestaan

9 In September 1975 het die Vereniging besluit om weer 'n salarisverhoging aan te vra op grond van die styging in die verbruikersprysindeks asook 'n verhoging van lewenstandaard Inmiddels egter het die Minister van Ekonomiese Sake 'n veldtog teen inflasie geloods wat onder andere bepaal het dat 30% van die styging in lewensduurte gedurende die tydperk van die veldtog, nl 1 Oktober 1975 tot 31 Maart 1976, deur werknemers self gedra sou word Hierdie tydperk is later verleng na 31 Maart 1977 Sowel die Administrasie as die Vereniging het hul steun hieraan toegesê en gevolglik het die Vereniging besluit om sy eis tot April 1976 agterwee te hou

10 Op 22 April 1976 het die Eerste Minister in die Volksraad aangekondig dat die Regering besluit het om die salarisse en lone van alle werknemers van die Staatsdiens, die Spoorwegadministrasie en die Departement van Pos- en Telekommunikasiewese met ingang 1 Julie 1976 met 10% te verhoog en, mits daar geen wesenlike verswakking in die algemene ekonomiese en finansiële posisie van die land soos [illegible] 1977 aangetoon [illegible] word

11 [illegible] Minister [illegible] Vereniging [illegible] ontsteld [illegible] ekonomiese [illegible] voorgestaan in die [illegible] geval

12 Op 28 Oktober 1976 het die Vereniging die Minister meegedeel dat die Vereniging aandring op 'n verhoging van 20% [illegible] Spoorweg [illegible] toe [illegible] verwag [illegible] ekonomie [illegible] verhoging van 5% salaraanpassing van 5% wat in Januarie 1977 in die voornemende [illegible] was

13 From the official summary of the meeting between the Minister and the representatives of the Association, it would appear that the Minister did not on this occasion dispute the claim for an increase of 20%, but that the claim could not be acceded to at that time because of the economic situation of the country and the financial position of the Railways The prospective salary increase of 5% on 1 January 1977 did not materialise

14 On 4 March 1977 the Association addressed the following telegram to the Minister

> Aan vooraand van spoorwegbegroting gee Ambagspersoneelvereniging formeel kennis van salarisers aangesien lede in finansiele verknorsing is Stop Verwag dat Minister voorsiening in begroting sal maak vir finansiele verligting vir tegnici en verwante grade geskoei op styging in verbruikersprysindeks Stop Detail van salarisers sal kort na jaarkongres in Meimaand aan Minister gestel word

15 On 30 May 1977 the following decision, taken at the Association s annual congress, was conveyed to the Minister

> Conference notes that since the last real adjustment of salaries of Group D staff with effect from the July 1974 paymonth the Consumer Price Index has increased from 137,2 points in June 1974 to 188,7 points in March 1977 representing an effective increase of 37,5%
>
> Conference further notes that with effect from the July 1976 paymonth a 10% increase in salaries was awarded by the Government to the public sector, thereby reducing the percentage whereby salaries lag behind the rise in the Consumer Price Index to 27,5%

16 The following is an extract from the official summary of a meeting that took place between the Association and the Minister, as contained in a letter addressed to the Association by the acting Administrative Secretary to the Minister on 16 July 1977

> DIE MINISTER het gemeld dat die ekonomiese toestand tans die grootste probleem is Die Spoorwee het te kampe met stygende koste aan die een kant en aan die ander kant is sy verdienstes ook nie na wense nie omdat hoeveelheidverkeer afgeneem het as gevolg van die inkorting van invoere Dit het meegebring dat spoorwegtariewe met ingang 1 April 1977 wesenlik verhoog moes word
>
> Wat finansiele verligting aan die personeel betref, het die Minister gesê dat hy terdee daarvan bewus is dat die personeel met 'n inflasiekoers moet saamleef wat hoer is as die jongste salarisaanpassings en dat veral die laer besoldigdes probleme ondervind om kop bo water te hou ofskoon dit hom nie aan simpatie ontbreek nie, kan hy ongelukkig geen belofte ten opsigte van finansiele verligting aan die personeel doen nie As die personeel in Julie 1977 vir die styging in lewensduurte vergoed sou moes word, sal salarisse met 25,6 persent aangepas moet word wat minstens R260 miljoen sal kos Dit sal egter nie in landsbelang wees om nou salarisverhogings toe te staan nie en daarom is geen voorsiening in die 1977/78-begroting vir salarisverhogings gemaak nie Die land het die afgelope tyd ekonomies gesproke, goeie jare gehad en die personeel het gewoond geraak aan hoe lewenstandaarde maar die stadium is bereik waar almal sal moet besnoei en met minder tevrede wees opofferings sal gemaak moet word ter wille van die land se voortbestaan
>
> Na aanleiding van die stelling dat dit slegs van werkers in die owerheidsektor verwag word om opofferings te maak terwyl verhogings aan werknemers in die private sektor toegeken word het die Minister gesê dat ondanks doelgerigte pogings daar nie altyd daarin geslaag kon word om die private sektor se eise om salarisverhogings te beperk nie Die Minister van Arbeid het egter met die private sektor onderhandel om die ernstige toestand van die land se toestand tuis te bring
>
> Die M[illegible] erduidelik dat alles moontlik van Regeringswee ged[illegible] word om prysstygings te beheer maar dat dit n

13 Dit blyk uit die amptelike opsomming van die samespreking tussen die Minister en die verteenwoordigers van die Vereniging dat die Minister nie by hierdie geleentheid die aanspraak op n verhoging van 20% betwis het nie, maar dat daar op daardie tydstip nie aan die Vereniging se eis voldoen kon word nie vanwee die ekonomiese toestand van die land en die finansiele posisie van die Spoorwee Die beoogde salarisverhoging van 5% op 1 Januarie 1977 het nie werklikheid geword nie

14 Op 4 Maart 1977 het die Vereniging die volgende telegram aan die Minister gerig

> „Aan vooraand van spoorwegbegroting gee Ambagspersoneelvereniging formeel kennis van salarisers aangesien lede in finansiele verknorsing is Stop Verwag dat Minister voorsiening in begroting sal maak vir finansiele verligting vir tegnici en verwante grade geskoei op styging in verbruikersprysindeks Stop Detail van salarisers sal kort na jaarkongres in Meimaand aan Minister gestel word

15 Op 30 Mei 1977 het die Vereniging die volgende besluit wat op die Vereniging se Jaarkongres geneem is, aan die Minister oorgedra

> „Conference notes that since the last real adjustment of salaries of Group D staff with effect from the July 1974 paymonth the Consumer Price Index has increased from 137,2 points in June 1974 to 188,7 points in March 1977 representing an effective increase of 37,5%
>
> Conference further notes that with effect from the July 1976 paymonth a 10% increase in salaries was awarded by the Government to the public sector, thereby reducing the percentage whereby salaries lag behind the rise in the Consumer Price Index to 27,5%"

16 Die volgende is 'n uittreksel uit die amptelike opsomming van 'n samespreking wat tussen die Vereniging en die Minister plaasgevind het soos vervat in 'n brief wat die waarnemende Administratiewe Sekretaris van die Minister op 16 Julie 1977 aan die Vereniging gerig het

> „DIE MINISTER het gemeld dat die ekonomiese toestand tans die grootste probleem is Die Spoorwee het te kampe met stygende koste aan die een kant en aan die ander kant is sy verdienstes ook nie na wense nie omdat hoeveelheidverkeer afgeneem het as gevolg van die inkorting van invoere Dit het meegebring dat spoorwegtariewe met ingang 1 April 1977 wesenlik verhoog moes word
>
> Wat finansiele verligting aan die personeel betref, het die Minister gesê dat hy terdee daarvan bewus is dat die personeel met 'n inflasiekoers moet saamleef wat hoer is as die jongste salarisaanpassings en dat veral die laer besoldigdes probleme ondervind om kop bo water te hou, ofskoon dit hom nie aan simpatie ontbreek nie, kan hy ongelukkig geen belofte ten opsigte van finansiele verligting aan die personeel maak nie As die personeel in Julie 1977 vir die styging in lewensduurte vergoed sou moes word, sal salarisse met 25,6 persent aangepas moet word wat minstens R260-miljoen sal kos Dit sal egter nie in landsbelang wees om nou salarisverhogings toe te staan nie en daarom is geen voorsiening in die 1977/78-begroting vir salarisverhogings gemaak nie Die land het die afgelope tyd ekonomies gesproke, goeie jare gehad en die personeel het gewoond geraak aan hoe lewenstandaarde maar die stadium is bereik waar almal sal moet besnoei en met minder tevrede wees, opofferings sal gemaak moet word ter wille van die land se voortbestaan
>
> Na aanleiding van die stelling dat dit slegs van werkers in die owerheidsektor verwag word om opofferings te maak terwyl verhogings aan werknemers in die private sektor toegeken word, het die Minister gesê dat ondanks doelgerigte pogings daar nie altyd daarin geslaag kon word om die private sektor se eise om salarisverhogings te beperk nie Die Minister van Arbeid het egter met die private sektor onderhandel om die ernstige toestand van die land se toestand tuis te bring
>
> Die Minister het verduidelik dat alles moontlik van Regeringswee gedoen word om prysstygings te beheer maar dat dit

moeilike saak is Die Minister het egter voorgestel dat indien die Vereniging inligting verlang oor redes vir die verhoging in prysе van produkte wat beheer word sy kantoor sinvolle genader word sodat die inligting van die Departement van Handel verkry kan word ten einde die Vereniging in staat te stel om die lede oor die ware toedrag van sake in te lig

DIE AFVAARDIGING het gesê dit daar aanvaar word dat die Vereniging se salariseis nie op hierdie stadium gunstig oorweeg kan word nie'

17 On 14 September 1977 the Association repeated its request to the Minister except that the 15% was increased to 18% to offset the further escalation in the cost of living since May 1977

18 A delegation held discussions with the Minister on 14 September 1977 on behalf of the Association On that occasion the delegation pointed out to the Minister that the consumer price index had risen by 42,4% during the period June 1974 to June 1977, but that if the adjustment of 10% with effect from the July 1976 paymonth was taken into account, the backlog on the consumer price index amounted to 32,4% Consequently, the Association requested the approval of an increase of 18% with effect from the October 1977 paymonth, with a further 10% from the October 1978 paymonth To justify the demand, the delegation claimed that the country's balance of payments at that stage had shown a remarkable improvement The Railways' operating results for the first four months of the 1977/78 financial year, i e up to the end of July 1977, reflected a surplus of nearly R40 million Furthermore, it was alleged that although the Railways had during the financial year transported a greater tonnage of traffic with less staff, the staff had not been compensated for the greater productivity The attention of the Minister was directed to the fact that the Association was party to the anti-inflation manifesto and that members of the Association had, therefore, also made sacrifices It was stated that the Association had shown a great sense of responsibility in regard to salary claims but that the living costs had increased to such an extent that members simply could no longer make ends meet It was claimed that great unrest prevailed in the ranks of the Association because of the Administration's failure to meet the Association's demands

19 According to the official summary of the discussions on 14 September 1977 the Minister expressed his thanks to the staff for their whole-hearted co-operation in supporting the economy measures which had been introduced, and he appealed to them to continue doing so Although the country's balance of payments had at that stage shown an improvement as a result of the curbs on imports and in special efforts to promote exports, the economic position of the country had shown no improvement and there was still no sign of an improvement in the foreseeable future The exhaustion of the relatively small surplus in the Railways Pension Fund could have extremely detrimental consequences and in fact, every effort had to be made to augment this fund

20 The following is a rendering in the official summary of what the Minister is reported to have said regarding the desirability of a salary increase at that stage

Wat finansiele verlieting aan die personeel betref, het die Minister gesê dat hy daarvan bewus is in watter mate die levensduurte gestyg het en dit die personeel vir sover dit salarisse betref, 'n groot agterstand het Hy besef dit die personeel, veral die laagbesoldigdes, dit moeilik vind om kop bo water te hou en dat niks hom groter plesier sal verskaf as om die personeel finansieel tegemoet te kom nie 'n Salarisaanpassing van 17 (*sic*) persent met ingang die betaalmaand Oktober

moeilike saak is Die Minister het egter voorgestel dat indien die Vereniging inligting verlang oor redes vir die verhoging in prysе van produkte wat beheer word, sy kantoor sinvolle genader word sodat die inligting van die Departement van Handel verkry kan word ten einde die Vereniging in staat te stel om die lede oor die ware toedrag van sake in te lig

DIE AFVAARDIGING het gesê dat daar aanvaar word dat die Vereniging se salariseis nie op hierdie stadium gunstig oorweeg kan word nie''

17 Op 14 September 1977 herhaal die Vereniging sy versoek aan die Minister behalwe dat die 15% na 18% verhoog is om te vergoed vir die verder styging in lewensduurte sedert Mei 1977

18 'n Afvaardiging het op 14 September 1977 namens die Vereniging samesprekings met die Minister gehou By daardie geleentheid het die afvaardiging die Minister daarop gewys dat die verbruikersprysindeks gedurende die tydperk Junie 1974 tot Junie 1977 met 42,4% gestyg het maar as in ag geneem word dat daar 'n aanpassing van 10% met ingang van die betaalmaand Julie 1976 was, daar 'n agterstand van 32,4% op die verbruikersprysindeks was Gevolglik het die Vereniging versoek dat 'n verhoging van 18% met ingang van die betaalmaand Oktober 1977 toegestaan word en 'n verder 10% met ingang van die betaalmaand Oktober 1978 Om die eis te regverdig, het die afvaardiging aangevoer dat die land se betalingsbalans op daardie tydstip 'n merkwaardige verbetering getoon het Die Spoorwee se bedryfsresultaat vir die eerste vier maande van die boekjaar 1977-78 d w s tot aan die einde van Julie 1977 het 'n surplus van nagenoeg R40-miljoen getoon Verder is aangevoer dat alhoewel die Spoorwee gedurende daardie boekjaar 'n groter tonnemaat verkeer met minder personeel vervoer het, die personeel nie vir die verhoogde produktiwiteit vergoeding ontvang het nie Die Minister is daarop gewys dat die Vereniging deel gehad het aan die anti-inflasieveldtog en dat lede van die Vereniging dus ook opofferings gemaak het Dit is aangevoer dat die Vereniging groot verantwoordelikheid met betrekking tot salariseise aan die dag gelê het maar dat die styging in lewensduurte so toegeneem het dat die lede net nie meer die mas kon opkom nie Daar is aangevoer dat daar groot onrus in die geledere van die Vereniging geheers het vanwee die versuim van die Administrasie om aan die Vereniging se eise gehoor te gee

19 Uit die amptelike opsomming van die samespreking op 14 September 1977 blyk dit dat die Minister sy dank teenoor die personeel uitgespreek het vir hulle heelhartige samewerking met die besparingsmaatreels wat ingestel is en 'n beroep op hulle gedoen het om daarmee voort te gaan. Hoewel die land se betalingsbalans destyds 'n verbetering getoon het as gevolg van die beperking op invoere en spesiale [illegible] ekonomiese posisie van die land [illegible] 'n [illegible] gevolg [illegible] die [illegible] te vul

20 Die volgende is die weergawe wat in die amptelike opsomming verskyn van wat die Minister sou gesê het betreffende die wenslikheid van 'n salarisverhoging in die stadium

„Wat finansiele verlieting aan die personeel betref het die Minister gesê dat hy daarvan bewus is in watter mate die lewensduurte gestyg het en dit die personeel vir sover dit salarisse betref, 'n groot agterstand het Hy besef dit die personeel veral die laagbesoldigdes, dit moeilik vind om kop bo water te hou en dat niks hom groter plesier sal verskaf as om die personeel finansieel tegemoet te kom nie 'n Salarisaanpassing van 17 (*sic*) persent met ingang die betaalmaand Oktober

1977 met 'n verder aanpassing van 10 persent met ingang van die betaalmaand Oktober 1978 sal nagenoeg R292 miljoen per jaar beloop Hierbenewens is daar ook nog anomalieë wat uitgestryk moet word en wat nagenoeg R20 miljoen sal kos Vanwege die gebrek aan fondse wat deur die heersende ekonomiese klimaat te weeg gebring is, is dit op hierdie stadium ongelukkig nie moontlik om finansiële verligting aan die personeel toe te staan nie, met die oog op die huidige ekonomiese en politieke toestande sal dit ook nie in landsbelang wees om nou salarisaanpassings toe te staan nie Die afleiding moet egter nie geïmaak word dat salarisse van werkers in die owerheidsektor bevries is nie

21 Immediately after the discussions with the Minister the Executive Council of the Association decided to declare a dispute with the Administration, and on 15 September 1977 the following letter was addressed to the Minister

> Die Vereniging se Uitvoerende Raad het met spyt en diep teleurstelling kennis geneem dat u tydens ons jaarlikse samespreking op 14 deser, die Vereniging se uiters billike en verantwoordelike salariseis van 18% van die hand gewys het
>
> Die Uitvoerende Raad is onder kwaai druk van 'n uiters ontevrede ledetal omdat daar nie in die rigting van finansiele verligting gevorder word nie en bygevolg verklaar die Uitvoerende Raad dat daar nou 'n geskil tussen die Administrasie en die Vereniging ontstaan het
>
> Ons Uitvoerende Raad versoek Sy Edele die Minister derhalwe beleefd om ooreenkomstig die bepalings van Artikel 28 van die Wet op Spoorweg- en Hawediens, 1960 (Wet No 22 van 1960), die aangeleentheid onverwyld aan die Staatspresident te rapporteer met die oog op die aanstelling van 'n kommissie om die oorsaak van die geskil te ondersoek en aanbevelings daar omtrent te doen'

22 After the appointment of the Commission on 26 October 1977, the Secretary to the Commission, under the direction of the Chairman, requested the Association to submit written particulars of its claim as soon as practicable The Administration then submitted a written answer to the claim and the Association in turn submitted a reply Oral evidence from both parties was heard by the Commission on 28 February 1978 and 1 March 1978

23 In the Association's letter to the Minister requesting the appointment of a commission, reference is made to a salary claim of 18%, and in the terms of reference of the Commission the dispute that had arisen between the Association and the Administration is described as one "in connection with the claim from the abovementioned Association for an adjustment of 18 per cent" In its claim the Association requested that the Commission should recommend a salary adjustment of 18% with effect from the October 1977 paymonth to offset the rise in the consumer price index between June 1974 and October 1977 In addition the Association requested that the Commission should recommend a further increase of 10% with effect from the October 1978 paymonth During the hearing the representatives of the Association informed the Commission that it had reduced the claim for an additional increase of 12,5% per annum to provide for a rise in the standard of living for the employees in Group D After discussion the representatives of the Association intimated that they would abide by a recommendation from the Commission that an increase of 18% be granted as requested, and that they would not insist upon a further 10% increase with effect from October 1978 Regarding the claim for an increase of 18% with effect from the October 1977 paymonth the Association pointed out that that claim had been submitted prior to the general increase in salaries of 10% which was granted with effect from the January 1978 paymonth The claim was therefore, reduced to one for an increase of 12,5%, with effect from the October 1977 paymonth in respect of all employees in Group D with the exception of apprentices It was explained that the 18% had been reduced to 12,5% and not 13%, because it would

1977 met 'n verder aanpassing van 10 persent met ingang van die betaalmaand Oktober 1978, sal nagenoeg R292-miljoen per jaar beloop Hierbenewens is daar ook nog anomalieë wat uitgestryk moet word en wat nagenoeg R20-miljoen sal kos Vanwege die gebrek aan fondse wat deur die heersende ekonomiese klimaat te weeg gebring is, is dit op hierdie stadium ongelukkig nie moontlik om finansiele verligting aan die personeel toe te staan nie, met die oog op die huidige ekonomiese en politieke toestande sal dit ook nie in landsbelang wees om nou salarisaanpassings toe te staan nie Die afleiding moet egter nie geïmaak word dat salarisse van werkers in die owerheidsektor bevries is nie"

21 Onmiddellik na afloop van die samespreking met die Minister het die Vereniging se Uitvoerende Raad besluit om 'n geskil met die Administrasie te verklaar, en op 15 September 1977 is die volgende skrywe aan die Minister gerig

> „Die Vereniging se Uitvoerende Raad het met spyt en diep teleurstelling kennis geneem dat u tydens ons jaarlikse samespreking op 14 deser, die Vereniging se uiters billike en verantwoordelike salariseis van 18% van die hand gewys het
>
> Die Uitvoerende Raad is onder kwaai druk van 'n uiters ontevrede ledetal omdat daar nie in die rigting van finansiele verligting gevorder word nie, en bygevolg verklaar die Uitvoerende Raad dat daar nou 'n geskil tussen die Administrasie en die Vereniging ontstaan het
>
> Ons Uitvoerende Raad versoek Sy Edele die Minister derhalwe beleefd om ooreenkomstig die bepalings van Artikel 28 van die Wet op Spoorweg- en Hawediens, 1960 (Wet No 22 van 1960), die aangeleentheid onverwyld aan die Staatspresident te rapporteer met die oog op die aanstelling van 'n kommissie om die oorsaak van die geskil te ondersoek en aanbevelings daaromtrent te doen"

22 Na die aanstelling van die Kommissie op 26 Oktober 1977 het die sekretaris van die Kommissie in opdrag van die Voorsitter die Vereniging versoek om so gou doenlik 'n skriftelike uiteensetting van sy eis in te dien Daarna het die Administrasie skriftelik op die eis geantwoord en het die Vereniging weer op sy beurt repliek ingedien Op 28 Februarie en 1 Maart 1978 het die Kommissie mondelinge vertoe van albei partye aangehoor

23 In die skrywe van die Vereniging aan die Minister waarin die aanstelling van 'n kommissie versoek is, word daar verwys na 'n salariseis van 18% en in die opdrag van die Kommissie word die geskil wat ontstaan het tussen die Vereniging en die Administrasie beskrywe as een „in verband met voormelde Vereniging se eis om 'n salarisaanpassing van 18 persent" In die uiteensetting van sy eis het die Vereniging versoek dat die Kommissie 'n salarisaanpassing van 18% met ingang van die betaalmaand Oktober 1977 aanbeveel om tevergoed vir die styging in die verbruikersprysindeks tussen Junie 1974 en Oktober 1977 Daarbenewens het die Vereniging versoek dat die Kommissie 'n verdere verhoging van 10% met ingang van die betaalmaand Oktober 1978 aanbeveel [illegible] die Vereniging erstand [illegible] van 'n eis van 12½% [illegible] van die [illegible] in Groep D Na [illegible] van die Vereniging te [illegible] dat hulle sal berus by 'n aanbeveling van die Kommissie dat 'n verhoging van 18% toegestaan word [illegible] op die verdere verhoging van 10% met ingang van Oktober 1978 sal aandring nie [illegible] dat die eis vir 'n verhoging van 18% met ingang van die betaalmaand Oktober 1977 het die Vereniging [illegible] dat daardie eis [illegible] voor het salarisse in die algemeen met ingang van die betaalmaand Januarie 1978 met 10% verhoog is Die eis is derhalwe verminder na een vir 'n verhoging van 12,5% met ingang van die betaalmaand Oktober 1977 vir alle werkers in Groep D met uitsondering van vakleerlinge Daar is [illegible] duidelik dat die 18% na 12,5%, en nie 13% nie, verminder is

be easier to calculate the increase on the salaries which were applicable after the increase had been granted in January 1978

24 The Association's claim is based exclusively on the escalation of the cost of living since June 1974 Considering the concessions made by the Association, the claim of the Association can be summarised as follows

Percentage rise in the consumer price index between June 1974 and August 1977 (137 2 to 197,9)	--	44,24
Less		
(i) 30% of rise between September 1975 and March 1977 in accordance with the anti-inflation manifesto	6,05	
(ii) 10% salary increase in July 1976	10,00	16,05
Calculated percentage increase required to bring the 1974 salary level into line with the rise in the cost of living up to August 1977		28 19
Percentage increase requested by the Staff Association when dispute was declared		18,00
As a result of the salary adjustments of 5% from January 1978 the Association's claim is reduced to a percentage of		12,50

25 In its reply to the Association's claim the Administration contends that the Association, in calculating its claim, omitted to take into account several factors and that the picture sketched by the Association is unrealistic It is deemed expedient to state the salient points advanced by the Administration in opposing the Association's claim

(1) The Administration contends that whereas the Association's salary claim is based on a backlog of salary adjustments as against the rise in the consumer price index, it cannot accept June 1974 as the starting-point for such a comparison The Administration maintains that for this purpose the January 1973 paymonth should serve as the starting-point The Administration points out that during October 1972 a Commission of Inquiry under the chairmanship of the Honourable Mr Justice V G Hiemstra was appointed in terms of Section 28 of the Railways and Harbours Service Act, No 22 of 1960 to inquire into a similar dispute which had arisen between the same parties It was unanimously recommended by that Commission that the wages of Railway servants Group D be increased by 15% Effect thereto was given by the Administration as from the January 1973 paymonth The finding of the Commission was that by the time the increase could be made operative, the consumer price index, according to past tendencies would stand at 18,2% The Commission found however that it was also equitable to take into consideration the fact that the workers had received compensation in 1971 of 3,5% to 4% in the form of smaller pension contributions without pension benefits being reduced An adjustment of 15% would, therefore, at that stage have placed the worker a little ahead of the rise in cost of living The Administration, therefore, contends that the January 1973 paymonth should be taken as the starting-point

(2) The Administration contends that should the Association have to be compensated for the rise in cost of living, the Commission should not only have regard to the escalation in the consumer price index and salary increases granted for that purpose, but should also take into account other concessions which had been

omdat die verhoging gerieflik op die salarisse wat van toepassing was nadat die verhoging in Januarie 1978 toegestaan is, bereken kan word

24 Die grondslag van die Vereniging se eis is uitsluitlik die styging wat plaasgevind het in lewensduurte sedert Junie 1974 In ag geneem die toegewings wat deur die Vereniging gemaak word kan die Vereniging se eis soos volg opgesom word

Persentasiestyging in die verbruikersprysindeks tussen Junie 1974 en Augustus 1977 (137,2 tot 197,9)	—	44,24
Min		
(i) 30% van styging tussen September 1975 en Maart 1977 ingevolge die anti-inflasiemanifes	6,05	
(ii) 10%-salarisverhoging in Julie 1976	10 00	16,05
Berekende persentasieverhoging benodig om die 1974-salarisvlak met die styging in lewensduurte tot Augustus 1977 gelyk te stel		28 19
Persentasieverhoging deur Vereniging aangevra toe geskil verklaar is		18,00
As gevolg van salarisaanpassings van 5% met ingang van Januarie 1978 word die Vereniging se eis verminder na 'n persentasie van		12,50

25 In sy antwoord op die Vereniging se eis voer die Administrasie aan dat die Vereniging by die berekening van sy eis verskeie faktore nie in aanmerking geneem het nie en dat die beeld wat deur die Vereniging geskilder is, onrealisties is Ons ag dit doenlik om die hoofpunte wat deur die Administrasie ter bestryding van die Vereniging se eis aangevoer is, aan te stip

(1) Die Administrasie voer aan dat waar die Vereniging se salariseis gegrond is op 'n agerstand van salarisaanpassings teenoor die styging in die verbruikersprysindeks hy nie kan aanvaar dat Junie 1974 as aanknopingspunt vir so 'n vergelyking geneem kan word nie Die Administrasie betoog dat die betaalmaand Januarie 1973 vir hierdie doel as die aanvangspunt moet dien Hy wys daarop dat daar in Oktober 1972 'n Kommissie van Ondersoek onder voorsitterskap van Sy Edele Regter V G Hiemstra, aangestel is ingevolge die bepalings van artikel 28 van die Wet op Spoorwee en Hawens, No 22 van 1960, om ondersoek in te stel na 'n soortgelyke geskil wat tussen dieselfde partye ontstaan het Dit was die eenparige aanbeveling van daardie Kommissie dat die lone van Spoorwegdienare, Groep D, met 15% verhoog moes word Die Administrasie het met ingang van die betaalmaand Januarie 1973 gevolg daaraan gegee Die Kommissie het bevind dat teen die tyd dat die verhoging in werking gestel sou word, die verbruikersprysindeks, volgens tendense van die onmiddellike verlede, op 18,2% te staan sou kom Die Kommissie het egter bevind dat dit billik was om ook in aanmerking te neem dat die werkers in 1971 'n tegemoetkoming van 3,5% tot 4% ontvang het in die vorm van laer pensioenbydraes, sonder vermindering van pensioenvoordele 'n Aanpassing van 15% sou die werker dus in daardie stadium wesenlik effens voor die lewensduurtestyging plaas Gevolglik word dit deur die Administrasie aangevoer dat die betaalmaand Januarie 1973 as aanvangspunt geneem moet word

(2) Die Administrasie neem die standpunt in dat indien die Vereniging vergoed moet word vir die styging in lewensduurte dan moet die Kommissie nie alleen let op die styging in die verbruikersprysindeks en salarisverhogings wat om dié rede toegestaan is nie, maar ook ag slaan op ander toegewings wat gedurende die

granted to such group of staff during the relevant period One of the main concessions was the granting of salaried status to artisans, which carried with it the following benefits

(a) Salary scales were amended with concomitant monetary advantages,

(b) overtime and Sunday time scales and bonus scales were amended in accordance with the adjusted salary scales,

(c) the hours of duty of senior technicians were reduced from 48 to 46 hours per week,

(d) the number of paid public holidays was increased from six to ten, and

(e) leave benefits were improved

The Administration concedes that the improvement in the salary structure resulting from the granting of salaried status and other adjustments was not the same in respect of all the workers in Group D The Administration contends that the average percentage improvement amounted to approximately 22%, which represents an improvement of 19 1% in the salary structure and 2 5% in service conditions The Administration consequently contends that the improvement of 22% had neutralised the backlog which the Association had calculated

(3) The Administration further submits that the Association s claim must be considered on the basis that the other employees of the Administration could likewise claim an equal salary or wage adjustment if it should be granted to Group D It follows, therefore, that what has to be determined is whether the Administration can afford to increase the salaries of all its employees

(4) The Administration also contends that it does not at present have the financial means to justify further increases in the salaries and wages of its employees over and above the 5% increase in January 1978 Such increase would inevitably lead to further railway tariff increases, which could in turn have a deleterious effect on the economy of the Administration and that of the country as a whole

26 The case of each party is clearly set out in writing The President of the Association, *Mr J Zurich*, assisted by the Vice President, *Mr H J van Dyk*, and *Mr C P Grobler*, General Secretary, made oral representations to the Commission on behalf of the Association Oral representations on behalf of the Administration were made by *Mr J P Verster*, Assistant General Manager (Staff), *Mr A L Malherbe* Chief Legal Adviser, *Dr A T Moolman*, Chief Superintendent (Commercial), and *Mr G M Holz*, Chief Superintendent (Financial)

Evidence in support of the Administration's views just referred to was put to the Commission by experts, viz Dr Moolman and Mr Holz Although these persons were cross-questioned by the representatives of the Association they were not contradicted by other witnesses The Commission accepts the evidence presented by the Administration as reliable

27 An exceptionally heavy responsibility rests upon the Commission because the Administration is under a legal obligation to give effect to the Commission s recommendation Subsection (6) of Section 28 of the Railways and Harbours Service Act, (Act No 22 of 1960) provides as follows

> 'The Administration shall be obliged to give effect, as expeditiously as reasonably possible, to every recommendation of the commission subscribed to by at least two of its members'

28 If the Association s claim were to be judged purely on the grounds of the escalation in the cost of living between June 1974 and August 1977 and the general salary adjustments made during that period to combat that escalation, then

betrokke tydperk aan hierdie personeelgroep gemaak is Een van die vernaamste toegewings was die toekenning van gesalarieerde status aan ambagsmanne wat vir hulle die volgende voordele ingehou het

(a) salarisskale is gewysig met gepaardgaande geldelike voordele

(b) oortyd- en Sondagtydskale en bonusskale is in ooreenstemming met die gewysigde salarisskale verander,

(c) diensure van seniortegnikusse is van 48 na 46 per week verminder,

(d) getal loondraende openbare vakasiedae is van ses tot tien vermeerder en

(e) verlofvoordele is verbeter

Die Administrasie erken dat die verbetering in die salarisstruktuur as gevolg van die toekenning van gesalarieerde status en ander aanpassings nie dieselfde vir al die werkers in Groep D was nie Gemiddeld het die persentasieverbetering volgens die Administrasie op ongeveer 22% te staan gekom, wat 'n verbetering van 19,1% in die salarisstruktuur en 2,5% in diensvoorwaardes verteenwoordig Bygevolg voer die Administrasie aan dat die verbetering van 22% die agterstand wat die Vereniging bereken het uitgewis het

(3) Voorts word daar deur die Administrasie aangevoer dat oorweging van die eis van die Vereniging moet geskied op die grondslag dat die ander werknemers van die Administrasie eweneens aanspraak kan maak op 'n gelyke salaris- of loonaanpassing indien dit in die geval van Groep D toegestaan sou word In die lig hiervan moet die finansiele vermoë van die Administrasie om salarisse te verhoog deeglik in aanmerking geneem word

(4) Die Administrasie neem ook die standpunt in dat hy tans nie oor die finansiele vermoe beskik om bo en behalwe die verhoging van 5% wat in Januarie 1978 toegestaan is die salarisse en lone van sy werknemers verder te verhoog nie en dat enige sodanige verhoging noodwendig tot verdere spoorwegtarietverhogings sal lei wat ernstige gevolge vir beide die Administrasie en die algemene landsekonomie inhou

26 Beide partye het hulle saak duidelik en deeglik skriftelik uiteengesit Die President van die Vereniging, mnr *J Zurich*, bygestaan deur mnr *H J van Dyk*, Vise-president en mnr *C P Grobler*, Hoofsekretaris, het mondelinge vertoe namens die Vereniging tot die Kommissie gerig Die Administrasie se mondelinge vertoe is gelewer deur mnr *J P Verster*, Assistent-hoofbestuurder (personeel), adv *A L Malherbe*, Hoofregsadviseur, dr *A T Moolman*, Hoofsuperintendent (handel) en mnr *G M Holz*, Hoofsuperintendent (finansieel)

Die Administrasie het by monde van deskundiges, nl dr Moolman en mnr Holz, getuienis ter stawing van die standpunte waarna pas verwys is, voor die Kommissie gelê Hoewel gemelde persone deur die verteenwoordigers van die Vereniging ondervra is, is hulle nie deur ander getuies weerspreek nie Die Kommissie aanvaar die getuienis wat deur die Administrasie voorgelê is as betroubaar

27 Daar rus 'n buitengewone swaar verantwoordelikheid op die Kommissie omdat die Administrasie wetlik gebonde word deur die Kommissie se aanbeveling Sub-artikel (6) van artikel 28 van die Wet op Spoorwee en Hawens, No 22 van 1960 bepaal soos volg

> Die Administrasie is verplig om, so spoedig as wat redelik moontlik is, gevolg te gee aan elke aanbeveling van die Kommissie wat deur minstens twee van sy lede onderskryf is''

28 Indien die Vereniging se eis beoordeel moet word bloot op die grondslag van die styging in lewensduurte wat tussen Junie 1974 en Augustus 1977 plaasgevind het en die algemene salarisaanpassings wat in daardie tydperk ter bekamping

its assertion that an increase of 28,19% in the 1974 salary structure would be necessary to compensate its members for the rise in the consumer price index up to August 1977, is correct In this regard, however, the Commission must take cognisance of the views expressed by the Administration on this matter, viz that *(a)* the starting-point for adjudicating on the dispute should be January 1973 and not June 1974, and *(b)* not only general salary adjustments but other concessions which affected the salary structure of Group D Railway servants, should also be taken into account

29 The Administration contends that the benefits set out in paragraph 25 (2) above entailed considerable expenditure and that the annual costs thereof and of the general salary adjustments granted during the period in question, could be calculated as follows

1973-10-16	Apprentices Educational qualifications	R1 800 000
1974 05 16	Consolidation of allowances Technicians and trade hands	R4 000 000
July 1974 paymonth	Wage adjustment of at least 12 5% in respect of cost of living	R18 000 000
1975-02-16	Granting of salaried status Artisans	R7 250 000
1975-03-01	Improved grading Technician to senior technician	R228 000
June 1975 paymonth	Granting of salaried status to all employees and adjustments in certain salaries to eliminate anomalies	R606 000
1975-06-16	Grading and pay Trade hands	R1 600 000
July 1976 paymonth	Salary adjustment of 10% in respect of cost of living	R16 000 000
	Total estimated annual cost of concessions	R49 484 000

30 The Administration submitted a schedule showing the monthly escalation in the consumer price index from December 1972 to October 1977 against the official Railway salary index for Group D servants, which included salary adjustments as well as the value of other concessions granted over the period stated, with due allowance for the absorption of 30% of the rise for the period October 1975 to March 1977, as provided for in the anti-inflation manifesto A comparison between the two indices reflects the salary adjustment that would have been required at any given time to offset the rise in the consumer price index The starting-point of the schedule is December 1972/January 1973, i e the stage when according to the Hiemstra Commission, salary levels had more or less reached parity with the rise in the cost of living (compare paragraph [illegible] (1)) From the schedule it would appear, inter alia, that in June 1974 when the consumer price index (CPI) stood at 137,[illegible] an increase in salaries of [illegible] would have been necessary to restore parity [illegible] June 1974 after a general salary increase of 12,5% had been granted in July 1974 (CPI 139,[illegible]) salaries exceeded the escalation in the CPI by 3,9% The subsequent four months were characterised by a rise in the CPI and a corresponding decline in the excess until at some time between October and November, the excess was wiped out In February 1975 (CPI 150,4) the required adjustment in salaries reached 4% and in March, 1975, when the artisan staff was granted salaried status the backlog was converted into an excess of 6,8% as compared with the CPI Between January and February 1976 the excess was eliminated and in July 1976 when the general salary increase of 10% was granted the salary index exceeded the consumer price index (175,6) by 5,9% That excess decreased gradually, until it was wiped out between March and April 1977 From May 1977 (CPI 191,7) the backlog in salaries

daarvan gemaak is, dan is sy stelling korrek dat 'n verhoging van 28,19% op die 1974-salarisstruktuur nodig sal wees om sy lede vir die styging in die verbruikersprysindeks tot Augustus 1977 te vergoed Die Kommissie moet egter in hierdie verband rekening hou met die standpunte wat die Administrasie oor hierdie angeleentheid inneem, t w dat *(a)* die aanvangspunt vir die beoordeling van die geskil nie Junie 1974 nie, maar wel Januarie 1973 moes wees en *(b)* nie slegs algemene salarisaanpassings nie maar ook ander toegewings wat die salarisstruktuur van Spoorwegdienare Groep D beinvloed het in berekening gebring moet word

29 Die Administrasie voer aan dat die voordele in paragraaf 25 (2) hierbo uiteengesit vir hom groot uitgawe meegebring het en dat die jaarlikse koste daarvan en van die algemene salarisaanpassings wat gedurende die betrokke tydperk toegestaan is, soos volg bereken kan word

1973 10 16	Vakleerlinge Opvoedkundige kwalifikasies	R 1 800 000
1974 05 16	Konsolidasie van toelaes Tegnici en vakwerkers	R 4 000 000
Betaalmaand Julie 1974	Loonaanpassing van minstens 12,5% vir lewensduurte	R18 000 000
1975 02 16	Toekenning van gesalarieerde status Ambagsmanne	R 7 250 000
1975 03 01	Verhoogde gradering Tegnikus tot seniortegnikus	R 228 000
Betaalmaand Junie 1975	Toekenning van gesalarieerde status aan alle werksmanne en aanpassing van sekere salarisse om anomalieë uit die weg te ruim	R 606 000
1975 06 16	Gradering en loon Vakwerkers	R 1 600 000
Betaalmaand Julie 1976	Salarisaanpassing van 10% vir lewensduurte	R16 000 000
	Totale beraamde jaarlikse koste van voordele	R49 484 000

30 Die Administrasie het 'n tabel voorgelê wat die maandelikse styging in die verbruikersprysindeks van Desember 1972 tot Oktober 1977 aantoon teenoor die Spoorwee se amptelike salarisindeks vir dienare Groep D wat salarisaanpassings sowel as die waarde van ander toegewings oor die gemelde tydperk in berekening bring, met inagneming van die absorbering van 30% van die styging vir die tydperk Oktober 1975 tot Maart 1977 waarvoor die anti-inflasiemanifes voorsiening maak 'n Vergelyking van die twee indekse toon dan aan watter salarisaanpassing op enige gegewe tydstip nodig sou gewees het om vir die styging in die verbruikersprysindeks voorsiening te maak Die aanvangspunt van die tabel is Desember 1972/Januarie 1973 d w s die tydstip waarop daar volgens die bevinding van die Hiemstra-kommissie min of meer pariteit tussen salarisvlakke en die lewensduurtestyging [illegible] Uit die tabel blyk dat [illegible] Junie 1974 [illegible] Vanaf [illegible] 1974 [illegible] 12,5% [illegible] Julie 1974 (VPI 139,[illegible]) het die [illegible] die styging in die VPI [illegible] styging in die VPI [illegible] die daaropvolgende vier maande plaasgevind het het die oorskryding [illegible] tussen Oktober en November 1974 is dit geheel en al uitgewis In Februarie 1975 (VPI 150,4) was die aanpassing in salarisse wat benodig was 4% en in Maart 1975 toe die ambagsliede gesalarieerde status toegeken is, is die agterstand omskep in 'n oorskryding van 6,8% vergelyk met die VPI Daardie oorskryding is tussen Januarie en Februarie 1976 uitgewis en in Julie 1976 toe die algemene salarisverhoging van 10% toegestaan is, het die salarisindeks die verbruikersprysindeks (175,6) met 5,9% oorskry Daardie oorskryding het geleidelik verminder totdat dit tussen Maart en April 1977 uitgewis is Vanaf Mei 1977 (VPI 191,7) het die agterstand in salarisse vanaf 1,0 persent

rose from 1,0% until it reached 5,8% in October 1977 (CPI 200,7) If the general salary increase of 5%, which was approved as from the January 1978 paymonth were to be taken into account, the difference in the rise in salaries and the rise in the consumer price index would then have been insignificant In answer to an inquiry by the Commission at the time the oral evidence was heard, the representatives of the Administration submitted figures which indicated that if June 1974 were to be taken as the starting-point for the purpose of the calculations, the escalation in the CPI in January 1978 would be 41,9% while the salary index would reveal a rise of 51,6% This would mean that the salary index had risen by 6,4% more than the CPI That figure is not acceptable to the representatives of the Association as they do not approve of the Administration's method of calculating the salary index

31 The difference in approach to the question whether the salary levels of Group D Railway servants had during the past few years lagged behind the rise in the cost of living is evident from the summary of the viewpoints of the two parties set out in the preceding paragraphs

32 The Commission is *unanimously* convinced that the cause of the dispute between the two parties lies in the difference in approach as set out in the preceding paragraphs The views and conclusions appearing in the *remainder* of the report, however, represent those of the majority of the members of the Commission A report of the member who is not in agreemnet is also submitted

33 As regards the difference in approach between the two parties relating to the point in time from which any backlog in salaries is to be computed, the Commission is of the opinion that logically any such backlog should be calculated from a point in time when there was parity, more or less, between salary levels and cost of living An impartial body, viz the Hiemstra Commission, found that such a position would have been reached after the salary increase of 15% recommended in its report had been put into effect According to its report that Commission found "Die 15% sal die werker dus effens voor die lewensduurtestyging plaas' The recommendation in question was accepted by both the parties involved in the present dispute, and put into effect with effect from 1 January 1973 (that is the January 1973 paymonth) In the light thereof it is considered that that date could be accepted as a valid starting-point

34 It would appear to us that on principle there can be no criticism of the Administration's approach that in addition to general salary adjustments other benefits that were granted should also be taken into account when calculating a backlog in salaries In the case of the employees in Group D the benefits were of considerable magnitude, they went home with more money in their pockets without having made any particular contribution justifying it On determining the percentage salary increase recommended the Hiemstra Commission also took into account a benefit by way of reduced pension contributions which was granted to the staff in 1971

35 We are confronted, however, by two problems The first is whether the Administration during negotiations had given the Association clearly to understand that it would take the value of the benefits into account in determining any increase which would justify an adjustment of salaries to compensate for a rise in the cost of living It is clear that the Minister had during discussions pointed out to the Association that adjustments in the wage structure and improved service conditions redounded to the benefit of the workers in Group D However, as recently as 14 September 1977 the Minister told the Executive Council of the Association

gestyg totdat dit in Oktober 1977 (VPI 200,7) op 5,8% te staan gekom het As daar dan in berekening gebring word dat daar met ingang van die betaalmaand Januarie 1978 'n algemene salarisverhoging van 5% toegestaan is, dan sal die verskil in die styging in salarisse en die in die verbruikersprysindeks onbenullig wees Op navraag van die kommissie tydens die aanhoor van mondelinge getuienis het die verteenwoordigers van die Administrasie syfers verstrek wat aantoon dat indien Junie 1974 as aanvangspunt van die berekenings geneem word die styging in die VPI in Januarie 1978 op 41,9% te staan sou kom terwyl die salarisindeks 'n styging van 51,6% sou toon wat sou beteken dat die salarisindeks met 6,4% meer as die VPI gestyg het Hierdie syfer is nie deur die verteenwoordigers van die Vereniging aanvaar nie aangesien hulle nie met die Administrasie se metode van berekening van die salarisindeks saamstem nie

31 Die verskil in benadering tot die vraag of daar gedurende die afgelope paar jaar 'n agterstand van die salarisvlakke van Spoorwegdienare Groep D teenoor die styging in lewensduurte ontstaan het blyk duidelik uit die samevatting van die twee partye se standpunte soos in die voorgaande paragrawe weergegee

32 Die Kommissie is *eenparig* daarvan oortuig dat die oorsaak van die geskil tussen die twee partye gelee is in die verskil in benadering soos in die voorgaande paragrawe uiteengesit Die menings en gevolgtrekkings wat in die *res* van die verslag verskyn verteenwoordig egter dié van die meerderheid van die lede van die Kommissie 'n Verslag van die lid wat nie hiermee saamstem nie word ook ingedien

33 Wat betref die verskil in benadering tussen die twee partye met betrekking tot die aanvangspunt van die tydperk waaroor enige agterstand in salarisse bereken moet word, is die Kommissie van mening dat dit logies is dat enige sodanige agterstand bereken moet word vanaf 'n tydstip waarop daar redelike pariteit tussen salarisvlakke en lewensduurte bestaan het 'n Onpartydige instansie, nl die Hiemstra-kommissie het bevind dat so 'n toestand bereik sou word na die toepassing van die salarisverhoging van 15% wat in sy verslag aanbeveel is In sy verslag stel daardie Kommissie dit so „Die 15% sal die werker dus effens voor die lewensduurtestyging plaas" Die onderhawige aanbeveling is deur albei die partye in die huidige geskil aanvaar en is met ingang 1 Januarie 1973 (oftewel die betaalmaand Januarie 1973) in werking gestel In die lig hiervan beskou ons dat daardie datum as 'n geldige aanvangspunt aanvaar sou kon word

34 Dit kom ons voor dat daar in beginsel nie fout gevind kan word nie met die Administrasie se benadering dat benewens algemene salarisaanpassings ander voordele wat toegestaan is ook by 'n berekening van enige salarisagterstand in aanmerking geneem moet word In die geval van die werknemers in Groep D was die voordele van aansienlike omvang en het dit hulle maandeliks meer geld in die sak besorg sonder enige besondere bydrae aan hulle kant Die Hiemstra-kommissie het trouens ook 'n tegemoetkoming wat die personeel in 1971 in die vorm van ligter pensioenbydraes ontvang het in aanmerking geneem by die vasstelling van die persentasieverhoging in salarisse wat aanbeveel is

35 Daar het egter vir ons twee probleme t o v hierdie kwessie ontstaan Die eerste is of die Administrasie die Vereniging tydens onderhandelinge duidelik laat verstaan het dat hy die waarde van die voordele in aanmerking sou neem by die bepaling van enige verhoging wat 'n aanpassing van salaris by styging in lewensduurte moes bewerkstellig Dit blyk duidelik dat die Minister tydens samesprekings die Vereniging daarop gewys het dat die aanpassing in loonstruktuur en diensvoorwaardes vir die diensnemers in Groep D ook finansiele voordele ingehou het Maar so onlangs soos 14 September 1977 het die Minister aan die Uitvoerende Raad van die Vereniging die volgende gesê

Een ding staan soos 'n paal bo water en dit is dat u ver agter is op die verbruikersprysindeks. Dit lyk geen twyfel nie. Volgens die syfers wat aan my voorgelê is, sal die agterstand teen Oktober ongeveer 28 persent wees—maar Zurich praat van 32 persent maar dit is nie ter sake nie. Wat maak die klein verskil in die persentasie saak.

36 The second problem which confronts the Commission is that the schedule in paragraph 27 and the other representations do not clearly reflect what monetary benefits accrued to each of the different grades of workers in Group D. Firstly, it is not clear whether the expenditure of almost R49,5 million brought about a corresponding benefit to all the workers. For example, the Administration had incurred an expenditure of R1 800 000 to adjust the wages of apprentices in accordance with their educational qualifications. Such benefits as were received by the apprentices did apparently not accrue to technicians and trade hands. Likewise, for example, the elevation of a technician to a senior technician conferred no financial benefit upon the trade hand. Should it, therefore, be necessary for the Commission to determine exactly to what extent the workers in each particular grade in Group D benefited by the salary adjustments that were effected, the Commission would have to glean further information on the point, but for reasons which appear later the Commission did not consider it necessary to require further evidence to be placed before it.

37 Apart from the merits of the dispute between the parties regarding the question whether salaries lagged behind the rise in cost of living, the majority of the members regarded it as the duty of the Commission to examine the financial and economic implications of a further increase in salaries at the present stage. Before discussing that question, however, it is deemed expedient to refer to certain statutory provisions applicable to the Administration. The following provisions appear in Section 103 of the Republic of South Africa Constitution Act, 1961 (Act No. 32 of 1961):

"(1) The railways, ports and harbours of the Republic shall be administered on business principles, due regard being had to agricultural and industrial development within the Republic and the promotion by means of cheap transport, of the settlement of an agricultural and industrial population in the inland portions of all provinces.

(2) *(a)* So far as may be, the total earnings of the railways, ports and harbours shall be not more than are sufficient to meet the necessary outlays for working, maintenance, betterment, depreciation, contributions to the sinking fund established by section 104A and the payment of interest due on capital not being capital."

Consequently, the capacity of the Administration to bear the burden of further increases cannot be judged on the same basis as that of a private business undertaking which operates with profit as its motive. On the other hand, the Administration must not be seen as a body which like the State has to have regard to national interests in the broadest sense of that concept. It is our duty, as we see it, to have regard to the business principles which the Administration must apply in the management of the Railways as well as to the particular restrictions ordained by the legislator with regard to the application of those principles.

38 In considering the question whether the Administration has the financial capacity to grant further increases over and above the 5% increase granted in January 1978, the first question which arises is whether such an adjustment will be confined to workers in Group D or whether it will have to be extended to all other groups of staff in service of the Administration. Bearing in mind the fact that the Association bases its claim on a rise in the cost of living, the Commission is of

„Een ding staan soos 'n paal bo water en dit is dat u ver agter is op die verbruikerspryslndeks. Dit lyk geen twyfel nie. Volgens die syfers wat aan my voorgelê is, sal die agterstand teen Oktober ongeveer 28 persent wees—maar Zurich praat van 32 persent maar dit is nie ter sake nie. Wat maak die klein verskil in die persentasie saak."

36 Die tweede probleem wat die Kommissie voor te staan gekom het is dat dit nie duidelik uit die tabel in paragraaf 27 en ander vertoe blyk presies watter geldelike voordele elk van die verskillende grade van werknemers in Groep D toegeval het nie. In die eerste plek is dit nie duidelik dat die uitgawe van bykans R49,5 miljoen 'n ooreenstemmende voordeel vir al die werkers voortgebring het nie. Die Administrasie het byvoorbeeld 'n uitgawe van R1 800 000 aangegaan om die lone van vakleerlinge aan te pas na gelang hulle opvoedkundige kwalifikasies. Skynbaar het enige voordeel wat die vakleerlinge ontvang het nie die tegnikusse en die vakwerkers toegeval nie. So ook bv. het die verhoging van tegnikus tot seniortegnikus geen finansiele baat vir die vakwerker ingehou nie. Indien dit dus vir die Kommissie nodig sou wees om presies te bepaal hoe die werkers in elke besondere graad in Groep D baat gevind het by die salarisaanpassings wat plaasgevind het, sou die Kommissie verlang het dat daar verdere inligting in hierdie verband ingewin moes word, maar vir redes wat later verstrek word het die Kommissie dit nie nodig geag dat daar verdere vertoe voor die Kommissie geplaas word nie.

37 Afgesien van die meriete van die onderskeie standpunte van die twee partye met betrekking tot die vraag of daar 'n agterstand in salarisse teenoor die lewensduurtestyging plaasgevind het, al dan nie, het die meerderheid lede dit as die plig van die Kommissie geag om die finansiele en ekonomiese implikasies van 'n verdere salarisaanpassing in die huidige stadium in oenskou te neem. Voordat ons egter daardie kwessie bespreek vind ons dit doenlik om na sekere wetsvoorskrifte wat op die Administrasie van toepassing is, te verwys. Die volgende bepalings verskyn in artikel 103 van die Grondwet van die Republiek van Suid-Afrika, No. 32 van 1961:

(1) Die spoorwee en hawens van die Republiek word volgens handelsbeginsels bestuur, met behoorlike inagneming van die ontwikkeling van die landbou en die nywerheid in die Republiek en die bevordering, deur middel van goedkoop vervoer, van die vestiging van 'n landbou- en nywerheidsbevolking in die binnelandse gebiede van al die provinsies.

(2) *(a)* Sover moontlik moet die totale inkomste van die spoorwee en hawens nie meer wees nie as wat nodig is vir die bestryding van die nodige uitgawes aan bedryf, onderhoud, verbetering, waardevermindering, bydraes tot die by artikel 104A ingestelde delgingsfonds en die betaling van rente verskuldig op kapitaal; uitgesonderd kapitaal."

Gevolglik moet die vermoë van die Administrasie om verdere verhogings toe te staan nie beoordeel word op dieselfde grondslag as die van 'n privaat onderneming wat winsgewing [illegible] nie. Aan die ander kant moet die Administrasie [illegible] om ten [illegible] belange in die wydste sin van daardie begrip [illegible] ons plig soos ons dit sien, om agte te slaan op [illegible] van die Administrasie in die besondere van die Spoorwee moet toepas sowel as die besondere beperkings wat deur die wetgewer ten opsigte van die toepassing van daardie beginsels verordeen is.

38 By oorweging van die kwessie of die Administrasie oor die finansiele vermoë beskik om bo en behalwe die 5%-verhoging wat in Januarie 1978 toegestaan is 'n verdere verhoging toe te staan is die eerste vraag wat opduik of so 'n aanpassing tot werkers in Groep D beperk kan word en of dit op alle groepe personeel in die diens van die Administrasie van toepassing moet wees. Gedagtig aan die feit dat die Vereniging sy eis op die styging in lewensduurte grond, is die

the opinion that, despite the argument by the Association to the contrary, any increase granted Group D employees on that ground will undoubtedly result in workers in other groups laying claim thereto as well That was also the approach of the Hiemstra Commission The Association contends also that Group D employees are distinctive— "sui generis" The representations, however, do not show why Group D employees should be regarded as "sui generis" in relation to the rise in cost of living The Commission is, therefore, of the opinion that the cost of the increase requested should be calculated on the basis that such an increase will have to be made in respect of all groups of staff in the Administration's employ

39 From evidence placed before the Commission with regard to the cost of a general salary increase on the basis of the Association's claim, viz 12,5%, with retrospective effect from the October 1977 paymonth, it appears that an additional R214 million would be required therefor in the financial year 1978/79, while the additional annual expenditure thereafter would amount to approximately R143 million

40 In its written submission to the Commission and in the course of its oral representations, the Administration stressed that it does not at the present stage have at its disposal the financial resources to effect any increases in salaries or wages over and above the 5% increase which became effective from the January 1978 paymonth The Administration maintains that the increase in transport tariffs which was announced in the recent budget speech represents the maximum which could be justified under present economic conditions It points out that the domestic economy is still in the downward phase of the trade cycle and as a result the Administration's income during the past financial year failed to reach the budget estimates It is in fact estimated that the financial year 1977/78 will close with a surplus of approximately R34 million, but such a favourable outcome will be attributable exclusively to the economy measures which had to be applied as a matter of necessity Although it is anticipated that a mild upswing in the economy might be experienced towards the end of 1978 the Administration will, because of rising operating costs, find it increasingly difficult to balance its books In fact it is estimated that operating costs in the financial year 1978/79 would have exceeded income by R240 million had there been no resort to the recently announced tariff increases As a result of a concatenation of circumstances such as the sharp escalation in tariffs during the past few years, the much more aggressive competition experienced from private road transport, as well as the present recessionary state of the national economy, the Administration has moved into a delicate tariff area Tariffs can, therefore, be increased only with the greatest circumspection The Railways constitute an integral part of the national economy, and any deleterious consequences suffered by the latter as a result of excessive increases in transport tariffs, would inevitably have a detrimental effect on the finances of the Railways An example of this is export tariffs, should these tariffs rise too high, the export of raw materials would decrease since they could not be marketed profitably abroad A further example is that of livestock traffic Due to three successive tariff increases of considerable magnitude, many trucks specially acquired for such traffic are standing unused In such circumstances the Administration contends that if it were to approve of further salary increases as requested by the Association, tariffs would have to be further increased to such an extent that the national economy might be crippled

41 The representatives of the Administration were asked whether a salary increase could not be financed out of any existing reserve fund or by means of loans The Administra-

Kommissie van mening, ondanks die Vereniging se betoog tot die teendeel, dat enige verhoging wat uit hierdie oorweging aan Groep D-werknemers toegestaan sou word, ongetwyfeld die gevolg sal hê dat werknemers in ander groepe ook daarop aanspraak sal maak Dit was ook die benadering van die Hiemstra-kommissie Die Vereniging betoog ook dat die Groep D-werknemers eiesoortig is Die vertoe dui egter nie aan waarom die Groep D-werknemers ten opsigte van die styging in lewensduurte as eiesoortig beskou moet word nie Die Kommissie is derhalwe van mening dat die koste wat die aangevraagde verhoging sal meebring, bereken moet word op die grondslag dat sodanige verhoging op alle groepe personeel in die diens van die Administrasie van toepassing sal wees

39 Volgens getuienis wat aan die Kommissie voorgelê is oor die koste van 'n algemene salarisverhoging op die basis van die Vereniging se eis, t w 12,5% met terugwerkende krag van die betaalmaand Oktober 1977, blyk dit dat 'n bykomende R214-miljoen in die boekjaar 1978/79 daarvoor nodig sou wees, terwyl dit jaarliks daarna addisionele uitgawe van ongeveer R143-miljoen sal meebring

40 Die Administrasie het dit in sy skriftelike voorlegging aan die Kommissie sowel as in sy mondelinge getuienis beklemtoon dat hy nie oor die finansiele vermoe beskik om in die huidige stadium enige verdere salaristoegewing toe te staan nie bo en behalwe die verhoging van 5% wat met ingang van die betaalmaand Januarie 1978 in werking getree het Die Administrasie betoog dat die verhogings in sy vervoerdienstariewe wat in die onlangse begrotingsrede aangekondig is die maksimum verteenwoordig wat onder die heersende ekonomiese toestande geregverdig kan word Hy wys daarop dat die binnelandse ekonomie nog in die dalende fase van die konjunktuur verkeer en dat sy inkomste gedurende die pas afgelope boekjaar as gevolg daarvan deurgans benede die begrotingsramings was Daar word wel beraam dat die boekjaar 1977/78 met 'n surplus van nagenoeg R34-miljoen sal afsluit, maar dié gunstige resultaat is uitsluitlik te danke aan besparingsmaatreels wat noodgedwonge toegepas moes word Ofskoon daar verwagtings is dat die ekonomie teen die einde van 1978 'n matige oplewing mag toon, sal hy dit weens steeds stygende bedryfskoste al hoe moeiliker vind om sy boeke te laat klop Trouens, vir die boekjaar 1978/79 is beraam dat die bedryfsuitgawe R240-miljoen meer as die bedryfsinkomste sou wees indien die aangekondigde tariefverhoging nie ingestel is nie As gevolg van die sameloop van verskeie faktore soos die relatiewe skerp styging in tariewe gedurende die afgelope paar jaar, die veel aggressiewer mededinging wat van private padvervoer ondervind word en die huidige resessietoestand van die landsekonomie, bevind die Administrasie hom in 'n baie sensitiewe tariefarea. Tariewe kan dus net met die grootste omsigtigheid verhoog word Die Spoorwee is 'n integrale deel van die landsekonomie en as laasgenoemde deur oormatige verhogings in vervoertariewe geskaad word, het dit noodwendig ook 'n nadelige uitwerking op die finansies van die Spoorwee 'n Voorbeeld hiervan is uitvoertariewe, indien hierdie tariewe te hoog sou styg, sal die uitvoer van grondstowwe daaronder ly omdat dit nie ekonomies in die buiteland bemark sal kan word nie. Daar is ook die geval van lewende haweverkeer waar drie opeenvolgende tariefverhogings van aansienlike omvang die gevolg het dat baie trokke wat spesiaal vir hierdie verkeer aangeskaf is, onbenut staan In die omstandighede is dit die Administrasie se betoog dat indien 'n verdere salarisverhoging soos deur die Vereniging aangevra, toegestaan moet word, dit daarop sal neerkom dat tariewe sodanig verder verhoog sal moet word dat dit die landsekonomie mag knak

41 Die vraag is aan die Administrasie se verteenwoordigers gestel of 'n salarisverhoging nie uit enige bestaande reserwefondse of deur middel van lenings gefinansier sou kon

tion pointed out that in terms of Section 16 of the Railways and Harbours Finances and Accounts Act, 1977 (Act No 48 of 1977), the Administration's borrowing power was limited to the negotiation of loans to cover anticipated expenditure connected with capital and betterment works, and that no loans could be negotiated to finance salary adjustments, as salaries constitute an operating expenditure In so far as reserve funds are concerned, there is only the Rates Equalisation Fund against which any operating loss could be written off At present, however, the balance in this fund stands at only R57 million which, at best, is regarded as only sufficient to provide for minor fluctuations in the budget

42 The representatives of the Association agreed that the proposed salary increases cannot be financed from loans The Association, however, criticised the ever-growing burden of interest which has to be borne by the Railways and the Administration's inability to eliminate or reduce uneconomic traffic It was also contended that the Administration should finance capital works out of operating income so that more money could be available for salary increases

43 In view of the submissions by the parties, the Commission, as represented by two of its members, has come to the conclusion that any salary increase at the present stage, over and above that which has already been approved by the Administration with effect from 1 January 1978, could only be financed by a further increase in Railway tariffs In the light of the evidence submitted by the Administration on that point, the Commission is convinced that a further increase in tariffs at the present stage will be so detrimental to the general national economy, and consequently also to the interests of the Administration, that a recommendation necessitating such an increase in tariffs, cannot be made by the Commission

44 The Commission's recommendation in terms of Section 28 of the Railways and Harbours Service Act, 1960 (Act No 22 of 1960) is

> That the request for a salary increase by the Association representing Railway Servants Group D be not acceded to

45 The Commission would like to convey its appreciation of the able manner in which the parties presented their respective cases and to Mr M Viljoen, Secretary of the Commission, who rendered such excellent services

L LE GRANGE
Chairman

H C DE WET,
Member

JOHANNESBURG, 3/4/1978

word nie Hierop is geantwoord dat die Administrasie se leningsbevoegdheid kragtens artikel 16 van die Wet op Finansies en Rekening van die Spoorwee en Havens 1977, Wet No 48 van 1977 beperk is tot die aangaan van lenings om verwagte uitgawe ten opsigte van kapitaal- en verbeteringswerke te dek en dat geen lenings aangegaan kan word om salarisaanpassings, wat 'n bedryfsuitgawe is te finansier nie Wat reserwefondse betref is daar net die tariewereserwefonds waarteen 'n bedryfsverlies as gevolg van 'n salarisverhoging afgeskryf sou kon word Die saldo in hierdie fonds bedra tans egter slegs R57-miljoen, wat hooostens voldoende geag word om vir geringe afwykings in die begroting voorsiening te maak

42 Die verteenwoordigers van die Vereniging het saamgestem dat die voorgestelde salarisverhogings nie uit lenings gefinansier kan word nie Die Vereniging het egter kritiek uitgespreek teen die toenemende groot rentelas wat daar op die Spoorwee rus en die versuim van die Administrasie om onbetalende verkeer uit te skakel of te verminder Daar is ook aangevoer dat die Administrasie minder kapitaalwerke uit bedryfsinkomste moet finansier sodat daar sodoende meer geld vir salarisverhogings beskikbaar kan wees

43 Die Kommissie, soos verteenwoordig deur twee van sy lede, het aan die hand van die voorleggings van die partye tot die gevolgtrekking geraak dat enige salarisverhoging in die huidige stadium, bo en behalwe dié wat reeds deur die Administrasie met ingang van 1 Januarie 1978 goedgekeur is, slegs uit 'n verdere verhoging in spoorwegtariewe gefinansier sal kan word In die lig van die getuienis wat in hierdie verband deur die Administrasie voorgelê is, is die Kommissie daarvan oortuig dat 'n verdere tariefverhoging in die huidige stadium die algemene landsekonomie en daardeur ook die Administrasie se belange sodanig sal benadeel dat 'n aanbeveling wat so 'n tariefverhoging sal genoodsaak nie deur die Kommissie gemaak kan word nie

44 Die Kommissie se aanbeveling ingevolge artikel 28 van die Wet op Spoorweg- en Hawediens, No. 22 van 1960, is

> Dat daar nie aan die versoek van die Vereniging verteenwoordigende Spoorwegdienare Groep D om 'n salarisverhoging voldoen word nie

45 Die Kommissie betuig sy dank aan al die verteenwoordigers van die partye wat hulle so deeglik en op bekwame wyse van hulle taak gekwyt het en aan mnr Viljoen, die Sekretaris van die Kommissie, wat uitmuntende dienste gelewer het

L LE GRANGE,
Voorsitter

H C DE WET,
Lid

JOHANNESBURG, 3/4/1978

MINORITY REPORT OF MR WESSEL BORNMAN, MEMBER OF THE COMMISSION OF INQUIRY REGARDING A DISPUTE BETWEEN THE SOUTH AFRICAN RAILWAYS AND HARBOURS ADMINISTRATION AND THE STAFF ASSOCIATION REPRESENTING GROUP "D" SERVANTS OF THE SOUTH AFRICAN RAILWAYS AND HARBOURS

1 The Commission was appointed in terms of Government Notice No 2247 of 26 October 1977 to investigate the cause of, and make recommendations in regard to, the dispute which has arisen between the Administration and the Association

2 The terms of reference of the Commission are therefore twofold, namely

(a) to investigate the cause of, and
(b) to make recommendations regarding the dispute

3 This report has been compiled to give effect to the terms of reference, and consequently the cause of the dispute is dealt with first

4 The Association represents the semi-skilled and skilled artisans in the service of the Administration, known more specifically as trade hands and technicians The Association has a voluntary membership of 23 489, which represents approximately 81,6% of the possible membership, which can be regarded as being well representative

5 At a meeting with the Minister on 5 June 1974 the Executive Council of the Association claimed a wage increase of 27% This claim was made up as follows

Rise in cost of living	15%
Increased contributions to the Pension Fund	2%
Improvement in the standard of living	10%
	27%

The Association points out that the entire civilised world in general and South Africa in particular, is labouring under tremendous pressure due to inflation during this decade It is stated further that the members of the Association are concerned about the constantly escalating prices of consumer goods and the fact that the purchasing power of their monthly salaries is steadily decreasing

The accepted yardstick of this rise in prices, or decrease in purchasing power, is the consumer price index which is published every month by the Department of Statistics in Pretoria The index, which was established at 100 in April 1970 is based on particulars of eleven urban areas which are compared monthly The index reveals a weighted average for the eleven areas and, incidentally, it may be mentioned that the index has never at any time since it was established at 100 in April 1970 shown a decrease

It is against this background that the Association at its Annual Congress, which was held at Bloemfontein from 23 to 26 April 1974, gave a clear directive to the Association's Executive Council, i e "dit aan die uitvoerende raad opgedra word om periodieke aanpassings van lone gekoppel aan die verbruikersindeks te bewerkstellig"

6 In spite of the request and motivation of the Association the Minister did not find it practicable to accede to this request, but with effect from the July 1974 paymonth the Administration granted a salary and wage adjustment of 12,5% to all its employees The Minister explained that adjustments in salaries which were specifically based on the rise in the cost of living could not be calculated

MINDERHEIDSVERSLAG VAN MNR WESSEL BORNMAN, LID VAN DIE KOMMISSIE VAN ONDERSOEK INSAKE 'N GESKIL TUSSEN DIE ADMINISTRASIE VAN DIE SUID-AFRIKAANSE SPOORWEE EN HAWENS EN DIE PERSONEELVERENIGING VERTEENWOORDIGENDE DIENARE GROEP "D" VAN DIE SUID-AFRIKAANSE SPOORWEE EN HAWENS

1 Die Kommissie is aangestel ingevolge Goewermentskennisgewing No 2247 van 26 Oktober 1977 om ondersoek in te stel na die oorsaak van, en aanbevelings te doen omtrent, 'n geskil wat ontstaan het tussen die Administrasie en die Vereniging

2 Die opdrag aan die Kommissie is dus tweedelig naamlik

(a) om ondersoek in te stel na die oorsaak, en
(b) om aanbevelings te doen omtrent die geskil

3 Om dus behoorlik uitvoering te gee aan die opdrag word hierdie verslag dienooreenkomstig opgestel en word die kwessie van die oorsaak van die geskil eerste behandel

4 Die Vereniging verteenwoordig die half-geskoolde en geskoolde ambagslui in diens van die Administrasie wat meer bepaald as vakwerkers en tegnikusse bekend staan Die Vereniging het 'n vrywillige lidmaatskap van 23 489 wat neerkom op ongeveer 81,6% van die moontlike lidmaatskap, wat as goedverteenwoordigend beskou kan word

5 Op 5 Junie 1974 het die Uitvoerende Raad van die Vereniging in 'n onderhoud met die Minister 'n loonverhoging van 27% geeis Gemelde eis was soos volg saamgestel

Styging in lewensduurte	15%
Verhoogde bydraes tot die Pensioenfonds	2%
Styging in lewenstandaard	10%
	27%

Die Vereniging maak die stelling dat die ganse beskaafde wêreld in die algemeen, en Suid-Afrika in besonder, in hierdie dekade deur 'n kwaai inflasiedruk geteister word Die stelling word verder gemaak dat die lede van die Vereniging besorg is oor die immer stygende pryse van verbruikersgoedere en dat hulle sodoende al hoe minder kan koop met hulle maandelikse salarisse

Die aanvaarde maatstaf van hierdie styging in pryse, of afname in koopkrag, is die Verbruikersprysindeks wat maandeliks deur die Departement van Statistiek in Pretoria vrygestel word Die basis van die indeks is elk van elf stedelike gebiede wat maandeliks met sigself vergelyk word nadat die indeks in April 1970 op 100 vasgestel is Dan verstrek die indeks 'n beswaarde gemiddelde van die elf gebiede en toevallig kan genoem word dat die indeks nog nie sedert dit in April 1970 op 100 vasgestel is, ooit 'n daling getoon het nie

Dit is teen hierdie agtergrond dat die Vereniging se Jaarkongres wat vanaf 23 tot 26 April 1974 in Bloemfontein gehou is, 'n baie duidelike opdrag aan die Vereniging se uitvoerende raad gegee het dat „dit aan die uitvoerende raad opgedra word om periodieke aanpassings van lone gekoppel aan die verbruikersprysindeks te bewerkstellig"

6 Ten spyte van die versoek en motivering van die Vereniging het die Minister dit nie doenlik gevind om aan hierdie versoek te voldoen nie maar met ingang van die betaalmaand Julie 1974 het die Administrasie 'n salaris- en loonaanpassing van 12,5% aan al sy werknemers toegeken Die Minister het verduidelik dat salarisaanpassings wat spesifiek op die styging in lewensduurte gebaseer is nie bereken kan word nie

7 It is clear, however, that the decision to grant such an adjustment in salaries and wages stems from an acknowledgement on the part of the Administration that there had been a rise in the cost of living since the previous general increase in salaries and wages which was approved with effect from the January 1973 paymonth From a schedule presented by the Administration it would appear that the adjustment resulted in certain trade hands being granted an increase in salaries of 13% while trade hands in another wage group received an increase of as much as 16% The average salary increase granted to members of the Association amounted to 14 5% Initially this concession seemed acceptable to the Association but on 15 August 1974, as a result of pressure exerted by its members, the Executive council again requested that the wage claim of 5 June 1974 be acceded to The Association discussed this matter with the Minister who drew attention to the fact that certain matters which held distinct advantages for the artisan were at present receiving consideration and he expressed the view that for the time being this matter should be given priority

8 After negotiations between the Association and the Railway Management, salaried status was accorded to the artisan staff with effect from the March 1975 paymonth This held distinct advantages for members of the Association

9 In September 1975 the Association again decided to request a salary increase based on the rise in the consumer price index and a rise in the standard of living However, in the meantime the Minister of Economic Affairs launched a campaign against inflation which, *inter alia*, provided that 30% of the rise in cost of living during the period of the campaign, viz 1 October 1975 to 31 March 1976, should be borne by the employees themselves This period was later extended to 31 March 1977 Both the Administration and the Association undertook to support the campaign, with the result that the Association decided to hold its claim in abeyance until April 1976

10 On 22 April 1976 the Prime Minister announced in Parliament that the Government had decided to increase the salaries and wages of all employees of the Civil Service, the Railways Administration and the Department of Posts and Telecommunications, by 10% with effect from 1 July 1976 and that, provided no substantial deterioration in the general economic and financial position of the country should occur, a further increase of 5% would be granted to the aforementioned employees in January 1977

11 The fact that the increase was announced by the Prime Minister prior to the claim of the Association being dealt with caused dissatisfaction in the ranks of the Association On 27 April 1976 the Association submitted a salary claim to the Minister That claim was within the guidelines prescribed in the anti-inflation manifesto

12 On 28 October 1976 the Association informed the Minister that the Association was insisting on an increase of 20% The Minister, however, took the view that the economic position of the country at that time was such that the Railways were compelled to adopt stringent economy measures It was expected that the financial year would close with a large deficit In view of the slump in the economy even the prospective 5% salary adjustment in January 1977 did not materialise

13 On 4 March 1977 the Association addressed the following telegram to the Minister

> 'Aan vooraand van spoorwegbegroting gee Ambagspersoneelvereniging formeel kennis van salariseis aangesien lede in finansiele verknorsing is Stop Verwag dat Minister voorsie-

7 Dit is egter duidelik dat die besluit om daardie aanpassing in salarisse en lone toe te ken voortgespruit het uit erkenning aan die kant van die Administrasie dat daar 'n styging in lewensduurte plaasgevind het sedert die vorige algemene verhoging in salarisse en lone wat met ingang van die betaalmaand Januarie 1973 goedgekeur is Dit blyk uit 'n tabel wat deur die Administrasie voorgelê is dat die uitwerking van die aanpassing as gevolg gehad het dit sekere vakwerkers 'n verhoging in loon van 13% toegeken is terwyl vakwerkers in 'n ander salarisgroep 'n verhoging van soveel as 16% ontvang het Die gemiddelde salarisverhoging wat aan lede van die Vereniging toegestaan is het op 14,5% te staan gekom Hierdie toepewing het vir die Vereniging aanvaanklik aanvaarbaar geblyk maar op 15 Augustus 1974 het die Uitvoerende Raad as gevolg van druk van die lede weer versoek dat daar gevolg gegee moet word aan die looneis soos op 5 Junie 1974 gestel Hierdie aangeleentheid is deur die Vereniging met die Minister bespreek en laasgenoemde het daarop gewys dat oorweging tans verleen word aan sekere sake wat bepaalde voordele vir die ambagsman inhou en die mening gehuldig dat aandag voorlopig eers op dié aangeleentheid toegespits behoort te word

8 Met ingang van die betaalmaand Maart 1975, is daar na onderhandeling tussen die Vereniging en die Spoorwegbestuur, gesalarieerde status aan die ambagspersoneel verleen wat bepaalde voordele vir die lede van die Vereniging inhou

9 In September 1975 het die Vereniging besluit om weer 'n salarisverhoging aan te vra op grond van die styging in die verbrukersprysindeks asook 'n verhoging van lewenstandaard Inmiddels egter het die Minister van Ekonomiese Sake 'n veldtog teen inflasie geloods wat onder andere bepaal het dat 30% van die styging in lewensduurte gedurende die tydperk van die veldtog, nl 1 Oktober 1975 tot 31 Maart 1976, deur werknemers self gedra sou word Hierdie tydperk is later verleng na 31 Maart 1977 Sowel die Administrasie as die Vereniging het hul steun hieraan toegesê en gevolglik het die Vereniging besluit om sy eis tot April 1976 agterwee te hou

10 Op 22 April 1976 het die Eerste Minister in die Volksraad aangekondig dat die Regering besluit het om die salarisse en lone van alle werknemers van die Staatsdiens, die Spoorwegadministrasie en die Departement van Pos- en Telekommunikasiewese met ingang 1 Julie 1976 met 10% te verhoog en, mits daar geen wesenlike verswakking in die algemene ekonomiese en finansiele posisie van die land sou plaasvind nie, 'n verdere verhoging van 5% in Januarie 1977 aan gemelde werknemers toegestaan sou word.

11 Die feit dat die verhoging deur die Eerste Minister aangekondig is voordat die Vereniging se eis behandel is, het ontevredenheid in die geledere van die Vereniging veroorsaak. Op 27 April 1976 het die Vereniging 'n salariseis aan die Minister gestel Hierdie salariseis [illegible] die reëlvre voor[illegible]

12 Op 28 Oktober 1976 het die Vereniging die Minister meegedeel dit die Vereniging [illegible] 'n verhoging van 20% [illegible] die Minister [illegible] dat die [illegible] was dat die Spoorwe[illegible] was om [illegible] toe te pas Dit was verwag dat die boekjaar met 'n groot verlies afgesluit sou word Vanwe die insinking in die ekonomie het daar [illegible] 'n wolk van onsekerheid gehang oor die toekenning van 'n salarisaanpassing van 5% wat vir Januarie 1977 in die vooruitsig gestel was, wat inderdaad ook werklikheid geword het

13 Op 4 Maart 1977 het die Vereniging die volgende telegram aan die Minister gerig

> „Aan vooraand van spoorwegbegroting gee Ambagspersoneelvereniging formeel kennis van salariseis aangesien lede in finansiele verknorsing is Stop Verwag dat Minister voorsie-

ning in begroting sal maak vir finansiele verligting vir tegnici en verwante grade geskoei op styging in verbruikersprysindeks Stop Detail van salarisers sal kort na jaarkongres in Meimaand aan Minister gestel word

14 On 30 May 1977 the following decision taken, at the Association's annual congress, was conveyed to the Minister

Conference notes that since the last real adjustment of salaries of Group D staff with effect from the July 1974 paymonth the Consumer Price Index has increased from 137 2 points in June 1974 to 188 7 points in March 1977 representing an effective increase of 37,5%

Conference further notes that with effect from the July 1976 paymonth a 10% increase in salaries was awarded by the Government to the public sector thereby reducing the percentage whereby salaries lag behind the rise in the Consumer Price Index to 27,5%

15 The following is an extract from the official summary of a meeting that took place between the Association and the Minister as contained in a letter addressed to the Association by the acting Administrative Secretary to the Minister on 16 July 1977

' DIE MINISTER het gemeld dat die ekonomiese toestand tans die grootste probleem is Die Spoorwee het te kampe met stygende koste aan die een kant en aan die ander kant is sy verdienstes ook nie na wense nie omdat hoetarietverkeer algeneem het as gevolg van die inkorting van invoere Dit het meegebring dat spoorwegtariewe met ingang 1 April 1977 wesenlik verhoog moes word

Wat finansiele verligting aan die personeel betref, het die Minister gesê dat hy terdee daarvan bewus is dat die personeel met 'n inflasiekoers moet saamleef wat hoer is as die jongste salarisaanpassings en dat veral die laer besoldigdes probleme ondervind om kop bo water te hou ofskoon dit hom nie aan simpatie ontbreek nie, kan hy ongelukkig geen belofte ten opsigte van finansiele verligting aan die personeel maak nie As die personeel in Julie 1977 vir die styging in lewensduurte vergoed sou moes word, sal salarisse met 25 6 persent aangepas moet word wat minstens R260-miljoen sal kos Dit sal egter nie in landsbelang wees om nou salarisverhogings toe te staan nie en daarom is geen voorsiening in die 1977/78-begroting vir salarisverhogings gemaak nie Die land het die afgelope tyd ekonomies gesproke goeie jare gehad en die personeel het gewoond geraak aan hoe lewenstandaarde maar die stadium is bereik waar almal sal moet besnoei en met minder tevrede wees, opofferings sal gemaak moet word ter wille van die land se voortbestaan

Na aanleiding van die stelling dat dit slegs van werkers in die owerheidsektor verwag word om opofferings te maak terwyl verhogings aan werknemers in die private sektor toegeken word, het die Minister gesê dat ondanks doelgerigte pogings daar nie altyd daarin geslaag kon word om die private sektor se eise om salarisverhogings te beperk nie Die Minister van Arbeid het egter met die private sektor onderhandel om die erns van die land se toestand tuis te bring

Die Minister het verduidelik dat alles moontlik van Regeringswee gedoen word om prysstygings te beheer maar dat dit 'n moeilike saak is Die Minister het egter voorgestel dat indien die Vereniging inligting verlang oor redes vir die verhoging in pryse van produkte wat beheer word, sy kantoor skriftelik genader word sodat die inligting van die Departement van Handel verkry kan word ten einde die Vereniging in staat te stel om die lede oor die ware toedrag van sake in te lig

DIE AFVAARDIGING het gesê dat daar aanvaar word dat die Vereniging se salarisers nie op hierdie stadium gunstig oorweeg kan word nie'

16 On 14 September 1977 the Association repeated its request to the Minister except that the 15% was increased to 18% to offset the further rise in the cost of living since May 1977

17 A delegation [illegible] discussions with the Minister on 14 September 1977 on behalf of the Association On that occa-

ning in begroting sal maak vir finansiele verligting vir tegnici en verwante grade geskoei op styging in verbruikersprysindeks Stop Detail van salarisers sal kort na jaarkongres in Meimaand aan Minister gestel word "

14 Op 30 Mei 1977 het die Vereniging die volgende besluit wat op die Vereniging se Jaarkongres geneem is, aan die Minister oorgedra

Conference notes that since the last real adjustment of salaries of Group D staff with effect from the July 1974 paymonth, the Consumer Price Index has increased from 137,2 points in June 1974 to 188,7 points in March 1977 representing an effective increase of 37,5%

Conference further notes that with effect from the July 1976 paymonth a 10% increase in salaries was awarded by the Government to the public sector thereby reducing the percentage whereby salaries lag behind the rise in the Consumer Price Index to 27,5%

15 Die volgende is 'n uittreksel uit die amptelike opsomming van 'n samespreking wat tussen die Vereniging en die Minister plaasgevind het soos vervat in 'n brief wat die waarnemende Administratiewe Sekretaris van die Minister op 16 Julie 1977 aan die Vereniging gerig het

„DIE MINISTER het gemeld dat die ekonomiese toestand tans die grootste probleem is Die Spoorwee het te kampe met stygende koste aan die een kant en aan die ander kant is sy verdienstes ook nie na wens nie omdat hoetarietverkeer algeneem het as gevolg van die inkorting van invoere Dit het meegebring dat spoorwegtariewe met ingang 1 April 1977 wesenlik verhoog moes word

Wat finansiele verligting aan die personeel betref, het die Minister gese dat hy terdee daarvan bewus is dat die personeel met n inflasiekoers moet saamleef wat hoer is as die jongste salarisaanpassings en dat veral die laer besoldigdes probleme ondervind om kop bo water te hou, ofskoon dit hom nie aan simpatie ontbreek nie, kan hy ongelukkig geen belofte ten opsigte van finansiele verligting aan die personeel maak nie As die personeel in Julie 1977 vir die styging in lewensduurte vergoed sou moes word sal salarisse met 25,6 persent aangepas moet word wat minstens R260-miljoen sal kos Dit sal egter nie in landsbelang wees om nou salarisverhogings toe te staan nie en daarom is geen voorsieming in die 1977/78-begroting vir salarisverhoging gemaak nie Die land het die afgelope tyd, ekonomies gesproke, goeie jare gehad en die personeel het gewoond geraak aan hoe lewenstandaarde maar die stadium is bereik waar almal sal moet besnoei en met minder tevrede wees opofferings sal gemaak moet word ter wille van die land se voortbestaan

Na aanleiding van die stelling dat dit slegs van werkers in die owerheidsektor verwag word om opofferings te maak terwyl verhogings aan werknemers in die private sektor toegeken word, het die Minister gesê dat ondanks doelgerigte pogings daar nie altyd daarin geslaag kon word om die private sektor se eise om salarisverhogings te beperk nie Die Minister van Arbeid het egter met die private sektor onderhandel om die erns van die land se toestand tuis te bring

Die Minister het verduidelik dat alles moontlik van Regeringswee gedoen word om prysstygings te beheer maar dat dit 'n moeilike saak is Die Minister het egter voorgestel dat indien die Vereniging inligting verlang oor redes vir die verhoging in pryse van produkte wat beheer word, sy kantoor skriftelik genader word sodat die inligting van die Departement van Handel verkry kan word ten einde die Vereniging in staat te stel om die lede oor die ware toedrag van sake in te lig

Volgens 'n amptelike opsomming het die afvaardiging van die Vereniging gesê dat daar aanvaar word dat die Vereniging se salarisers nie op hierdie stadium gunstig oorweeg kan word nie "

16 Op 14 September 1977 herhaal die Vereniging sy versoek aan die Minister behalwe dat die 15% na 18% verhoog is om te vergoed vir die verdere styging in lewensduurte sedert Mei 1977

17 'n Afvaardiging het op 14 September 1977 namens die Vereniging samesprekings met die Minister gehou By daardie

sion the delegation pointed out to the Minister that the consumer price index had risen by 42,4% during the period June 1974 to June 1977, but that if the adjustment of 10% with effect from the July 1976 paymonth is taken into account the backlog on the consumer price index amounted to 32,4%. Consequently the Association requested the approval of an increase of 18% with effect from the October 1977 paymonth with a further 10% from the October 1978 paymonth. To justify the demand the delegation claimed that the country's balance of payments at that stage had shown a remarkable improvement. The Railways operating results for the first four months of the 1977/78 financial year, i.e. up to the end of July 1977, reflected a surplus of nearly R40 million. Furthermore, it was alleged that although the Railways had during the financial year transported a greater tonnage of traffic with less staff, the staff had not been compensated for the greater productivity. The attention of the Minister was directed to the fact that the Association was party to the anti-inflation manifesto and that members of the Association had, therefore, also made sacrifices. It was stated that the Association had shown a great sense of responsibility in regard to salary claims but that the living costs had increased to such an extent that members simply could no longer make ends meet. It was claimed that great unrest prevailed in the ranks of the Association because of the Administration's failure to meet the Association's demands.

18 According to the official summary of the discussions on 14 September 1977 the Minister expressed his thanks towards the staff for their wholehearted co-operation in supporting the economy measures which had been introduced, and he appealed to them to continue doing so. Although the country's balance of payments had at that stage shown an improvement as a result of the curbs on imports and the special efforts to promote exports, the economic position of the country had shown no improvement and there was still no sign of an improvement in the foreseeable future. The exhaustion of the relatively small surplus in the Rates Equilisation Fund could have extremely detrimental consequences and, in fact, every effort had to be made to augment this fund.

19 The following is the rendering in the official summary of what the Minister is reported to have said regarding the desirability of a salary increase at that stage:

> 'Wat finansiele verligting aan die personeel betref, het die Minister gesê dat hy daarvan bewus is in watter mate die lewensduurte gestyg het en dat die personeel vir sover dit salarisse betref, 'n groot agterstand het. Hy besef dat die personeel, veral die laagbesoldigdes, dit moeilik vind om kop bo water te hou en dat niks hom groter plesier sal verskaf as om die personeel finansieel tegemoet te kom nie. 'n Salarisaanpassing van 17 *(sic)* persent met ingang die betaalmaand Oktober 1977 met 'n verder aanpassing van 10 persent met ingang van die betaalmaand Oktober 1978 sal nagenoeg R[illegible] miljoen per jaar beloop. Hierdie persentasie is dus ook nog [illegible] uitgestryk moet word en wat nagenoeg R20 miljoen sal los. Vanwee die geringe [illegible] ongelukkig nie moontlik om finansiele verlig aan die personeel toe te staan nie, met die oog op die huidige [illegible] miese en politieke toestande sal dit ook nie in land belang wees om nou salarisaanpassings toe te staan nie. Die afkondiging moet egter nie geïnterpreteer word dat salarisse van werkers in die owerheidsektor bevries is nie.'

20 Immediately after the discussions with the Minister the Executive Council of the Association decided to declare a dispute with the Administration, and on 15 September 1977 the following letter was addressed to the Minister:

> 'Die Vereniging se Uitvoerende Raad het met spyt en diep teleurstelling kennis geneem dat u tydens ons jaarlikse samesprekings op 14 desember die Vereniging se uiters billike en verantwoordelike salariseis van 18% van die hand gewys het.

geleentheid het die afvaardiging die Minister daarop gewys dat die verbruikersprysindeks gedurende die tydperk Junie 1974 tot Junie 1977 met 42,4% gestyg het maar as in ag geneem word dat daar 'n aanpassing van 10% met ingang van die betaalmaand Julie 1976 was, daar 'n agterstand van 32,4% op die verbruikersprysindeks was. Gevolglik het die Vereniging versoek dat 'n verhoging van 18% met ingang van die betaalmaand Oktober 1977 toegestaan word en 'n verdere 10% met ingang van die betaalmaand Oktober 1978. Om die eis te regverdig, het die afvaardiging aangevoer dat die land se betalingsbalans op daardie tydstip 'n merkwaardige verbetering getoon het. Die Spoorwee se bedryfsresultaat vir die eerste vier maande van die boekjaar 1977-78 d.w.s. tot aan die einde van Julie 1977 het 'n surplus van nagenoeg R40-miljoen getoon. Verder is aangevoer dat alhoewel die Spoorwee gedurende daardie boekjaar 'n groter tonnemaat verkeer met minder personeel vervoer het, die personeel nie vir die verhoogde produktiwiteit vergoeding ontvang het nie. Die Minister is daarop gewys dat die Vereniging dus ook opofferings gemaak het. Dit is aangevoer dat die Vereniging groot verantwoordelikheid met betrekking tot salariseise aan die dag gelê het maar dat die styging in lewensduurte so toegeneem het dat die lede net nie meer die mas kon opkom nie. Daar is aangevoer dat daar groot onrus in die geledere van die Vereniging geheers het vanwee die versuim van die Administrasie om aan die Vereniging se eise gehoor te gee.

18 Uit die amptelike opsomming van die samesprekings op 14 September 1977 blyk dit dat die Minister sy dank teenoor die personeel uitgespreek het vir hulle heelhartige samewerking met die besparingsmaatreels wat ingestel is en 'n beroep op hulle gedoen het om daarmee voort te gaan. Hoewel die land se betalingsbalans destyds 'n verbetering getoon het as gevolg van die beperking op invoere en spesiale pogings om uitvoere te bevorder, het die ekonomiese posisie van die land geen verbetering getoon nie en was daar nog geen teken dat daar 'n verbetering in die afsienbare toekoms sou intree nie. Die uitputting van die relatiewe klein surplus in die tariewe-reserwefonds kon uiters nadelige gevolge hê en alle pogings moes trouens aangewend word om hierdie fonds aan te vul.

19 Die volgende is die weergawe wat in die amptelike opsomming verskyn van wat die Minister sou gesê het betreffende die wenslikheid van 'n salarisverhoging in daardie stadium.

> 'Wat finansiele verligting aan die personeel betref, het die Minister gesê dat hy daarvan bewus is in watter mate die lewensduurte gestyg het en dat die personeel vir sover dit salarisse betref, 'n groot agterstand het. Hy besef dat die personeel, veral die laagbesoldigdes, dit moeilik vind om kop bo water te hou en dat niks hom groter plesier sal verskaf as om die personeel finansieel tegemoet te kom nie. 'n Salarisaanpassing van 17 *(sic)* persent met ingang die betaalmaand Oktober 1977 met 'n verder aanpassing van 10 persent met ingang van die betaalmaand Oktober 1978 sal nagenoeg R[illegible] miljoen per jaar beloop. Hierdie persentasie is dus ook nog [illegible] uitgestryk moet word en wat nagenoeg R20 miljoen sal los. Vanwee die geringe [illegible] ongelukkig nie moontlik om finansiele verlig aan die personeel toe te staan nie, met die oog op die huidige [illegible] miese en politieke toestande sal dit ook nie in land belang wees om nou salarisaanpassings toe te staan nie. Die afkondiging moet egter nie geïnterpreteer word dat salarisse van werkers in die owerheidsektor bevries is nie.'

20 Onmiddellik na afloop van die samesprekings met die Minister het die Vereniging se Uitvoerende Raad besluit om 'n geskil met die Administrasie te verklaar, en op 15 September 1977 is die volgende skrywe aan die Minister gerig:

> 'Die Vereniging se Uitvoerende Raad het met spyt en diep teleurstelling kennis geneem dat u tydens ons jaarlikse samesprekings op 14 desember die Vereniging se uiters billike en verantwoordelike salariseis van 18% van die hand gewys het.

Die Uitvoerende Raad is onder kwaai druk van 'n uiters ontevrede ledetal omdat daar nie in die rigting van finansiele verligting gevorder word nie, en bygevolg verklaar die Uitvoerende Raad dat daar nou 'n geskil tussen die Administrasie en die Vereniging ontstaan het

Ons Uitvoerende Raad versoek Sy Edele die Minister derhalwe beleefd om ooreenkomstig die bepalings van Artikel 28 van die Wet op Spoorweg- en Hawedienst 1960 (Wet No 22 van 1960), die aangeleentheid onverwyld aan die Staatspresident te rapporteer met die oog op die aanstelling van 'n kommissie om die oorsaak van die geskil te ondersoek en aanbevelings daaromtrent te doen '

21 The appointment of the Commission was announced in the Government Gazette No 5793 of 26 October 1977 The secretary to the Commission, under the direction of the Chairman, requested the Association to submit a written exposition of its claim as soon as practicable The Administration then replied in writing to the claim and, the Association in turn, submitted its counterplea Evidence from both parties was heard by the Commission on 28 February 1978 and 1 March 1978

22 In the Association's letter to the Minister requesting the appointment of a commission, reference is made to a salary claim of 18% and in the terms of reference of the Commission the dispute that had arisen between the Association and the administration is described as one "in connection with the claim from the above-mentioned Association for an adjustment in salaries of 18 per cent" In its claim the Association requested that the Commission should recommend a salary adjustment of 18% with effect from the October 1977 paymonth to offset the rise in the consumer price index between June 1974 and October 1977 In addition the Association requested that the Commission should recommend a further increase of 10% with effect from the October 1978 paymonth Mr J Zurich, President of the Association, assisted by Mr H J van Dyk, Vice-President and Mr C P Grobler, General Secretary represented the Association at the oral hearings, and informed the Commission that it had waived the claim for an additional increase of 2 5% per annum to provide for a rise in the standard of living for the employees in Group D After discussions the representatives of the Association intimated that they would abide by a recommendation of the Commission that an increase of 18% be granted as requested, and that they would not insist upon a further 10% increase with effect from October 1978 Regarding the claim for an increase of 18% with effect from the October 1977 paymonth the Association pointed out that the claim had been submitted prior to the salaries in general being increased by 5% with effect from the January 1978 paymonth The claim was, therefore, reduced to one for an increase of 12,5%, with effect from the October 1977 paymonth in respect of all employees in Group D, with the exception of apprentices Representatives of the Association explained that the 18% had been reduced to 12,5% and not 13% because it would be easier to calculate the increase on the salaries which were applicable after the increase had been granted in January 1978

23 The Association's claim is based exclusively on the escalation of the cost of living since June 1974 Considering the concessions made by the Association, the claim of the Association can be summarised as follows

Percentage rise in the consumer price index between June 1974 and August 1977 (137 2 to 197,9)	-	44,24
Less (i) 30% of rise between September 1975 and March 1977 in accordance with the anti-inflation manifesto	6,05	—
(ii) 10% salary increase in July 1976	10,00	16,05

Die Uitvoerende Raad is onder kwaai druk van 'n uiters ontevrede ledetal omdat daar nie in die rigting van finansiele verligting gevorder word nie en bygevolg verklaar die Uitvoerende Raad dat daar nou 'n geskil tussen die Administrasie en die Vereniging ontstaan het

, Ons Uitvoerende Raad versoek Sy Edele die Minister derhalwe beleefd om ooreenkomstig die bepalings van Artikel 28 van die Wet op Spoorweg- en Hawediens, 1960 (Wet No 22 van 1960), die aangeleentheid onverwyld aan die Staatspresident te rapporteer met die oog op die aanstelling van 'n kommissie om die oorsaak van die geskil te ondersoek en aanbevelings daaromtrent te doen '

21 Die aanstelling van die Kommissie is op 26 Oktober 1977 in Staatskoerant no 5793 aangekondig en op aandrang van die Voorsitter het die sekretaris van die Kommissie die Vereniging versoek om so gou doenlik 'n skriftelike uiteensetting van sy eis in te dien Daarna het die Administrasie skriftelik op die uiteensetting van die eis geantwoord, en het die Vereniging weer op sy beurt 'n repliek ingedien Op 28 Februarie en 1 Maart 1978 het die Kommissie mondelinge vertoe van albei partye aangehoor

22 In die skrywe van die Vereniging aan die Minister waarin die aanstelling van 'n kommissie versoek word, word daar verwys na 'n salariseis van 18% en in die opdrag van die Kommissie word die geskil wat ontstaan het tussen die Vereniging en die Administrasie beskrywe as een „in verband met voormelde Vereniging se eis om 'n salarisaanpassing van 18 persent" In die uiteensetting van sy eis het die Vereniging versoek dat die Kommissie 'n salarisaanpassing van 18% met ingang van die betaalmaand Oktober 1977 aanbeveel om te vergoed vir die styging in die verbruikersprysindeks tussen Junie 1974 en Oktober 1977 Daarbenewens het die Vereniging versoek dat die Kommissie 'n verder verhoging van 10% met ingang van die betaalmaand Oktober 1978 aanbeveel Die President van die Vereniging, mnr J Zurich, bygestaan deur mnr H J van Dyk, Vise-president, en mnr C P Grobler, Hoofsekretaris van die Vereniging het by die mondelinge verhoor namens die Vereniging opgetree en die Kommissie daarop gewys dat die Vereniging afstand gedoen het van 'n eis van 'n bykomende verhoging van 2,5% per jaar om voorsiening te maak vir 'n styging in lewenstandaard van die werknemers in Groep „D" Na bespreking het die verteenwoordigers van die Vereniging te kenne gegee dat hulle hulle sal berus by 'n aanbeveling van die Kommissie dat 'n verhoging van 18% toegestaan word soos aangevra, en nie op die verdere verhoging van 10% met ingang van Oktober 1978 sal aandring nie Wat betref die eis vir 'n verhoging van 18% met ingang van die betaalmaand Oktober 1977 het die Vereniging daarop gewys dat daardie eis ingedien is voordat salarisse in die algemeen met ingang van die betaalmaand Januarie 1978 met 5% verhoog is Dit is derhalwe verminder na een vir 'n verhoging van 12 5% met ingang van die betaalmaand Oktober 1977 vir alle werknemers in Groep „D", met uitsondering van vakleerlinge Verteenwoordigers van die Vereniging het verduidelik dat die 18% na 12,5%, en nie 13% nie, verminder is omdat die verhoging gerieflik op die salarisse wat van toepassing was nadat die verhoging in Januarie 1978 toegestaan is, bereken kan word

23 Die grondslag van die Vereniging se eis is die styging wat plaasgevind het in lewensduurte sedert Junie 1974 In ag geneem die toegewings wat deur die Vereniging gemaak word, kan die Vereniging se eis as volg opgesom word

Persentasie styging in VPI tussen Junie 1974 en Augustus 1977 (137,2 tot 197,9)	—	44,24
Min (i) 30% van styging tussen September 1975 en Maart 1977 ingevolge die anti-inflasiemanifes	6,05	—
(ii) 10%-salarisverhoging in Julie 1976	10,00	16,05

Calculated percentage increase required to bring the 1974 salary level into line with the rise in the cost of living up to August 1977	28,19
Percentage increase requested by the Staff Association when dispute was declared	18 00
As a result of the salary adjustments of 5% from January 1978 the Association's claim is reduced to a percentage of	12 50

24 In its reply to the Association's claim the Administration contends that the Association, in calculating its claim, omitted to take into account several factors and that the picture sketched by the Association is unrealistic Because this aspect is in my opinion one of the main causes I deem it expedient to state the salient points advanced by the Administration in opposing the Association's claim

(1) The Administration contends that, whereas the Association's salary claim is based on a backlog of salary adjustments as against the rise in the consumer price index, it cannot accept June 1974 as the starting-point for such a comparison The Administration maintains that for this purpose the January 1973 paymonth should serve as the starting-point The Administration points out that during October 1972 a Commission of Inquiry under the chairmanship of the Right Honourable Justice V G Hiemstra was appointed in terms of Section 28 of the Railways and Harbours Service Act, No 22 of 1960, to inquire into a similar dispute which had arisen between the same parties It was unanimously recommended by that Commission that the wages of Railway servants Group D be increased by 15% Effect thereto was given by the Administration as from the January 1973 paymonth The finding of the Commission was that by the time the increase could be made operative, the consumer price index, according to tendencies of the immediate past, would stand at 18,2% The Commission, however, found that it was equitable to also take into consideration the fact that the workers had received compensation in 1971 of 3,5% to 4% in the form of smaller pension contributions without pension benefits being reduced An adjustment of 15% would, therefore, at that stage have placed the worker a little ahead of the rise in cost of living The Administration, therefore, contends that the January 1973 paymonth should be taken as the starting-point

(2) The Administration entertains the view that should the Association have to be compensated for the rise in cost of living, the Commission should not only consider the escalation in the consumer price index and salary increases granted for that purpose, but also take into account other concessions which had been granted to this group of workers during the period concerned One of the concessions was the granting of salaried status to persons which let them to the following advantages

(a) Salary scales were amended with concomitant monetary advantages

(b) overtime and Sunday rate scales and bonus scales were amended in accordance with the adjusted salary scales,

(c) the hours of duty of senior technicians were reduced from 48 to 46 hours per week,

(d) the number of paid public holidays were increased from six to ten, and

(e) leave benefits were improved

The Administration concedes that the improvement in the salary structure resulting from the granting of

Berekende persentasieverhoging benodig om die 1974-salarisvlak met die styging in lewensduurte tot Augustus 1977 gelyk te stel	28,19%
Persentasie verhoging deur Vereniging aangevra toe geskil verklaar is	18 00%
As gevolg van salarisaanpassing van 5% met ingang van Januarie 1978 word die Vereniging se eis verminder na 'n persentasie van	12,5%

24 In sy antwoord op die Vereniging se uiteensetting van sy eis voer die Administrasie aan dat die Vereniging by die berekening van sy eis verskeie faktore nie in aanmerking geneem het nie en dat die beeld wat deur die Vereniging geskilder is, onrealisties is Omdat hierdie aspek volgens my mening een van die hoof oorsake is ag ek dit doenlik om die hoofpunte wat deur die Administrasie ter bestryding van die Vereniging se eis aangevoer is, aan te stip

(1) Die Administrasie voer aan dat waar die Vereniging se salarieseis gegrond is op 'n agterstand van salarisaanpassings teenoor die styging in die verbruikersprysindeks hy nie kan aanvaar dat Junie 1974 as aanknopingspunt vir so 'n vergelyking geneem kan word nie Die Administrasie beskou dat die betaalmaand Januarie 1973 vir hierdie doel as die aanvangspunt moet dien Hy wys daarop dat daar in Oktober 1972 'n Kommissie van Ondersoek onder voorsitterskap van Sy Edele Regter V G Hiemstra, aangestel is ingevolge die bepalings van artikel 28 van die Wet op Spoorwee en Hawens, no 22 van 1960, om ondersoek in te stel na 'n soortgelyke geskil wat tussen dieselfde partye ontstaan het Dit was die eenparige aanbeveling van daardie Kommissie dat die lone van Spoorwegdienare, Groep „D", met 15% verhoog moes word Die Administrasie het met ingang van die betaalmaand Januarie 1973 gevolg daaraan gegee Die Kommissie het bevind dat teen die tyd dat die verhoging in werking gestel sou word, die verbruikersprysindeks, volgens tendense van die onmiddellike verlede, op 18,2% te staan sou kom Die Kommissie het egter bevind dat dit billik was om ook in aanmerking te neem dat die werkers in 1971 'n tegemoetkoming van 3,5% tot 4% ontvang het in die vorm van laer pensioenbydraes, sonder vermindering van pensioenvoordele 'n Aanpassing van 15% sou die werker dus in daardie stadium wesenlik effens voor die lewensduurtesyferstyging plaas Gevolglik word dit deur die Administrasie aangevoer dat die betaalmaand Januarie 1973 as aanvangspunt geneem moet word.

(2) Die Administrasie neem die standpunt in dat indien die Vereniging vergoed moet word vir die styging in lewensduurte dan moet die Kommissie nie alleen let op die [illegible] in die verbruikersprysindeks [illegible] die [illegible] wat gedurende die [illegible] op [illegible] wat [illegible] van gesalarieerde status aan ambtenaarmanne wat vir hulle die volgende voordele impliseer het

(a) Salaris tale is gewysig met gepaardgaande geldelike voordele

(b) Oortyd- en Sondagtydskale en bonusskale is in ooreenstemming met die gewysigde salarisskale verander

(c) Diensure van senioretegnikusse is van 48 na 46 per week verander

(d) Getal loondragende openbare vakansiedae is van ses tot tien vermeerder

(e) Verlofvoordele is verbeter

Die Administrasie erken dat die verbetering in die salarisstruktuur as gevolg van die toekenning van

salaried status and other adjustments, was not the same in respect of all the workers in Group D The Administration contends that the average percentage improvement amounted to approximately 22%, which represents an improvement of 19,1% in the salary structure and 2,5% in service conditions The Administration consequently maintains that the improvement of 22% had neutralised the backlog which the Association had calculated

(3) Furthermore, the Administration contended that the Association's claim would have to be considered on the basis that the other employees of the Administration could likewise claim an equal salary or wage adjustment if it should be granted to Group D In the light of this, the Administration's financial ability to increase salaries would have to be thoroughly taken into account

(4) The Administration is also of the opinion that it does not at present possess the financial means to, in addition to the 5% increase in January 1978, grant further improvements in the salaries and wages of its workers, and that any such improvement would inevitably lead to further railway tariff increases, resulting in serious consequenses to both the Administration and the economy of the country in general
The Administration stated further that not only adjustments in salaries but other concessions which had an effect on the salary structure should also be taken into account The following statement sets out the expenditure incurred

1973-10-16	Apprentices Educational qualifications	R1 800 000
1974-05-16	Consolidation of allowances Technicians and Trade hands	R4 000 000
July 1974 Paymonth	Wage adjustment of at least 12 5% in respect of cost of living	R18 000 000
1975-02 16	Granting of salaried status Artisans	R7 250 000
1975-03 01	Improved grading Technician to Senior technician	R228 000
June 1975 Paymonth	Granting of salaried status to all employees and adjustment in certain salaries in order to eliminate anomalies	R606 000
1975-06-16	Grading and Pay Trade hands	R1 600 000
July 1976 Paymonth	Salary adjustments of 10% in respect of cost of living	R16 000 000
	Total estimated annual cost of concessions	R49 484 000

25 The Administration submitted a schedule showing the monthly escalation in the consumer price index from December 1972 to October 1977 against the official Railway salary index of Group D servants which included salary adjustments as well as the value of the other concessions granted over the period stated and with due allowance for the absorption of 30% of the rise for the period October 1975 to March 1977, as provided for in the anti-inflation manifesto A comparison between the two indices then reflects the salary adjustment that would have been required at any given time to provide for the rise in the consumer price index The starting-point of the schedule is December 1972/January 1973 i e the stage when, according to the Hiemstra Commission, salary levels had more or less reached parity with the rise in the cost of living (compare paragraph 19(1)) From the schedule it would appear, inter alia, that in June 1974 when the consumer price index (CPI) stood at 137,2 an increase in salaries of 9,3% would have been necessary to reach parity again Immediately after a general salary increase of 12,5% had been granted in July 1974 (CPI 139 2) salaries exceeded the escalation in the CPI by 3,9% The subsequent four

gesalarieerde status en ander aanpassings nie dieselfde vir al die werkers in Groep 'D' was nie Gemiddeld het die persentasieverbetering volgens die Administrasie op ongeveer 22% te staan gekom, wat 'n verbetering van 19,1% in die salarisstruktuur en 2,5% in diensvoorwaardes verteenwoordig Bygevolg voer die Administrasie aan dat die verbetering van 22% die agterstand wat die vereniging bereken het uitgewis het

(3) Voorts word daar deur die Administrasie aangevoer dat oorweging van die eis van die Vereniging moet geskied op die grondslag dat die ander werknemers van die Administrasie eweneens aanspraak kan maak op 'n gelyke salaris of loonaanpassing indien dit in die geval van Groep 'D' toegestaan sou word In die lig hiervan moet die finansiele vermoe van die Administrasie om salarisse te verhoog deeglik in aanmerking geneem word

(4) Die Administrasie neem ook die standpunt in dat hy tans nie ooi die finansiele vermoe beskik om bo en behalwe die verhoging van 5% wat in Januarie 1978 toegestaan is die salarisse en lone van sy werknemers verder te verhoog nie en dat enige sodanige verhoging noodwendig tot verdere spoorwegtarietverhogings sal lei wat ernstige gevolg vir beide die Administrasie en die algemene landsekonomie inhou
Die Administrasie voer verder aan dat nie slegs salarisaanpassings nie maar ook ander toegewings wat die salarisstruktuur van Spoorwegdienare Groep 'D' beinvloed het in berekening gebring moet word Die volgende tabel gee 'n uiteensetting van berekenings van sulke uitgawes

1973 10 16	Vakleerlinge Opvoedkundige kwalifikasies	R1 800 000
1974 05 16	Konsolidasie van toelaes Tegniet en vakwerkers	R4 000 000
Betaalmaand Julie 1974	Loonaanpassing van minstens 12 5% vir lewensduurte	R18 000 000
1975 02 16	Toekenning van gesalarieerde status Ambagsmanne	R7 250 000
1975 03 01	Verhoogde gradering Tegnikus tot senior-tegnikus	R228 000
Betaalmaand June 1975	Toekenning van gesalarieerde status aan alle werksmanne en aanpassing van sekere salarisse om anomalie uit die weg te ruim	R606 000
1975 06 16	Gradering en loon Vakwerkers	R1 600 000
Betaalmaand Julie 1976	Salarisaanpassings van 10% vir lewensduurte	R16 000 000
	Totale beraamde jaarlikse koste van voordele	R49 484 000

25 Die Administrasie het 'n tabel voorgelê wat die maandelikse styging in die verbruikersprysindeks van Desember 1972 tot Oktober 1977 aantoon teenoor die Spoorwee se amptelike salarisindeks vir dienare Groep 'D' wat salarisaanpassings sowel as die waarde van ander toegewings oor die gemelde tydperk in berekening bring, met inagneming van die absorbering van 30% van die styging vir die tydperk Oktober 1975 tot Maart 1977 waarvoor die anti-inflasiemanifes voorsiening maak 'n Vergelyking van die twee indekse toon dan aan watter salarisaanpassing op enige gegewe tydstip nodig sou gewees het om vir die styging in die verbruikersprysindeks voorsiening te maak Die aanvangspunt van die tabel is Desember 1972/Januarie 1973 d w s die tydstip waarop daar volgens die bevinding van die Hiemstra-kommissie min of meer pariteit tussen salarisvlakke en die lewensduurtestyging bewerkstellig is vgl paragraaf 19(1) Uit die tabel blyk dit o a dat in Junie 1974 toe die verbruikersprysindeks (VPI) op 137,2 gestaan het, 'n verhoging van 9,3% in salarisse nodig sou gewees het om weer pariteit te bereik Onmiddellik na die toekenning van 'n algemene salarisverhoging van 12,5% in Julie 1974 (VPI 139,2) het die salarisse die styging in die VPI met 3,9% oorskry Namate 'n styging in die VPI oor die

months were characterised by a rise in the CPI and a corresponding decline in the excess, until, between October and November the excess was wiped out In February 1975 (CPI 150 4) the required adjustment in salaries reached 6% and in March 1975, when the artisan staff was granted salaried status the backlog was converted to an excess of 6 8% as compared with the CPI Between January and February 1976 this surplus was eliminated and in July 1976, when general salary increases of 10% were granted, the salary index exceeded the consumer price index (175 6) by 5,9% That amount decreased gradually until it was wiped out between March and April 1977 From May 1977 (CPI 191 7) the backlog in salaries rose from 1,0% until it reached 5 8% in October 1977 (CPI 200,7%) If the general salary increase of 5% which was approved with effect from the January 1978 paymonth were to be taken into account, the difference in the rise of salaries and the rise in the consumer price index would then have been insignificant In answer to an inquiry by the commission at the time the verbal evidence was heard, the representatives of the Administration produced figures which indicated that if June 1974 were to be taken as the starting point for the purpose of the calculations the escalation in the CPI in January 1978 would be 41,9% while the salary index would reveal a rise of 51,6% This would mean that the salary index had risen by 6,4% more than the CPI This figure was not acceptable to the representatives of the Association as they do not agree with the Administration's method of calculating the salary index

26 The difference in approach to the question whether or not there was a backlog in the salary levels of Group D Railway servants during the past few years as seen against the escalation in the cost of living, and exactly to what extent, is evident from the summarised viewpoints of the two parties set out in the preceding summaries I am convinced that the cause of the dispute lies therein

This then concludes the cause

GENERAL COMMENTS AND RECOMMENDATION

1 There is unquestionably great discontentment within the ranks of the Association and I am convinced that should this discontentment continue, the efficiency of the service of the Administration will be affected and the services will suffer as a result

It is for this reason that the matter was reported to the State President in terms of Section 28 of the Act

2 The Association and its members correctly state that the country is experiencing an abnormal inflationary period resulting in the prices of goods rising faster and the buying power of the workers decreasing so much more rapidly than in normal times This situation indeed affects everyone and not only Group D employees The terms of reference of the Commission cover specifically and solely the dispute between the Administration and this group of workers, and the Commission should, therefore in my opinion confine itself to this group

3 If all the other groups of workers were involved the scope of the Commission's terms of reference would of necessity have been different In all probability the other groups have decided among themselves not to continue with salary claims The reasons therefor are not known and to my mind of no concern to the Commission in arriving at a decision

4 It is a fact that in these times in which we find ourselves the workers are expected not to claim full compensation in respect of the total rise in the cost of living The Association

daaropvolgende vier maande plaasgevind het het die oorskryding verminder en tussen Oktober en November 1974 is dit geheel en al uitgewis In Februarie 1975 (VPI 150,4) was die aanpassing in salarisse wat benodig is 6% en in Maart 1975 toe die ambagsliede gesalarieerde status toegeken is, is die agterstand omskep in 'n oorskryding van 6,8% vergelyke met die VPI Daardie oorskryding is tussen Januarie en Februarie 1976 uitgewis en in Julie 1976 toe die algemene salarisverhoging van 10% toegestaan is, het die salarisindeks die van die verbruikersprys (175 6) met 5,9% oorskry Daardie oorskryding het geleidelik verminder totdat dit tussen Maart en April 1977 uitgewis is Vanaf Mei 1977 (VPI 191,7) het die agterstand in salarisse vanaf 1,0% gestyg totdat dit in Oktober 1977 (VPI 200,7) op 5,8% te staan gekom het As daar dan in berekening gebring word dat daar met ingang van die betaalmaand Januarie 1978 'n algemene salarisverhoging van 5% toegestaan is, dan sal die verskil in die styging in salarisse en dié in die verbruikersprysindeks onbetekenis wees Op navraag van die kommissie tydens die aanhoor van mondelinge getuienis het die verteenwoordigers van die Administrasie syfers verstrek wat aantoon dat indien Junie 1974 as aanvangspunt van die berekenings geneem word die styging in die VPI in Januarie 1978 op 41,9% te staan sou kom terwyl die salarisindeks 'n styging van 51,6% sou toon, wat sou beteken dat die salarisindeks met 6,4% meer as die VPI gestyg het Hierdie syfer is nie deur die verteenwoordigers van die Vereniging aanvaar nie aangesien hulle nie met die Administrasie se metode van berekening van die salarisindeks saamstem nie

26 Die verskil in benadering tot die vraag of daar gedurende die afgelope paar jaar 'n agterstand van die salarisvlakke van Spoorwegdienare Groep 'D' teenoor die styging in lewensduurte ontstaan het en hoe groot daardie agterstand is, blyk duidelik uit die samevattings van die twee partye se standpunte soos in die voorgaande samevattings weergee Ek is dan ook oortuig daarvan dat die oorsaak van die geskil hierin gelee is

Dit dan sover die oorsaak betref

ALGEMENE KOMMENTAAR EN AANBEVELING

1 Daar is beslis groot ontevredenheid in die geledere van die Vereniging en ek is oortuig dat indien hierdie ontevredenheid sou voortduur dit die doeltreffendheid van die diens van die Administrasie sal raak en dat die diens daaronder sal ly

Dit is vir hierdie rede dat die aangeleentheid aan die Staatspresident gerapporteer is in terme van klousule 28 van die Wet

2 Die Vereniging en sy lede [illegible] die korrekte stelling dat die land in 'n abnormale inflasionêre tydperk verkeer [illegible] wel so dat hierdie situasie [illegible] Groep D werkers nie. Die opdrag van die Kommissie [illegible] hierdie groep werkers en daarom moet die Kommissie volgens my mening hom beperk by hierdie groep

3 Indien alle groepe werkers ook betrokke was sou die bestek van die Kommissie se opdrag vanselfsprekend anders gewees het. Hierdie [illegible] groepe binne hulle gelederе besluit om nie met eisemse voort te gaan nie Die redes daarvoor is nie bekend nie en volgens my mening geensins van belang vir die doel van die Kommissie se beslissing nie

4 Dit is wel so dat in tye waarin ons verkeer van werkers verwag word om nie volle vergoeding te eis vir die totale styging in lewensduurte nie Die betrokke Vereniging erken

concerned acknowledges and accepts this position and in fact mentioned this on various occasions in its representations Proof thereof lies in the fact that the Association subsequently reduced its original claim and still later, during the hearings on 28 February 1978, intimated that if certain portions of its claim viz 10% increase with effect from July 1978, would cause problems it would be prepared to waive that too This now brings us to the basis of a claim for an increase of only 12,5% with effect from the October 1977 paymonth This claim, in my opinion, is not unreasonable and should be afforded thorough and urgent consideration by the Commission

5 The Railways Administration is in my opinion one of the employers who over-reacts in restricting salary adjustments This is a mistake made by some employers especially when the employees' category concerned is the group which the Commission is dealing with here and for which even in times of unemployment there is competition as is the position at present I wish to predict that if increases are withheld any longer from these workers the Administration stands to loose its skilled workers and especially the artisans In this respect I have in mind the teaching profession where teachers have left the profession in great numbers for more lucrative salaries It is no secret that a solution to that problem is at present being sought by increases of considerable magnitude which are being offered It is, however, a pity that this was not done earlier because the services of many of these people have already been lost to the profession

6 It has been stated frequently what the Railways has been able to achieve as a result of the additional efforts of its workers Is the time not opportune to reward the workers for their efforts and should one not ask whether these people have not begun to wonder whether their efforts have been worthwhile? More work is being done by fewer staff in less time In so far as the artisan is concerned it must be remembered that we are dealing with professional people of whom there is a great shortage It is common knowledge that in practice artisans command higher wage increases than most other categories of workers Over and above this, as a result of the supply and demand situation, there is evidence of many instances of an enormous wage drift in so far as artisans are concerned (This means that artisans in fact receive much higher wages than that scheduled)

7 I would like to make it clear that I definitely do not see how, if trade bands are awarded salary increases, it inevitably should follow that the other categories of staff should also be awarded increases, because the group of staff which we are dealing with is definitely unique in itself I presume it would not be necessary for me to state that a similar commission previously found that certain staff groups did in fact possess individual characteristics (Refer to the commission under chairmanship of the late Hon Judge Van Wyk de Vries in 1969)

8 Exceptions have in the past been made by the Administration where all the members of the staff did not receive the same percentage increase and where only a particular group or groups of staff members received increases I am referring to the Airways technicians' dispute of 1969 and the 10% increase in 1976, on which occasion all staff groups did not receive the same adjustment The latest increase of 5% was also not equally awarded The point made by the Administration, i e that if one group is awarded a salary increase all members of the staff should benefit by the decision is, therefore, not correct because the Administration itself had not practiced this policy

9 I cannot associate myself with the Administration's approach that all adjustments and concessions which have

en aanvaar hierdie posisie en maak verskeie kere melding daarvan in hulle vertoe Bewys hiervan is dat die Vereniging later hulle oorspronklike eis aansienlik verminder het en nog later tydens mondelinge getuie op 28 Februarie 1978 te kenne gegee het dat indien sekere gedeeltes van hulle eise naamlik 10% verhoging vanaf Julie 1978 probleme sou veroorsaak hulle bereid sal wees om dit ook te laat vaar Dit bring ons nou op die basis van 'n eis van slegs 12,5% verhoging vanaf betaalmaand Oktober 1977 Volgens my mening is hierdie eis nie onbillik nie en behoort deeglike en ernstige oorweging daarvan geskenk te word deur die Kommissie

5 Die Spoorwee Administrasie is volgens my mening een van die werkgewers wat oor-reageer sover die beperking op salarisverstellings betref Dit is 'n fout wat deur sommige werkgewers gemaak word veral wanneer dit die kategoriee werknemers betref waarmee die Kommissie hiermee te make het en waarvoor daar selfs in tye van werkloosheid gekompeteer word soos op die oomblik die posisie is Ek wil voorspel dat indien verhogings langer weerhou word van hierdie werkers die Administrasie van sy geskoolde werkers en veral ambagsmanne gaan verloor Ek is hier aandagtig aan die Onderwys-professie waar onderwysers in groot getalle die professie verlaat het vir meer aantreklike salarisse Dit is geen geheim dat 'n oplossing nou daarvoor gesoek word deur aansienlike verhogings wat die afgelope tyd aan die onderwysers gebied word nie Dit is egter jammer dat dit te laat gedoen is en dat die dienste van baie van hierdie mense alreeds verlore geraak het

6 Daar is ook dikwels die afgelope tyd melding gemaak van wat die Spoorwee vermag het as gevolg van die ekstra pogings wat deur sy werknemers aan die dag gelê is Is dit nie nou tyd dat erkenning aan die werkers gegee word nie en moet 'n mens nie nou die vraag vra of hierdie mense nie al begin wonder of dit nog die moeite werd is om hierdie soort opofferings te maak nie Meer werk word nog steeds verrig deur minder mense in minder tyd Sover die ambagsmanne betref wil ek herinner dat ons met professionele mense te make het waaraan daar 'n groot tekort bestaan Dit is algemeen bekend in praktyk dat ambagsmanne hoer loonsverhogings kry dan meeste van ander kategoriee werkers Bo en behalwe dit is dit ook so dat as gevolg van die vraag en aanbod situasie daar in baie instansies 'n geweldige „wage drift" bestaan sover ambagsmanne betref (Dit beteken dat ambagsmanne in werklikheid baie hoer lone ontvang dan geskeduleerde lone)

7 Ek wil dit baie duidelik stel dat ek dit beslis nie so sien dat indien verhogings aan vakwerkers toegestaan word dit noodwendig ook aan ander kategoriee moet toegestaan word nie omdat die personeelgroep waarmee ons te doen het beslis eiesoortig is Dit is seker nie nodig vir my om te meld dat voorheen deur 'n soortgelyke kommissie bevind is dat eiesoortigheid van sekere personeelgroepe bestaan (Verwys kommissie onder voorsitterskap van sy Edele wyle Regter van Wyk de Vries in 1969)

8 Daar is ook al voorheen uitsonderings gemaak deur die Administrasie waarvolgens al die personeel nie dieselfde persentasieverhoging gekry het nie en waarvolgens net 'n sekere groep of groepe verhogings gekry het Ek verwys na die Lugdiens Tegnici se geskil van 1969 en na die 10% verhoging van 1976 toe sekere personeel nie dieselfde verstellings gekry het nie Ook die jongste 5% verhoging wat toegestaan is is nie eweredig toegepas nie Die stelling wat deur die Administrasie gemaak word naamlik dat as een groep 'n loonsverhoging kry dan moet al die personeellede dit ook kry is dus nie korrek nie aangesien die Administrasie self hierdie praktyk toegepas het

9 Ek kan my nie vereenselwig met die Administrasie se benadering dat alle verstellings en voordele wat toegestaan is

been granted should be taken into account in determining the backlog of salaries in relation to the rise in the cost of living. In particular I would like to refer to merely one item viz. the salaried status which was granted to the remaining employees in group D and which, according to the Administration, amounted to an average percentage improvement of 22%. As a result of the great demand for trade hands throughout the country several large employers have in recent years granted salaried status to this category of employees in an attempt to retain their services.

It is clear that as a result of this situation the Administration was prompted to take this step as well. It is, therefore, totally unfair to claim that any resulting improvements should be calculated in relation to the rising cost of living. If only this 22% so called percentage improvement is not taken into account then it is already clear that the percentage lag in salary increases as against rises in the price index as set out by the Administration, is far from correct. I have no doubt that the time lag between salary increases and price increases is considerably greater than the 12,5% increase requested by the Association.

10. With regard to the difference in approach between the two parties as far as the commencement of the period over which any backlog in salaries should be calculated, I am of the opinion that it is not worth the consideration because it would make very little difference to the backlog which exists between salary increases and price index figures on which the dispute is based.

11. Regarding the peculiar characteristics of this group of workers as advocated in the original representations from the Association, I would like to make it clear that I do not agree that should increases be granted to this group of staff, it would necessarily also have to be granted to the other categories. As previously stated I presume it is not necessary for me to state that a similar commission previously concluded that certain groups of staff do in fact possess peculiar characteristics.

12. In its written submission as well as during the hearing the Administration emphasised that it did not at this stage possess the financial means to grant any further salary increases beyond the 5% increase granted with effect from 1 January 1978. This is with the supposition that increases would have to be granted to all categories. As the terms of reference of the Commission is specifically confined to Group D workers I cannot associate myself with this standpoint of the Administration in so far as its financial means are concerned. If the Administration were to confine itself to the group of staff concerned, the estimated cost for a 12,5% increase as now claimed by the Association could easily be written-off as an operating loss against the rates equalisation fund, which fund, I contend, may be used for this purpose.

As there are clear indications of an upswing in the economy which naturally would also affect the Administration's income, I foresee that the financial position of the Administration will improve and not deteriorate.

My recommendation in terms of Section 28 of the Railways and Harbours Service Act, 1960 (Act No. 22 of 1960) is:

That the salaries of Group D Railway Servants should be increased by 12,5 per cent with effect from the October 1977 paymonth.

WESSEL BORNMAN
Member of the Commission

4 April 1978

ook by die berekening van die agterstand van salarisse teenoor die styging in lewensduurte in aanmerking geneem moet word nie. In besonder wil ek verwys na maar net een item nl. die gesalarieerde status wat aan 'n oorblywende aantal werknemers van groep D toegestaan was en wat volgens die Administrasie op 'n gemiddelde persentasieverbetering van 22% neerkom. As gevolg van die groot aanvraag vir vakwerkers regdeur die land het verskeie groot werkgewers die afgelope paar jaar gesalarieerde status aan hierdie kategorie werknemers toegestaan om hulle dienste te behou.

Dit is duidelik as gevolg van hierdie situasie dat die Administrasie ook hierdie stap geneem het. Dit is dus heel onbillik om te eis dat enige gepaardgaande verbeteringe bereken moet word teenoor die stygende lewensduurte. Indien slegs hierdie 22% sogenaamde persentasieverbetering buite berekening gehou word is dit al klaar duidelik dat die persentasie sloering in salaris verhogings teenoor prysindeksstygings soos uiteengesit deur die Administrasie nie naby korrek is nie. Daar bestaan dus by my geen twyfel dat die sloering tussen salaris verhogings en prysstygings aansienlik groter is dan die 12,5% verhoging wat deur die Vereniging aangevra word nie.

10. Wat betref die verskil in benadering tussen die twee partye sover die aanvangspunt van die tydperk waaroor enige agterstand in salarisse bereken moet word is ek van mening dat dit nie die moeite werd is om daaroor te peins nie, aangesien dit weinig verskil gaan maak aan die agterstand wat bestaan tussen salaris verhogings en prysindeksstyers waarop die geskil gegrond is.

11. Wat betref die eiesoortigheid van hierdie groep werkers soos beplei in die oorspronklike vertoe van die Vereniging wil ek dit baie duidelik stel dat ek dit beslis nie so sien dat indien verhogings aan hierdie groep toegestaan word dit noodwendig ook aan ander kategorieë toegestaan moet word nie. Soos reeds gemeld is dit seker ook nie nodig vir my om te noem dat voorheen deur 'n soortgelyke kommissie bevind is dat eiesoortigheid van sekere personeelgroepe wel bestaan nie.

12. Die Administrasie het in sy skriftelike voorlegging sowel as in sy mondelinge getuenis dit sterk beklemtoon dat hy nie ook die finansiele vermoe beskik om in die huidige stadium enige verdere salaristoegewings bo en behalwe die verhoging van 5% met ingang 1 Januarie 1978 toe te staan nie. Dit is met die veronderstelling dat verhogings aan alle kategorieë toegestaan sal moet word. Aangesien die opdrag van die Kommissie baie spesifiek beperk is tot Groep 'D' werkers kan ek my nie vereenselwig met hierdie benadering van die Administrasie sover sy finansiele vermoe betref nie. Indien die Administrasie hom dus sou beperk tot die betrokke groep sal die beraamde koste vir 'n 12,5% verhoging soos nou geëis deur die Vereniging met gemak afgeskryf kan word as bedryfsverlies teen die tariewereserwefonds wat wel volgens my mening vir die doel gebruik mag word.

Aangesien daar duidelik aanduidings is van 'n opleving in die ekonomie wat vanselfsprekend die inkomste van die Administrasie ook sal raak voorsien ek dat die finansiele posisie van die Administrasie gaan verbeter en nie verslag nie.

My aanbeveling ingevolge artikel 28 van die Spoorwee en Hawens Dienswet, No. 22 van 1960, is:

Die salarisse van Spoorwegdienare Groep 'D' met 12,5 persent verhoog word van 1 de[illegible] Oktober 1977 [illegible]

WESSEL BORNMAN
Lid van die Kommissie

4 April 1978

Hansard 11 19 April 1978
Question 6 Col. 655.

270

Expenditure incurred by Railways Administration on running of dispensaries

*6 Mr D J N MALCOMESS asked the Minister of Transport

What was the total expenditure incurred by the South African Railways Administration during 1977-'78 on the running of dispensaries

The MINISTER OF TRANSPORT.

Approximately R8,2 million

Hansard 11 21 April 1978
Question 3 cols 671 a 672.

270

(2) Yes, but only that granted October 1976

(a) On the basic pension

(b) To ensure that railway pensioners do not benefit to a greater than civil pensioners and still in the Service

(3) No minimum pensions announced

Mr W V RAW: Mr Speaker, arising of the reply given by the hon. the Min does he feel that the announcement of increase of 5%, with a minimum of R12, was not a misleading announcement created false expectations?

The MINISTER Mr Speaker, I have given an explanation I really do not believe could have done otherwise The increase is 5% Railway pensioners receive a 2 year increase We have to bear that in mind or else they would benefit more than would be the case with civil servants.

Mr W V RAW. Mr Speaker, further arising out of the hon. the Minister's reply does he not think it would have been more honest and fair to have announced a pension increase instead of a 5% increase which 4% has already been received?

The MINISTER Mr Speaker, it was made clear right from the beginning that the 2% year increase would be included in the increase given to Railway pensioners.

Mr P A. PYPER Mr Speaker, further arising out of the reply given by the hon. the Minister, can he tell us what the Administration has done in this respect? In other words what is the difference between this and confidence trick? [Interjections]

Mr SPEAKER Order!

5% Increase of Railway pensioners' pensions

*3 Mr P A PYPER asked the Minister of Transport

(1) What date was used as the basis for the calculation of the recently announced 5% increase of Railway pensioners' pensions,

(2) whether the annual 2% increase has been taken into consideration, if so, (a) on what basis has the latter increase been calculated and (b) for what reasons,

(3) whether the minimum pensions announced are being paid in full to pensioners who qualify for them, if not, why not

The MINISTER OF TRANSPORT

(1) 1 October 1976

DEPARTMENT OF RAILWAYS AND HARBOURS

No. R. 801 — 21 April 1978

The State President has in terms of section [illegible] of the Railways and Harbours Service Act, 1960 (Act [illegible] of 1960), been pleased to approve of the [illegible]

DEPARTEMENT VAN SPOORWEGE EN HAWENS

270

No. R. 801 — 21 April 1978

Dat het die Staatspresident behaag om kragtens artikel [illegible] van die Spoorwegen en Hawedienste Wet, 1960 (Wet [illegible] van 1960), goedkeuring te verleen dat die

Railways and Harbours Sick Fund Regulations published in Government Notice R. 635 of 8 September 1961, as amended, hereby further amended as follows:

SOUTH AFRICAN RAILWAYS

SICK FUND REGULATIONS

SCHEDULE OF AMENDMENT

(Operative from 1 July 1977)

REGULATION 20

Insert the following new paragraph (12):

Transfer of a servant from the South African Iron and Steel Industrial Corporation, Limited, to Railway Employment.

(12) A servant who was transferred from the South African Iron and Steel Industrial Corporation, Limited, without a break in service, to the service of the Administration on 1 July 1977 in consequence of the purchase of the Sishen-Saldanha Bay Project in terms of the Railway and Harbour Purchase Act, 1977 (Act 47 of 1977), shall be admitted to membership under the provisions of this regulation, provided that—

(i) he shall not be medically examined;

(ii) he shall not be entitled to benefits in respect of an ailment or a physical disability for which he was excluded prior to 1 July 1977;

(iii) any expenditure for medical treatment in respect of an ailment or a physical disability which may come to notice after transfer and for which the Sick Fund would normally not have accepted liability, shall be borne by the Administration;

(iv) his wife and children shall not be subject to the provisions of Regulation 45 (1) (a) (i), but that the provisions of subparagraphs (ii) and (iii) of this regulation shall *mutatis mutandis* be applicable.

REGULATION 65

Substitute the following for paragraph (1) (a):

(a) has had two years' continuous service, except a servant who was transferred from the South African Iron and Steel Industrial Corporation, Limited, without a break in service, to the service of the Administration on 1 July 1977 in consequence of the purchase of the Sishen-Saldanha Bay Project in terms of the Railway and Harbour Purchase Act, 1977 (Act 47 of 1977), in whose case the limitation of two years' continuous service shall not be applicable;

REGULATION 65*bis*

Substitute the following for paragraph (1):

(1) A coloured servant who has completed at least five years' continuous service (other than a servant enjoying the benefits provided for in Regulation 65 and an intermittent servant) and a coloured servant who was transferred from the South African Iron and Steel Industrial Corporation, Limited, without a break in service, to the service of the Administration on 1 July 1977 in consequence of the purchase of the Sishen-Saldanha Bay Project in terms of the Railway and Harbour Purchase Act, 1977 (Act 47 of 1977), in whose case the limitation of five years' continuous service shall not be applicable, can elect to pay a contribution of 65 cents per month to the Sick Fund, which amount shall be deducted from his pay-vouchers, and his wife and children under 18 years of age shall be entitled—

(a) to obtain medical attention by a railway medical officer at his consulting rooms, and

Siekefondsregulasies van die Suid-Afrikaanse Spoorwee en Hawens, gepubliseer in Goewernmentskennisgewing R. 635 van 8 September 1961, soos gewysig, soos volg verder gewysig word:

SUID-AFRIKAANSE SPOORWEË

SIEKEFONDSREGULASIES

WYSIGINGSLYS

(Van krag van 1 Julie 1977)

REGULASIE 20

Voeg die volgende nuwe paragraaf (12) in:

Oorplasing van 'n dienaar van die Suid-Afrikaanse Yster- en Staal- Industriele Korporasie, Beperk, na die Spoorwegdiens.

(12) 'n Dienaar wat van die Suid-Afrikaanse Yster- en Staal- Industriele Korporasie, Beperk, sonder diensonderbreking op 1 Julie 1977 na die diens van die Administrasie oorgeplaas is ten gevolge van die aankoop van die Sishen-Saldanhabaaiprojek kragtens die Spoorweg- en Hawe-aankoopwet, 1977 (Wet 47 van 1977), word ingevolge die bepalings van hierdie regulasie as lid toegelaat, met dien verstande dat—

(i) hy nie geneeskundig ondersoek word nie;

(ii) hy nie geregtig is op voordele ten opsigte van 'n kwaal of liggaamlike ongeskiktheid waarvoor hy voor 1 Julie 1977 uitgesluit was nie;

(iii) enige koste vir geneeskundige behandeling ten opsigte van 'n kwaal of liggaamlike ongeskiktheid wat na oorplasing aan die lig kan kom en waarvoor die Siekefonds normaalweg nie aanspreeklikheid sou aanvaar het nie deur die Administrasie gedra sal word;

(iv) sy eggenote en kinders nie onderworpe is aan die bepalings van regulasie 45 (1) (a) (i) nie, maar dat die bepalings van subparagrawe (ii) en (iii) van hierdie regulasie *mutatis mutandis* van toepassing is.

REGULASIE 65

Vervang paragraaf (1) (a) deur die volgende:

(a) twee jaar ononderbroke diens het, behalwe 'n dienaar wat van die Suid-Afrikaanse Yster- en Staal- Industriele Korporasie, Beperk, sonder diensonderbreking op 1 Julie 1977 na die diens van die Administrasie oorgeplaas is ten gevolge van die aankoop van die Sishen-Saldanhabaaiprojek kragtens die Spoorweg- en Hawe-aankoopwet, 1977 (Wet 47 van 1977), in wie se geval die beperking van twee jaar ononderbroke diens nie van toepassing is nie;

REGULASIE 65*bis*

Vervang paragraaf (1) deur die volgende:

(1) 'n Kleurlingdienaar wat minstens vyf jaar ononderbroke diens voltooi het (behalwe 'n dienaar wat voordele ingevolge regulasie 65 geniet, en 'n ongereelde dienaar) en 'n Kleurlingdienaar wat van die Suid-Afrikaanse Yster- en Staal- Industriele Korporasie, Beperk, sonder diensonderbreking op 1 Julie 1977 na die diens van die Administrasie oorgeplaas is, ten gevolge van die aankoop van die Sishen-Saldanhabaaiprojek kragtens die Spoorweg- en Hawe-aankoopwet, 1977 (Wet 47 van 1977), en in wie se geval die beperking van vyf jaar ononderbroke diens nie van toepassing is nie, kan kies om 'n bydrae van 65 sent per maand aan die Siekefonds te betaal, welke bedrag deur middel van sy betaalbewyse afgetrek moet word. Sy vrou en kinders onder die ouderdom van 18 jaar is dan daartoe geregtig om—

(a) geneeskundige behandeling van 'n spoorwegdokter by sy spreekkamers te ontvang, en

(b) on payment of the levy mentioned in paragraph (2), to obtain such drugs and medicines as may be prescribed by a railway medical officer in terms of Regulation 45 (7) either at a consulting room or at a servant's residence,

provided that such benefits shall not be applicable in a midwifery case

No R 802 21 April 1978

The State President has, in terms of section 27 of the Railways and Harbours Service Act, 1960 (Act 22 of 1960), been pleased to approve of the Regulations with respect to the Constitution, Functions, and Procedure of the Conditions of Employment Advisory Board published in Government Notice R 819 of 10 June 1960, as amended, being further amended as follows

SOUTH AFRICAN RAILWAYS

REGULATIONS WITH RESPECT TO THE CONSTITUTION, FUNCTIONS, AND PROCEDURE OF THE CONDITIONS OF EMPLOYMENT ADVISORY BOARD

SCHEDULE OF AMENDMENT

(Operative from 1 January 1978)

Regulation 10

Substitute the following for the last sentence of paragraph (2)

They will also be allowed travelling and accommodation expenses under the usual conditions

No 833 21 April 1978

The State President has, in terms of section 32 of the Railways and Harbours Service Act 1960 (Act 22 of 1960), been pleased to approve of the South African Railways Staff Regulations, published in Government Notice R 1045 of 15 July 1960, as amended being further amended as follows

SOUTH AFRICAN RAILWAYS

STAFF REGULATIONS

SCHEDULE OF AMENDMENT

(Operative from 1 March 1978)

REGULATION 1

In paragraph (2), under the heading "sub-head of department" add "the Director (Public Relations)"

(b) by betaling van die heffing genoem in paragraaf (2), sodanige artsenymiddels en medisyne te verkry as wat 'n spoorwegdokter ingevolge regulasie 45 (7) by of 'n spreekkamer of die dienaar se woonplek mag voorskryf,

met dien verstande dat sodanige voordele nie in 'n kraamgeval van toepassing is nie

No R 802 21 April 1978

Dit het die Staatspresident behaag om kragtens artikel 27 van die Wet op Spoorweg- en Hawediens 1960 (Wet 22 van 1960) goedkeuring daaraan te verleen dat die Regulasies insake die Samestelling Funksies en Prosedure van die Adviesraad insake Diensvoorwaardes gepubliseer in Goewermentskennisgewing R 819 van 10 Junie 1960, soos gewysig, soos volg verder gewysig word

SUID-AFRIKAANSE SPOORWEE

REGULASIES INSAKE DIE SAMESTELLING, FUNKSIES EN PROSEDURE VAN DIE ADVIESRAAD INSAKE DIENSVOORWAARDES

WYSIGINGSLYS

(Van krag van 1 Januarie 1978)

Regulasie 10

Vervang die laaste sin van paragraaf (2) deur die volgende

Reis- en akkommodasiekoste word ook aan hulle toegestaan ingevolge die gewone voorwaardes

No 833 21 April 1978

Dit het die Staatspresident behaag om kragtens artikel 32 van die Wet op Spoorweg- en Hawediens, 1960 (Wet 22 van 1960), goedkeuring daaraan te verleen dat die Personeelregulasies van die Suid-Afrikaanse Spoorwee, gepubliseer in Goewermentskennisgewing R 1045 van 15 Julie 1960, soos gewysig, soos volg verder gewysig word

SUID-AFRIKAANSE SPOORWEE

PERSONEELREGULASIES

WYSIGINGSLYS

(Van krag van 1 Maart 1978)

REGULASIE 1

In paragraaf (2), onder die opskrif „departementsonderhoof", voeg by „die Direkteur (openbare betrekkinge)"

Hansard 12 26 April 1978
Question 9 col. 699

Building of railway staff houses at Vredenburg near Saldanha.

49. Mr. C. S. BARTLETT asked the Minister of Transport:

(1) Whether the South African Railways Administration is planning to build staff houses at Vredenburg near Saldanha, if so, how many;

(2) whether consideration has been given to providing the unoccupied new houses in private ownership at Vredenburg, if so, why not.

The MINISTER OF RURAL REGIONAL DEVELOPMENT (for the Minister of Transport):

(1) Yes, 32 in 1979-'80.

(2) Yes.

EDA:

STAR 26/4/78

Rail 'birthday' presents hit pensions

(269)

EDA:

Own Correspondent

The five percent increase this month announced for about 40 000 railways pensioners will mean a take-home increase of less than one percent for many of them

And most of them will find this out only when they receive their pensions at the end of this month

The chairman of the Federal Consultative Council of Railway Staff Associations, Mr Brian Currie, said today the council had appealed to the Minister of Transport, Mr Muller, on behalf of the pensioners but it appeared that nothing was to be done.

Mr Andries Steyn, a public relations officer at Railways headquarters, said what happened was that the five percent increase announced by Mr Muller in the Railways Budget was based on the pension rate in October 1976.

BIRTHDAY

Since then pensioners had received two percent increments on their birthdays and any such increments were deducted from the five percent.

However, the two percent increments were compounded so those pensioners who had received two increments since 1976 would now receive less than one percent.

Mr Steyn said pensioners were still better off than Railway employees in regard to total increases since July 1974, when there was a general 10 percent salary increase

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Railway workers to push for more pay

RDM 21/4/79

Pretoria Bureau

THE seven Railway staff associations, representing 115 000 white workers, are expected to demand substantial pay increases before the end of the year

And the 23 000 strong Artisan Staff Associations have decided to press for financial relief, despite the rejection of their 15% pay rise claim by a judicial arbitration commission last week

The president of the ASA, Mr Jimmy Zurich, said a new wage claim would be lodged in the second half of the year

The Footplate Staff Association is to continue with its struggle with the administration for higher pay A spokesman for the association said the FSA arbitration commission would put its case before an arbitration commission within the next few weeks.

PAY CLAIMS FM 28/4/78

Yes for some! (270)

Financial discipline with precious little growth That, many trade unionists say, is government's attitude to their wage claims this year. They cite as evidence last week's decision by an arbitration commission not to grant the SAR Artisan Staff Association (ASA) any increase

The unionists believe that government would like to see a 5% ceiling on wage awards in major industries this year, and that it has communicated this view to major employer associations currently involved in wage negotiations. The fact that the mines are only offering the unions 5% (*Current affairs* last week) merely adds fuel to their fears.

Says one mining unionist. "We've obviously got no proof. But everything that we've seen and heard so far indicates that government is lending moral support to employer attempts to hold down wages, and is actively urging employers not to go above 5%."

Wallie Grobler, secretary of the ASA, says he believes that the Cabinet played a crucial role in the arbitrators' decision: "We believe we were up against the Cabinet, that they have in effect taken over the arbitration machinery. They decided that the 5% which civil servants got last year was enough"

Grobler notes that the majority of the

arbitrators (the Confederation of Labour's Wessel Bonman dissented) rejected the ASA claim on the grounds that SAR was unable to pay But he adds that he believes the decision was influenced to a large extent by government's fear that by granting an increase to the ASA it would have to concede pay rise to the entire public service

While Grobler's executive will meet in June to discuss a fresh claim he's pessimistic about the railwaymen's chances "For the moment we've lost There's really nothing we can do about it"

Certainly the unions' view was given some credence by Minister of Labour Fanie Botha's remark in this week's parliamentary Labour vote He appealed to the unions to exercise discipline in their claims and said that SA was pricing itself out of world markets "If this continues we are headed for disaster"

The picture is not uniformly bleak however There have for example been a number of arbitration awards in the Western Cape of late — all of which granted workers an increase equivalent to or higher than, rises in the CPI The awards were made by the Industrial Tribunal but were admittedly in smaller industries like food and municipal transport, which have little effect on national wage patterns

The railways issue itself is not yet dead Another railway union, the SA Footplate Staff Association has declared a dispute with the SAR secretary Piet Roodt tells the *FM* that the union plans to press ahead with its claim Once again, however, the matter will be dealt with by arbitrators

So whether the Cabinet has been directly involved — as the unionists claim — or not the indications are that, for workers at least selective stimulation will be more selective than stimulatory

Those who were hoping that wage rises this year would be a means of stimulating the economy will have to put their faith in government spending One group of salary-earners who weren't denied increases were Cabinet ministers Earlier this year, they received a nice salary hike

AMIC's BOSS

In last week's *Top Companies Survey* (page 25) we published a photograph of Chris Griffith which may have led readers to infer that he is chairman of Amic In fact Gavin Relly is chairman of Amic and the company does not have a managing director though Griffith is on the board

In addition in our 'In and Out' table we indicated that Vereeniging Refractories, Carlton Paper and Grinakers had dropped from the list They actually entered the lists and occupied positions 98 99 and 100 respectively

In our diagram (page 125) 'Where The Banks Belong' we indicated that Stannic was 90% owned by Stanbic Actually it is 100% owned

We apologise for these errors and any inconvenience caused

STAR 21/5/78 (269)

Pay us more or we act, say SAA technicians

Transport Reporter

About 500 technicians from South African Airways today threatened industrial action unless they received a prompt reply from the Minister of Transport, Mr Muller, to their complaints

The technicians, who braved cold weather to attend the outdoor meeting at Avion Park, near Jan Smuts Airport, are dissatisfied with pay and lack of recognition of the SAA Engineering Association.

Mr Jan Visser, president of the SAA EA, told the lively meeting that the Minister and his predecessors had refused to recognise the association as an independent body.

He said the Artisans Staff Association, which was the umbrella body, had failed to pass on letters from the SAA EA to the Minister

There were shouts from the members to do away with ASA involvement and to press for salary increases, claims for which failed at a recent arbitration negotiated by the ASA

One member shouted out "You can tell them if they want those birds in the sky they had better do something fast"

"BREAK HIS NECK"

"We must twist the Minister's arm"

"No, break his neck rather," said another member

Mr Visser under pressure from the members promised to call another meeting to consider further action, if the Minister did not reply to a telegram being sent today

Mr Visser said he had received a call from Mr Eddie Smuts, chief executive of SAA today, who had asked him what the problem was and promised to meet representatives to discuss salaries

It is understood the basic salary for technicians at Jan Smuts Airport is R7 200 a year.

Hansard 13 2 May 1978
Question 4 Cols 726 & 727

South African Railways and Harbours Administration: Employment of Blacks in Western Cape

270

*4 Mr R J LORIMER asked the Minister of Transport

What is the policy of the South African Railways and Harbours Administration in regard to the employment of Blacks in the Western Cape

The MINISTER OF TRANSPORT

To conform with Government policy, only suitable local Blacks with residential

qualifications are engaged if sufficient Coloureds are not available However, in the event of such Blacks also not being available, with the approval of the Departments of Coloured, Rehoboth and Nama Relations and Plural Relations and Development, use is made of Black contract workers from Transkei and Ciskei

Cape Times 4/5/78

Recession hits the harbour

(270)

By GEORGE YOUNG
Shipping Editor

DREADFUL! That is how shipping folk yesterday described the situation along the dock front where empty wharves outnumbered occupied berths by three to one. Lines of cranes stood idle, casual labour wondered whence cometh their next earnings, and ship repairers with costly complexes had staffs waiting for something to turn up

The worldwide recession which has sent small time shipowners to the wall and created problems for financiers of others, was seen to advantage in Caue Town

Filled wharves had led many people to believe that the worst effects of the bad times would pass by the Cape But quantities of cargo in individual ships shrunk, the numbers of ships began to diminish, and the situation is likely to worsen before it improves

A party of schoolboys who were taken on a conducted tour of the port yesterday were treated to lines of concrete quays and idle plant. It did not augur well for those planning maritime careers on leaving school

This is normally the busy season for cargoes at the Cape In former years passenger liners were filling up north-bound, produce flowed into holds of passenger liner and cargo ship alike, and cranes round the port were swinging thousands of tons of cargo from the wharves At the same time, imports were flowing in fast

At present imports are down by about 40 percent. Exports are up, but they constitute mainly bulk commodities and the casual staff who accepted jobs as checkers have found it tough going. So have the labourers of stevedore concerns, many of whom were declared redundant with the coming of containers

The logical question now is; how long does this go on? Optimists out of habit say it should not be long, but a realistic assessment of the worldwide shipping market, plus the imponderables of anti-South African attitudes overseas, make it most difficult to speculate

Nedlloyd Loire, one of the few general cargo ships discharging in port yesterday, hails from an influential Dutch empire which is suffering from effects of the recession. The company has warned shareholders that net profits this year will see a substantial fall from the R63m of 1977

But even last year profits from shipping were heavily down

By appearances, the coastal trades are holding up and the box carriers between Republic ports are securing healthy loads. But since the concern engaged in this traffic has its accounts absorbed into those of the parent company, Union Corporation, nobody really gets to hear of the workings. But Safmarine, who have a 40 percent holding, are reported most satisfied with their investment in the Unicorn operations It is just possible that rand for rand the near-sea box carriers are at present doing better than the ocean going ones

DEPARTMENT OF RAILWAYS AND HARBOURS

No R 913 — 5 May 1978

Under the powers vested in me by section 4 (3) of the Railways and Harbours Pensions Act, 1971 (Act 35 of 1971), I, Stefanus Louwrens Muller, Minister of Transport, do hereby, after consultation with the Railways and Harbours Board, approve of the Pension Regulations, published in Government Notice R 859 of 28 May 1971, as amended, being further amended as follows:

REGULATION 33

Delete paragraphs (5) (a) and (b)

REGULATION 52

Substitute the following for paragraph (2) (c)

(c) contribute to the New Fund at the prescribed rate on the basis of the pensionable emoluments received by him during the period of his re-employment,

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No R 914 — 5 May 1978

Under the powers vested in me by section 4 (3) of the Railways and Harbours Pensions Act, 1971 (Act 35 of 1971), I, Stefanus Louwrens Muller, Minister of Transport, do hereby, after consultation with the Railways and Harbours Board, approve of the Pension Regulations, published in Government Notice R 859 of 28 May 1971, as amended, being further amended as follows with retrospective effect from 1 April 1971

REGULATION 24

Substitute the following for paragraph (2) (e)

(e) When a refund in terms of subparagraph (d) or (g) is made to a member, there shall be paid to the Administration from the New Fund a sum calculated by multiplying [illegible] led to the member by the

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No R 913 — 5 Mei 1978

270

Ingevolge die bevoegdheid wat aan my verleen is by artikel 4 (3) van die Spoorweg- en Hawepensioenwet, 1971 (Wet 35 van 1971), verleen ek, Stefanus Louwrens Muller, Minister van Vervoer, na raadpleging met die Spoorweg- en Haweraad, goedkeuring daaraan dat die Pensioenregulasies, gepubliseer in Goewermentskennisgewing R 859 van 28 Mei 1971, soos gewysig, soos volg verder gewysig word

REGULASIE 33

Skrap paragrawe (5) (a) en (b)

REGULASIE 52

Vervang paragraaf (2) (c) deur die volgende

(c) tot die Nuwe Fonds bydra teen die voorgeskrewe skaal op die grondslag van die pensioengewende emolumente wat deur hom ontvang word gedurende die tydperk van sy weerindiensneming.

No R 914 — 5 Mei 1978

Ingevolge die bevoegdheid wat aan my verleen is by artikel 4 (3) van die Spoorweg- en Hawepensioenwet, 1971 (Wet 35 van 1971), verleen ek, Stefanus Louwrens Muller, Minister van Vervoer, na raadpleging met die Spoorweg- en Haweraad, goedkeuring daaraan dat die Pensioenregulasies, gepubliseer in Goewermentskennisgewing R 859 van 28 Mei 1971, soos gewysig, soos volg verder gewysig word met terugwerkende krag vanaf 1 April 1971

REGULASIE 24

Vervang paragraaf (2) (e) deur die volgende

(e) Wanneer 'n terugbetaling ooreenkomstig subparagraaf (d) of (g) aan 'n lid gedoen word, word daar aan die Administrasie uit die Nuwe Fonds 'n som betaal bereken deur die bedrag wat aan die lid terugbetaal word,

contribution rate at which the administration contributes to the New Fund in terms of section 12 (1) of the Act on the contributions of members at the date of transfer.

No. R. 915 — 5 May 1978

The State President has, in terms of section 32 of the Railways and Harbours Service Act, 1960 (Act 22 of 1960), been pleased to approve of the South African Railways Disciplinary Appeal Board Nomination Regulations published in Government Notice R. 1015 of 15 July 1960, as amended, being further amended as follows:

SOUTH AFRICAN RAILWAYS DISCIPLINARY APPEAL BOARD NOMINATION REGULATIONS

SCHEDULE OF AMENDMENT

(Operative from 1 April 1978)

REGULATION 2

Insert the following at the end of paragraph (1):

"The System Manager Salisbury." (10)

Substitute the following for paragraph (2):

(2) in the case of policemen, shall be—

(a) for commissioned and warrant officers	District (i): All the areas in the Districts 1 to 10 inclusive, shown in paragraph (1),
(b) for policemen other than those shown in subparagraph (a) stationed within the—	the areas in the districts defined in paragraph (1), which shall be grouped as follows and be regarded as Districts
Western Transvaal System; Eastern Transvaal System; Cape Western System; Cape Midland System; Cape Eastern System; North Western Cape System; Natal System; Orange Free State System; Cape Northern System; South-West Africa System	District (ii): the areas in the Districts 7 and 8,
	District (iii): the areas in the Districts 1, 3, 4 and 10,
	District (iv): the areas in the Districts 5 and 6,
	District (v): the areas in the Districts 2 and 9

REGULATION 3

In paragraph (1) substitute "10" for "9" wherever it appears.

[illegible] verhouding waarteen die Administrasie op die datum van oorplasing kragtens artikel 12 (1) van die Wet [illegible] van L. de tot die Nuwe Fonds bydra.

No. R. 915 — 5 Mei 1978

Dit het die Staatspresident behaag om kragtens artikel 32 van die Wet op Spoorweg- en Hawedienste, 1960 (Wet 22 van 1960), goedkeuring daarvan te verleen dat die Regulasies insake Tuchappelraadsnoemings van die Suid-Afrikaanse Spoorweë gepubliseer in Goewernementskennisgewing R. 1015 van 15 Julie 1960, soos gewysig, soos volg verder gewysig word:

SUID-AFRIKAANSE SPOORWEË TUCHAPPELRAAD-BENOEMINGS REGULASIES

WYSIGINGSTAT

(Van kragte van 1 April 1978)

REGULASIE 2

Voeg die volgende in aan die end van paragraaf (1):

"Die Stelselbestuurder Salisbury." (10)

Vervang paragraaf (2) deur die volgende:

(2) in die geval van polisiebeamptes—

(a) vir offisiere en adjudant-offisiere	distrik (i): al die gebiede in die distrikte 1 tot 10 (inbegryp) genoem in paragraaf (1),
(b) vir polisiebeamptes, behalwe die genoem in subparagraaf (a) wat gestasioneer is binne die—	die gebiede in die distrikte omskryf in paragraaf (1), wat soos volg gegroepeer en as distrikte beskou word
afdeling Wes-Transvaal; afdeling Oos-Transvaal; afdeling Wes-Kaapland; afdeling Kaap-Middellande; afdeling Oos-Kaapland; afdeling Noordwes-Kaapland; afdeling Natal; afdeling Oranje-Vrystaat; afdeling Noord-Kaapland; afdeling Suidwes-Afrika	distrik (ii): die gebiede in die distrikte 7 en 8,
	distrik (iii): die gebiede in die distrikte 1, 3, 4 en 10,
	distrik (iv): die gebiede in die distrikte 5 en 6
	distrik (v): die gebiede in die distrikte 2 en 9

REGULASIE 3

In paragraaf (1), vervang "9" deur "10" waar dit ook al voorkom.

Go slow threat by SAA workers

8/5/78 Star (269)

Threats to "go slow" were made today at a mass meeting of about 1 000 technicians from South African Airways whose association has not yet been given official recognition

Members of the 1 800-member South African Airways' Engineering Association are campaigning for higher pay plus official recognition from the Minister of Labour, Mr Muller

For more than an hour today angry workers sat on a rugby field near Jan Smuts Airport and threatened not to move until they received an answer to their demands.

JEERS

There were jeers and shouts when the association's president, Mr Jan Visser, told the men that the Minister had failed to reply and their negotiations for more pay had gone no further

Mr Visser and other officials had talks with Mr A N Davidson, the technical director, who then telephoned Mr Eddie Smuts, SAA's chief executive

"I don't know what Mr Smuts told him," Mr Visser, told the men, indicating that there was still a deadlock "The Artisans' Staff Association received a copy of the tlegram we sent to the Minister last week. Let us go back to work We will send another telegram," he said

The men were far from satisfied. "I still vote for a go slow," shouted one.

WAITED

The men waited for more than 45 minutes on the rugby field for a reply from management Lunch time ended at 12.30 pm and still the men waited.

By 1 pm they got their reply — negotiations had been taken no further.

"They are giving us nothing an dwe are giving them nothing," said another technician

Eventually it was decided that the Minister's secretary should be telephoned. The men will meet on the rugby field again tomorrow to see whether he has given them a reply.

C.T. 9/5/75

SAA workers cheer go-slow proposals

Own Correspondent

JOHANNESBURG — South African Airways technicians cheered proposals to go slow or work-to-rule at a mass protest meeting held on a rugby field near Jan Smuts Airport yesterday afternoon.

At one stage, angry workers refused to leave the field unless they were addressed by SAA management policemen. The meeting was attended by about 1 000 members of the SAA Engineers' Association which has demanded recognition as a trade union from the Railways authorities as well as more pay.

The go-slow threats were sparked off when the association president, Mr Jim Visser, told the meeting that the Minister of Railways and Transport, Mr S L Muller, had failed to reply to a telegram sent to him after the association's first protest meeting last week.

The telegram demanded immediate recognition of the SAA Engineering Association as a Railways association.

The technicians were angered further when they heard that an investigation into their pay demands by the SAA management would be completed only at the end of the month.

A deputation was sent to summon Mr M E Smuts, chief executive of the SAA, to address the meeting.

Some 30 minutes after the men's lunch-hour, the deputation reported back that Mr Smuts was not at the airport. Mr A N Davidson, technical director, refused to address the association till the end of the month.

The technicians were placated by Mr Visser after several go-slow proposals. They agreed to return to work after accepting a proposal that the minister's secretary would be telephoned to demand an urgent interview.

The men will meet again at lunchtime today to hear the reply. Mr Smuts would not comment yesterday.

ARGUS 9/5/78

Go-slow averted by SAA

(270)

The Argus Correspondent

JOHANNESBURG — Threatened industrial action by South African Airways technicians was averted today after a meeting between Mr Eddie Smuts, SAA's chief executive, and union representatives.

The 1 800 member SAA Engineering Association was threatening go-slow action because of dissatisfaction with pay and lack of official recognition of the SAAEA.

More than 1 000 men were expected to have met near Jan Smuts Airport at midday today, but the gathering was cancelled by the SAAEA after their talks with Mr Smuts.

Mr Duncan Banks, secretary of the SAAEA, said the association had been told that the two major issues were now being taken up at top level.

Mr Smuts had agreed to a committee being set up to look into two major pay grievances, bonus formulas and special payments for qualifications work on different aircraft.

The Minister of Transport, Mr Lourens Muller, had agreed to meet representatives of SAAEA on June 5 to clear up the issue of recognition of SAAEA.

SAA men cheer go slow motion

RDM. 9/5/78

1. 269

2. 152

By RIAAN DE VILLIERS
Labour Correspondent

SOUTH African Airways' technicians cheered proposals to "go slow" or work to rule at a protest meeting held on a rugby field near Jan Smuts Airport yesterday afternoon.

At one stage angry workers refused to leave the field unless they were addressed by SAA management spokesmen.

The meeting was attended by about 1 000 members of the SAA Engineering Association, which is demanding recognition as a trade union from Railways authorities as well as more pay.

The go slow threats were sparked off when the association's president Mr Jan Visser, told the meeting that the Minister of Railways and Transport, Mr S L Muller, had failed to reply to a telegram sent to him after the association's first protest meeting last week.

The telegram demanded immediate recognition of the association as a Railways association.

The technicians were angered further when they heard that an investigation into their pay demands by the SAA management would only be completed at the end of the month.

They were placated by Mr Visser after several go slow proposals. The men eventually decided to go back to work after accepting a proposal that the Minister's secretary would be telephoned to demand an urgent interview.

The men will meet again at lunchtime today to hear the reply.

Mr Smuts would not comment yesterday.

(1) ~~204~~
(2) 270

Hansard 14 11 May 1978
Question 598 Cols. 754

Black workers employed by South African Railways and Harbours Administration in Western Cape

598. Mr R J LORIMER asked the Minister of Transport

(1) How many Black workers are employed by the South African Railways and Harbours Administration 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,

(3) how many Blacks are at present employed on the Dutoitskloof tunnel scheme

The MINISTER OF TRANSPORT

(1) 5 703

(2) Yes, a decrease of 12%.

(3) 101 According to the contractors

DEPARTMENT OF RAILWAYS AND HARBOURS

No R 942 12 May 1978

The State President has, in terms of section 3 of the Railways and Harbours Control and Management (Consolidation) Act 1957 (Act 70 of 1957) been pleased to approve of the South African Railways and Harbours Free Pass Regulations published in Government Notice R 1883 of 25 November 1960 is amended being further amended as follows

SOUTH AFRICAN RAILWAYS

REGULATIONS GOVERNING THE ISSUE OF FREE PASSES PRIVILEGE TICKET ORDERS AND CERTAIN OTHER CONCESSIONARY ORDERS AND TICKETS

SCHEDULE OF AMENDMENT

(Operative from 1 April 1978)

REGULATION 30

Substitute the following for paragraph (2)

(2) The minimum charges for residential season tickets are

	First Class	Second Class	Third Class
Suburban	90c		34c
Not suburban	R1 20	R1 00	45c

No R 972 12 May 1978

Under the powers vested in me by section 4 (3) of the Railways and Harbours Pensions Act 1971 (Act 35 of 1971) I Stefanus Louwrens Muller Minister of Transport do hereby, after consultation with the Railways and

DEPARTEMENT VAN SPOORWEE EN HAWENS

No R 942 270 12 Mei 1978

Dit het die Staatspresident behaag om kragtens artikel 3 van die Konsolidasiewet op die Beheer en Bestuur van Spoorwee en Hawens 1957 (Wet 70 van 1957), goedkeuring daaraan te verleen dat die Vrypasregulasies van die Suid-Afrikaanse Spoorwee en Hawens gepubliseer in Goewermentskennisgewing R 1883 van 25 November 1960 soos gewysig soos volg verder gewysig word

SUID-AFRIKAANSE SPOORWEE

REGULASIES INSAKE DIE UITREIK VAN VRYPASSE VOORREGKAARTJIEORDERS EN SOMMIGE ANDER KONSESSIEORDERS EN -KAARTJIES

WYSIGINGSLYS

(Van krag van 1 April 1978)

REGULASIE 30

Vervang paragraaf (2) deur die volgende

(2) Die minimum prysse vir residensiele seisoenkaartjies is

	Ersteklas	Tweedeklas	Derdeklas
Voorstedelik	90c		34c
Nie-voorstedelik	R1 20	R1 00	45c

No R 972 12 Mei 1978

Ingevolge die bevoegdheid wat aan my verleen is by artikel 4 (3) van die Spoorweg- en Hawepensioenwet, 1971 (Wet 35 van 1971), verleen ek, Stefanus Louwrens Muller, Minister van Vervoer, na raadpleging met die

Harbours Board, approve of the Pension Regulations, published in Government Notice R 859 of 28 May 1971 as amended being further amended as follows with retrospective effect from 1 July 1977

REGULATION 24

Substitute the following for paragraph (2) (a) (iv)

(iv) Every member who holds a position mentioned in section 16 (1) (c) of the Service Act or a member to whom the proviso to section 16 (1) (f) of the Service Act applies, shall in addition to the contributions prescribed in paragraph (1) make special contributions to the New Fund at the rate of 1 per cent of his pensionable emoluments with effect from the date on which he is appointed to any such position

No R 973 12 May 1978

Under the powers vested in me by section 3 of the Railways and Harbours Pensions for Non-Whites Act 1974 (Act 43 of 1974) I Stefanus Louwrens Muller Minister of Transport of the Republic of South Africa, do hereby, after consultation with the Railways and Harbours Board approve of the Pension Regulations for Non-Whites published in Government Notice R 303 of 14 February 1975, as amended being further amended as follows with retrospective effect from 1 July 1977

REGULATION 1

Substitute the following for the definition of the term reckonable service"

(vii) 'reckonable service" means a period of continuous service with the Administration or with another institution from which he was transferred provided that such period precede a period of such member's contributory service and is continuous therewith and commenced prior to 16 December 1974, (viii)

REGULATION 17

In paragraph (1), insert the following after "Pensions Authority"

or the pension fund of the South African Iron and Steel Industrial Corporation, Limited"

REGULATION 19

Substitute the following for paragraph (2) (b)

(b) allowances fees, honoraria and bonuses of any kind, unless the Minister decides otherwise

Spoorweg- en Haweraad, goedkeuring daaraan dat die Pensioenregulasies, gepubliseer in Goewermentskennisgewing R 859 van 28 Mei 1971, soos gewysig, soos volg verder gewysig word met terugwerkende krag vanaf 1 Julie 1977

REGULASIE 24

Vervang paragraaf (2) (a) (iv) deur die volgende

(iv) Elke lid wat 'n betrekking beklee wat genoem word in artikel 16 (1) (c) van die Dienswet of 'n lid op wie die voorbehoudsbepaling by artikel 16 (1) (f) van die Dienswet van toepassing is, moet bo en behalwe die bydraes in paragraaf (1) voorgeskryf, in die Nuwe Fonds spesiale bydraes stort teen die skaal van 1 persent van sy pensioengewende emolumente, met ingang van die datum waarop hy in so 'n betrekking aangestel word

No R 973 12 Mei 1978

Ingevolge die bevoegdheid wat aan my verleen is by artikel 3 van die Wet op Spoorweg- en Hawepensioene vir Nie-Blankes, 1974 (Wet 43 van 1974), verleen ek, Stefanus Louwrens Muller, Minister van Vervoer van die Republiek van Suid-Afrika, na raadpleging met die Spoorweg- en Haweraad goedkeuring daaraan dat die Pensioenregulasies vir Nie-Blankes gepubliseer in Goewermentskennisgewing R 303 van 14 Februarie 1975, soos gewysig, soos volg verder gewysig word met terugwerkende krag vanaf 1 Julie 1977

REGULASIE 1

Vervang die woordbepaling "rekenbare diens" deur die volgende

(viii) ' rekenbare diens" beteken 'n tydperk van ononderbroke diens by die Administrasie of by 'n ander instansie van waar hy oorgeplaas is, mits sodanige tydperk 'n tydperk van sodanige lid se bydraende diens voorafgaan en daarmee aaneenloop en voor 16 Desember 1974 begin het, (vii)

REGULASIE 17

In paragraaf (1), voeg die volgende in na "Pensioenoutoriteit"

"of die pensioenfonds van die Suid-Afrikaanse Yster en Staal Industriele Korporasie, Beperk

REGULASIE 19

Vervang paragraaf (2) (b) deur die volgende

(b) toelaes, gelde, honoraria en bonusse van watter aard ook al, tensy die Minister anders besluit

Railmen pile pressure on Muller

RDM 15/5/78

(270)

By GERALD REILLY
Pretoria Bureau

THE Minister of Transport, Mr Louwrens Muller, has been exposed to an unprecedented blast of criticism from railway artisans.

In the last 10 days, two large branches of the Artisan Staff Association (ASA) have passed votes of no confidence in the Minister and called for his resignation.

Background to the rising dissatisfaction among railway workers is Mr Muller's rejection last year of an ASA call for an 18,5 % increase.

ASA declared a dispute after the rejection and asked for the appointment of a judical commission to arbitrate.

The commission was appointed under the chairmanship of Mr Justice La Grange and after two months of deliberations, supported the rejection.

In Pretoria last week, a meeting of 500 ASA members called by the Eastern Transvaal division of the association demanded Mr Muller's immediate resignation.

The meeting passed a vote of no confidence in the Minister and unanimously accepted a motion expressing "extreme disappointment over the recommendation of the Arbitration Commission".

Speakers at the meeting called for a reinstatement of the right of railway worker to strike.

The Western Transvaal division of the ASA last week also passed a motion of no confidence in the Minister.

A statement issued after the meeting said he was incapable of running the railways on a sound financial basis.

The meeting also said it was concerned about blacks temporarily filling white jobs.

If conditions were not improved, there would be resignations and go-slow strikes, it warned.

Senior railway trade unionists said yesterday, however that railway workers were barred by legislation from striking. This included go-slow strikes.

All they could do was start wage negotiations from the beginning and this required a national executive decision.

Bitterness of rail staff 'understandable'

Labour Reporter

Rising bitterness in members of the Railways Artisans Staff Association (ASA) is "understandble," says the ASA's general secretary Mr Wallie Grobler

He said: "If we want to maintain labour peace we have to keep our negotiating machinery functioning at all costs"

Examples of bitterness Mr Grobler listed were:

- Votes of no confidence in the Minister of Transport taken last week by representatives of about 8 000 members of the ASA in the Transvaal,

(Western Transvaal representatives warned of resignations or go-slow strikes and Eastern Transvaal representatives called for the resignation of the Minister)

- Similar dissatisfaction expressed by ASA members in Durban,
- Talk among ASA members at Kaserne, Johannesburg, that they want to leave the ASA because it failed to negotiate a pay rise.

Mr Grobler said "We thought we had exchanged the strike weapon for better negotiating machinery

"Now it would appear decisions are being taken at Cabinet level, nullifying our negotiating machinery," he said.

Mr Grobler said the 5 percent pay rise granted to Government employees in January now seemed to be the norm for all industries.

But other unions still had the right to strike The railway unions did not. It was against the constitution of the ASA to call even a go-slow strike

SAR colour bars going — official

16/5/78 RDM (269)

JOHANNESBURG — The Railways are moving towards opening up all jobs on merit to workers of all race groups, a highranking SAR official said here yesterday.

Speaking at a city conference yesterday, Mr Jannie Venter, chief staff superintendent of the Railways, said at this stage jobs were not open to people of all races

Where Coloured, Indian and black workers were now in higher job categories, they were still separated from white workers doing the same jobs

"But personally, I feel the man best suited for a job should get the job. We are not applying this principle yet. But we are working towards this," he said.

Mr Venter said 26 black engine drivers were now being trained in Transkei, with the full co-operation from the white trade union involved. The training would be completed within a year.

The breakdown of relations between South Africa and Transkei had not affected the training programme, he said.

He also said the Railways had been aiming at narrowing the wage gap and had made significant progress Black, Coloured and Asian employees were now paid 70 per cent to 75 per cent of the wage scales applicable to whites

Black, Coloured and Asian employees had increased from 116 000 in 1971 to 152 000 and of these, 22 000 are doing work traditionally reserved for whites.

Mr Venter said changes had been brought about with the fullest possible co-operation of the seven trade unions representing white workers.

On labour representation, Mr Venter said Coloureds and Asians had staff associations similar to those of the whites Blacks were represented through committees

There was no multiracial consultation in the Railways at this stage — DDC

DEPARTMENT OF RAILWAYS AND HARBOURS

270

No R 1006 19 May 1978

The State President has, in terms of section 32 of the Railways and Harbours Service Act, 1960 (Act 22 of 1960) been pleased to approve of the South African Railways Staff Regulations published in Government Notice R 1045 of 15 July 1960, as amended, being further amended as follows

SOUTH AFRICAN RAILWAYS

STAFF REGULATIONS

SCHEDULE OF AMENDMENT

(Operative from 1 January 1978)

REGULATION 88

In the table in paragraph (1) substitute "Over R4 437 or after completion of 20 years' continuous service" for "Over R4 437"

No R 1007 19 May 1978

The State President has, in terms of section 32 of the Railways and Harbours Service Act, 1960 (Act 22 of 1960), been pleased to approve of the South African Railways Staff Regulations, published in Government Notice R 1045 of 15 July 1960, as amended, being further amended as follows

SOUTH AFRICAN RAILWAYS

STAFF REGULATIONS

SCHEDULE OF AMENDMENT

REGULATION 46

Substitute the following for paragraph (1)

(1) A servant may not claim as a right to be entitled to incremental advancement in his grade after the lapse of any particular period The award to a servant of every scale or special increment referred to in this regulation is subject to his good conduct, zeal and the efficient discharge of his allotted duties

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DEPARTMENT OF RAILWAYS, HARBOURS AND AIRWAYS

No R 1004 19 May 1978

DEPARTMENT OF THE SOUTH AFRICAN RAILWAYS AND HARBOURS—AMENDMENT OF THE GENERAL RAILWAY REGULATIONS

The State President has been pleased, in terms of section 3 of the Railways and Harbours Control and Management (Consolidation) Act, 1957 (Act 70 of 1957), to

DEPARTEMENT VAN SPOORWEE, HAWENS EN LUGDIENS

No R 1006 [illegible]

Dit het die Staatspresident bh[illegible] 32 van die Wet op S[illegible] 22 van 1960) goedk[illegible] Personeelregulasies van die Suid-[illegible] gepubliseer in Goewermentskennisgewing R [illegible] van 15 Julie 1960 soos gewy[illegible], soos volg verder gewysig word

SUID-AFRIKAANSE SPOORWEE

PERSONEELREGULASIES

WYSIGINGSLYS

(Van krag van 1 Januarie 1978)

REGULASIE 88

In die tabel in paragraaf (1), verveng "Meer as R4 437" deur "Meer as R4 437 of na voltooiing van 20 jaar ononderbroke diens"

No R 1007 19 Mei 1978

Dit het die Staatspresident behaag om kragtens artikel 32 van die Wet op Spoorweg- en Hawedienst, 1960 (Wet 22 van 1960), goedkeuring daaraan te verleen dat die Personeelregulasies van die Suid-Afrikaanse Spoorwee, gepubliseer in Goewermentskennisgewing R 1045 van 15 Julie 1960, soos gewysig, soos volg verder gewysig word

SUID-AFRIKAANSE SPOORWEE

PERSONEELREGULASIES

WYSIGINGSLYS

REGULASIE 46

Vervang paragraaf (1) deur die volgende:

(1) 'n Dienaar kan nie aanspraak maak op vordering in sy graad deur middel van verhogings na verloop van enige bepaalde tydperk nie Elke skaal- of spesiale verhoging genoem in hierdie regulasie word aan 'n dienaar toegeken onderworpe aan sy goeie gedrag en die ywer en bekwaamheid waarmee hy die pligte uitvoer wat aan hom opgedra is

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DEPARTEMENT VAN SPOORWEE, HAWENS EN LUGDIENS

No. R 1004 19 Mei 1978

DEPARTEMENT VAN DIE SUID-AFRIKAANSE SPOORWEE EN HAWENS—WYSIGING IN DIE ALGEMENE SPOORWEGREGULASIES

Dit het die Staatspresident behaag om kragtens artikel 3 van die Konsolidasiewet op die Beheer en Bestuur van Spoorwee en Hawens, 1957 (Wet 70 van 1957), goedkeuring

approve of the following amendment to Regulation 138 of the General Railway Regulations published under Government Notice R 1560 of 11 October 1963

Regulation No 138

Substitute the following for paragraph 138 (a) (ii)

"138 (a) (ii) Any person using a sheet of the Administration or of any other administration from which the Administration hired such sheet in any way other than stipulated in a hire or transport contract is liable for such use at the rates prescribed in the Official Railway Tariff Book"

te verleen aan die volgende wysiging van Regulasie 138 van die Algemene Spoorwegregulasies afgekondig by Goewermentskennisgewing R 1560 van 11 Oktober 1963·

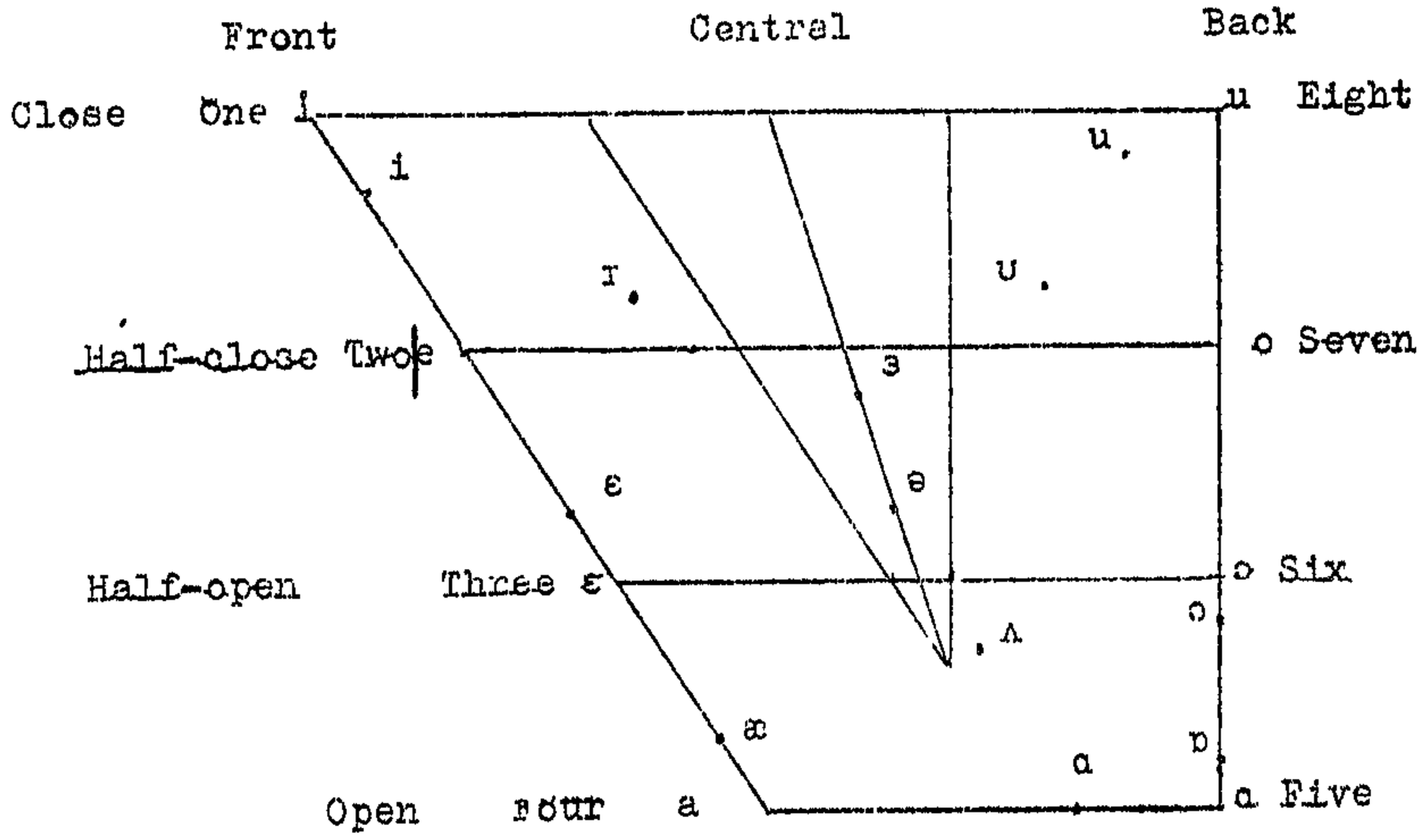
Regulasie No 138

Vervang paragraaf 138 (a) (ii) deur die volgende

"138 (a) (ii) Iemand wat 'n seil van die Administrasie of van enige ander administrasie van wie die Administrasie sodanige seil gehuur het, gebruik op enige ander wyse as uit hoofde van 'n huur- of vervoerkontrak is vir sodanige gebruik aanspreeklik teen die skale bepaal in die Offisiele Spoorwegtariefboek".

PHONETICS

A diagrammatic representation of the approximate tongue positions of average Standard English vowels compared with the tongue positions of the cardinal vowels



DEPARTMENT OF RAILWAYS AND HARBOURS

270

No R 1046 6 May 1978

Under the powers vested in me by section 4 (3) of the Railways and Harbours Pensions Act 1971 (Act 35 of 1971) I Stefanus Louwrens Muller Minister of Transport do hereby after consultation with the Railways and Harbours Board, approve of the Pension Regulations published in Government Notice R 859 of 26 May 1971 as amended being further amended as follows with effect from 1 April 1978

REGULATION 48

Substitute the following for paragraph (10)

(10) The annuities which became payable before or on 1 April 1978 of all annuitants including widow annuitants of all funds shall with effect from 1 April 1978 be enhanced by a further 5 per cent subject to a minimum enhancement of R15 per month based on the annuity payable on 1 October 1976 or the date on which it became payable if from a later date but in any case not from a date later than 1 April 1978 Provided that

(a) the amount of the enhancement shall be reduced by an amount equal to the amount with which the annuitant's annuity was increased by 2 per cent compounded annually under the Service Act or in terms of these regulations since 1 October 1976 or the date upon which it became payable but in any case not from a date later than 1 April 1978

(b) in the case of a member who retires after 1 April 1978 the annuitant shall not receive a lesser annuity than would have been payable had the member retired on 1 April 1978 and received the benefit of the 5 per cent enhancement on annuity, subject to a minimum enhancement of R15 per month,

(c) in the case of a member who dies on or after 1 April 1978 the widow annuitant shall not receive lesser annuity than would have been payable had the member died on 31 March 1978 and the widow received the benefit of the 5 per cent enhancement on annuity subject to a minimum of R15 per month

(11) Where an annuitant receives more than one annuity the minimum enhancements in terms of paragraphs (7) (8), (9) and (10) shall be payable on the sum total of the annuities

Renumber paragraphs (11) and (12) to read (12) and (13)

DEPARTEMENT VAN SPOORWEE EN HAWENS

No R 1046 26 Mei 1978

Ingevolge die bevoegdheid wat aan my verleen is by artikel 4 (3) van die Spoorweg- en Hawepensioenwet, 1971 (Wet 35 van 1971) verleen ek Stefanus Louwrens Muller, Minister van Vervoer na raadpleging met die Spoorweg- en Haweraad goedkeuring daaraan dat die Pensioenregulasies gepubliseer in Goewermentskennisgewing R 859 van 26 Mei 1971 soos gewysig, soos volg verder gewysig word met ingang van 1 April 1978

REGULASIE 48

Vervang paragraaf (10) deur die volgende

(10) Die jaargelde van alle jaargeldtrekkers, met inbegrip van weduweejaargeldtrekkers, van alle fondse wat voor of op 1 April 1978 betaalbaar geword het, word vanaf 1 April 1978 met 'n verder 5 persent verhoog onderworpe aan 'n minimum verhoging van R15 per maand, gebaseer op die jaargeld soos betaalbaar op 1 Oktober 1976 of die datum waarop dit betaalbaar geword het as dit 'n later datum is maar in elk geval nie van 'n datum later as 1 April 1978 nie Met dien verstande dat—

(a) die bedrag van die verhoging verminder word met 'n bedrag gelykstaande met die bedrag waarmee die jaargeldtrekker se jaargeld kragtens die Dienswet of ingevolge hierdie regulasies met 2 persent, jaarliks saamgestel verhoog is sedert 1 Oktober 1976 of die datum waarop dit betaalbaar geword het, maar in elk geval nie van 'n datum later as 1 April 1978 nie,

(b) in die geval van 'n lid wat na 1 April 1978 uittree, die jaargeldtrekker nie minder by wyse van 'n jaargeld sal ontvang nie as die bedrag wat betaalbaar sou gewees het indien die lid op 1 April 1978 uitgetree het en die voordeel van die toevoeging van die 5 persent, onderworpe aan 'n minimum verhoging van R15 per maand tot jaargeld ontvang het,

(c) in die geval van 'n lid wat op of na 1 April 1978 te sterwe kom die weduweejaargeldtrekker nie minder by wyse van 'n jaargeld sal ontvang nie as die bedrag wat betaalbaar sou gewees het indien die lid op 31 Maart 1978 te sterwe gekom het en die weduwee die voordeel van die toevoeging van die 5 persent, onderworpe aan 'n minimum verhoging van R15 per maand, tot jaargeld ontvang het

(11) Waar 'n jaargeldtrekker meer as een jaargeld ontvang is die minimum verhogings ingevolge paragrawe (7), (8), (9) en (10) op die somtotaal van die jaargelde betaalbaar

Hernommer paragrawe (11) en (12) om te lui (12) en (13)

No R 1047 26 May 1978

Under the powers vested in me by section 3 of the Railways and Harbours Pensions for Non-Whites Act, 1974 (Act 43 of 1974), I, Stefanus Louwrens Muller, Minister of Transport of the Republic of South Africa, do hereby after consultation with the Railways and Harbours Board, approve of the Pension Regulations for Non-Whites published in Government Notice R 303 of 14 February 1975, as amended being further amended as follows with effect from 1 April 1978

REGULATION 32A

Substitute the following for paragraphs (2) and (3)

(2) The annuities of all annuitants which became payable before or on 1 April 1978 shall, with effect from 1 April 1978, be enhanced by a further 5 per cent, subject to a minimum enhancement of R7,20 per month in the case of Bantu and R9 per month in the case of Coloureds and Indians Provided that a member who retires after 1 April 1978 shall not receive a lesser annuity than would have been payable had the member retired before or on 1 April 1978, and received the benefit of the 5 per cent enhancement on annuity subject to a minimum enhancement of R7,20 per month in the case of Bantu and R9 per month in the case of Coloureds and Indians

(3) Where an annuity is payable partly from the Pension Fund and partly from revenue the increases in annuity mentioned in this regulation shall be paid proportionately from the Pension Fund and from revenue

(4) Where an annuity which is being paid from revenue, is to become payable from the Pension Fund as from a subsequent date liability for the payment of the increases mentioned in this regulation shall as from that date pass from revenue to the Pension Fund

No R 1047 26 Mei 1978

Ingevolge die bevoegdheid wat aan my verleen is by artikel 3 van die Wet op Spoorweg- en Hawepensioene vir Nie-Blankes, 1974 (Wet 43 van 1974), verleen ek, Stefanus Louwrens Muller, Minister van Vervoer van die Republiek van Suid-Afrika, na raadpleging met die Spoorweg- en Haweraad, goedkeuring daaraan dat die Pensioenregulasies vir Nie-Blankes gepubliseer in Goewermentskennisgewing R 303 van 14 Februarie 1975, soos gewysig, soos volg verder gewysig word met ingang van 1 April 1978

REGULASIE 32A

Vervang paragrawe (2) en (3) deur die volgende

(2) Die jaargelde van alle jaargeldtrekkers wat voor of op 1 April 1978 betaalbaar geword het, word vanaf 1 April 1978 met 'n verder 5 persent verhoog, onderworpe aan 'n minimum verhoging van R7,20 per maand in die geval van Bantoes en R9 per maand in die geval van Kleurlinge en Indiers Met dien verstande dat 'n lid wat na 1 April 1978 uittree nie minder by wyse van jaargeld sal ontvang nie as die bedrag wat betaalbaar sou gewees het indien die lid voor of op 1 April 1978 uitgetree het en die voordeel van die toevoeging van die 5 persent, onderworpe aan 'n minimum verhoging van R7,20 per maand in die geval van Bantoes en R9 per maand in die geval van Kleurlinge en Indiers, tot jaargeld ontvang het

(3) Wanneer 'n jaargeld gedeeltelik uit die Pensioenfonds en gedeeltelik uit inkomste betaalbaar is, word die verhogings in jaargeld gemeld in hierdie regulasie na verhouding uit die Pensioenfonds en uit inkomste betaal

(4) Wanneer 'n jaargeld wat uit inkomste betaal word, vanaf 'n later datum uit die Pensioenfonds betaal moet word, gaan die aanspreeklikheid vir die betaling van die verhogings gemeld in hierdie regulasie vanaf daardie datum van inkomste op die Pensioenfonds oor

Move to reassure white railmen

26/5/78 RDM

Pretoria Bureau

RAILWAY trade union leaders are being sent to South West Africa to allay railworkers' fears about their security in an open labour market

Sources said yesterday union management called the situation 'something of a problem"

Job reservation and other apartheid laws have been scrapped in SWA and rate-for-the-job is now in operation — with all industrial colour bars removed

The move is an effort to avoid possible friction and resentment among white staff which could follow the scrapping of protective labour legislation

So far the Artisan Staff Association (ASA) and the Running and Operating Staff Association (clerical and other non-technical staff) have sent representatives to speak to their members in several parts of SWA

Other union leaders — including Mr Brian Currie, chairman of the Federal Consultative Council of Railway Staff Associations and president of the Salaried Staff Association — will be visiting SWA in the next few weeks

The president of Asa, Mr Jimmy Zurich, who has just returned after speaking at a series of union meetings in SWA, said yesterday he did not expect serious reaction from skilled railworkers to the open labour society after independence

"The attitude of most of my members seems to be that they are resigning themselves to the situation," he said

But the issue would be discussed at a meeting of the Asa executive next month

However, other railway union sources say adverse reaction is more likely to come from the more vulnerable, less-skilled workers

270 SUNDAY TRIBUNE, MAY 28, 1978

Railway workers steaming over delayed pay negotiations

By DICK USHER

FRUSTRATION over pay negotiations may cause one major railway union to stall the process of placing black workers in jobs formerly reserved for whites

This warning was issued by Mr Wally Grobler, general secretary of the 23 000-member artisan Staff Association amid growing dissatisfaction among his members about recent wage negotiations.

Members of the association's West Transvaal division has threatened a go slow strike because of "inadequate conditions" on the railways, and also passed a motion of no confidence in the Minister of Transport

Although the motion of no confidence referred to the feeling that the present Minister is doing more for blacks than whites, Mr Grobler said he thought it was passed as a result of general dissatisfaction about conditions

In co-operation with the seven unions representing railways' staff, at least 22 000 black workers have been placed in jobs formerly held by whites.

These are the latest figures on a move to rationalise the use of all labour begun by the SAR about 19 years

Blacks are also being trained for work in the Transkei as train drivers, as they will be soon in Namibia

But railwaymen, who last year sent a dispute with management over pay negotiations to arbitration, have become increasingly dissatisfied with management's attitude on wages

"The arbitration board ruled against us, not on the basis of the merits of our case, but simply because there was no money," said Mr Grobler

"We were originally asking for 18 percent, which we felt was reasonable because wages had dropped about 30 percent behind the increases in the cost of living

"During the arbitration hearings we dropped our demand to 12,5 percent after the Government announced a general 5 percent increase for all employees

"But even this was not low enough and the board — by a majority decision — ruled out any further pay increases.

"The members are very unhappy about this, and although we have accepted it and co-operated with management on placing blacks in jobs formerly reserved for whites we expect a little more sympathy from management over pay negotiations.

"The executive committee has a regular meeting with the Minister of Transport scheduled for September and in all probability we will be initiating fresh salary claims not later than that

"But management can expect a hardening of attitude from us over the question of putting blacks into jobs previously held by whites"

Wally Grobler: "We expect a little more sympathy from management over pay negotiations."

BELIEVE IT OR NOT!

Some firms are using lie detectors to test staff

By DICK USHER

SOME Transvaal companies are using lie detectors in staff selection and workers and trade unions are becoming alarmed

They claim the lie detector tests, which are not used by the South African Police or accepted as evidence in court, jeopardise jobs unfairly and cause stress among workers

Mr Morris Kagan, vice-president of the National Union of Distributive Workers, said this week he knew of at least one case in which a woman had been refused a job after she had been given a lie detector test

"She could not find her reference from the job she had held longest and as the firm had gone into liquidation her claim to have been employed there could not be verified

"She was given a lie detector test which was judged to be negative and they turned her down for the job

"Six weeks later she found the reference, but by then it was too late"

At least three large companies in the distributive field are understood to be operating lie detectors in staff selection procedures and one major security firm also uses the devices

There are two main types of detectors on the market — one which is attached to the person and monitors factors such as changes in temperature, respiration and pulse, and one which operates off voice patterns

But, Mr Eric McMaster, vice-president for personnel and training for Checkers said his company had been approached about buying a lie detector but had turned it down

A South African Police spokesman said lie detectors were not used by the police, but would not elaborate on the reasons

"Tests showed the machine that is attached to a person has an inaccuracy rate of 24 percent, while another machine, which can be used without the subject being aware of the test, had an inaccuracy rate of 47 percent

"We are up in arms because their use is causing panic among staff because they can result in innocent people being made to suffer"

White railmen take tough stand

(270)

31/5/78

JOHANNESBURG — A tougher attitude to railway management requests for a relaxation of job barriers will be adopted by the 23 000 strong Artisan Staff Association

Dissatisfaction among the artisans has "exploded" into a demand for an effective reaction to management's refusal to raise wages.

Six weeks ago, too, the ASA's 12½ per cent wage demand was rejected by a judicial arbitration commission.

Since then, branch meetings of the ASA — including the Western and Eastern Transvaal circuits of the union — have demanded the resignation of the Minister of Transport, Mr Louwrens Muller, and have recommended go-slow protest action.

However, the railways is classified as an essential service, and its workers are forbidden to strike.

The secretary of the ASA, Mr Wally Grobler, said yesterday "The attitude of our members has hardened. We have been leaning over backwards to accommodate the requests of management to allow more blacks to do what were formally white jobs, and we are getting nothing in return."

Mr Grobler said all relaxations made so far were temporary, "and could be reversed if our members demand this."

Railway management had been told that the ASA would now look more closely at requests for blacks to be allowed to do white work

"In the past we have agreed readily to compromises because we realise that unless the black labour resources are tapped the shortage of white workers would bring about an inevitable slow down in the development and services of the SAR."

It is estimated that there are about 25 000 black railway workers now filling jobs previously reserved for whites. — DDC.

Hansard 17 1 June 1978.
Question 647 Cols. 841–843.

270

[illegible]

(3) Whether any airlines have fixed the accommodation allowances of their staff; if so, what are the amounts so fixed; (b) what are the amounts paid by way of (i) meal allowances and (ii) hotel accommodation allowances; (c) whether on behalf of airlines; (d) what are the conditions of service of air hostesses and other cabin crew;

(4) what periods of rest between (a) duties and (b) overseas flights are laid down in (i) operations and (ii) all categories of cabin crew.

The MINISTER OF TRANSPORT

(1) (a) and (b) Conditions of service are defined in the Service Act, the Staff Regulations and Instructions.

(2) (a) (i) For breakfast, luncheon and dinner. However, the amount varies according to the prices at the hotels where the staff are accommodated, and is based on the cost of reasonable meals served by the hotels concerned.

(ii) A daily allowance while they are flying as well as a trunk service allowance, if attached to an international pool.

(b) (i) No specific grading is prescribed, since many factors such as suitability, availability, transport, etc., are involved, but where practicable flight deck crew are accommodated in hotels of higher grading than those in which cabin crew and junior staff are accommodated.

(ii) and (iii) Good class hotels.

(3) (a) Yes.

(i) From 1 May 1973 meal allowances are based on the cost of reasonable meals served by the hotels in which the staff are accommodated in toto, as previously based on the cost of hotel meals and on the cost of meals at good test rates in the country. As far as hotel accommodation is concerned, they will be accommodated at hotels of a higher grading as indicated in part (2)(b)(i) above.

(ii) Salary and related increases from 1 January 1978 since 1 April 1978 flight pay is also paid during all paid leave, and when they are absent from duty due to injury on duty and absent from duty owing to sickness with full pay, provided that the absence/absences does/do not exceed six months in any one calendar year. In addition flight pay is now regarded as an emolument for the calculation of the value of leave at retirement or death.

(b) and (c) Yes.

(i) Since 1 May 1978 their meal allowances are calculated on the same basis as set out under part (3)(a)(i) above. In so far as hotel accommodation is concerned no change has been effected except that at Frankfurt temporary hotel accommodation had to be acquired. A contract with a more suitable hotel is being negotiated.

(ii) Salary and related increases from 1 January 1978.

Conditions of service of air hostesses/other cabin crew of South African Airways

647 Mr H H SCHWARZ asked the Minister of Transport

(1) What are the conditions of service of (a) air hostesses and (b) other cabin crew of the South African Airways;

(2) what (a)(i) allowances are paid to (ii) other allowances are [illegible]

Hansard 19 14 June 1978
Question 6 Cols. 939 a 940.

970

14 JUNE 1978

H. MINISTER NOTE

DEPARTMENT OF RAILWAYS AND HARBOURS

No R 1238 16 June 1978

Under the powers vested in me by section 4 (3) of the Railways and Harbours Pensions Act, 1971 (Act 35 of 1971), I, Stefanus Louwrens Muller, Minister of Transport, do hereby, after consultation with the Railways and Harbours Board, approve of the Pension Regulations, published in Government Notice R 859 of 28 May 1971 as amended, being further amended as follows with effect from 1 December 1977

REGULATION 19

Delete paragraph 4

REGULATION 24

Delete the last sentence of paragraph (2) (f)

Substitute the following for paragraph (2) (*i*) (ii) (8)

(8) From 1 October 1976 to 30 November 1977—240 per cent on (3)

Insert the following paragraph (2) (*i*) (ii) (9)

(9) From 1 December 1977—283 per cent on (3)

REGULATION 27

Substitute the following for paragraph (2)

(2) For the purpose of paragraph (1) the expression "pension benefit" shall be deemed to include, in relation to a deceased member, the cash amount which is payable

REGULATION 42

Substitute the following for paragraph (2)

(2) If such beneficiary is deceased member's widow there shall—

(a) where the member died on or before 29 November 1977, subject to the provisions of paragraphs (5) and (6), be paid to her pension benefits calculated as provided in paragraphs (3) and (4);

(b) where the member dies on or after 30 November 1977, be paid to her pension benefits calculated as provided in paragraph (7)

DEPARTEMENT VAN SPOORWEE EN HAWENS

No R 1238 270 16 Junie 1978

Ingevolge die bevoegdheid wat aan my verleen is by artikel 4 (3) van die Spoorweg- en Hawepensioenwet, 1971 (Wet 35 van 1971), verleen ek, Stefanus Louwrens Muller, Minister van Vervoer, na raadpleging met die Spoorweg- en Haweraad, goedkeuring daaraan dat die Pensioenregulasies, gepubliseer in Goewermentskennisgewing R 859 van 28 Mei 1971, soos gewysig, soos volg verder gewysig word met ingang van 1 Desember 1977

REGULASIE 19

Skrap paragraaf 4.

REGULASIE 24

Skrap die laaste sin van paragraaf (2) (f).

Vervang paragraaf (2) (*i*) (ii) (8) deur die volgende:

(8) Vanaf 1 Oktober 1976 tot 30 November 1977—240 persent op (3)

Voeg die volgende paragraaf (2) (*i*) (ii) (9) by:

(9) Vanaf 1 Desember 1977—283 persent op (3).

REGULASIE 27

Vervang paragraaf (2) deur die volgende:

(2) By die toepassing van paragraaf (1) word die uitdrukking "pensioenvoordeel", met betrekking tot 'n afgestorwe lid, geag die kontantbedrag in te sluit wat betaalbaar is

REGULASIE 42

Vervang paragraaf (2) deur die volgende:

(2) Indien so 'n bevoordeelde die oorlede lid se weduwee is, word daar—

(a) waar die lid op of voor 29 November 1977 te sterwe gekom het, onderworpe aan die bepalings van paragrawe (5) en (6), aan haar pensioenvoordele betaal bereken volgens voorskrif van paragrawe (3) en (4);

(b) waar die lid op of na 30 November 1977 te sterwe kom, aan haar pensioenvoordele betaal bereken volgens voorskrif van paragraaf (7)

In paragraph (3) (a) (i) insert the words "or 5 per cent in the case of a deceased female member" after the words "equal to 10 per cent"

Renumber paragraph (6) (f) to read (8)

Renumber the existing paragraph (7) to read (9) and insert the following new paragraph (7)

(7) Upon the death of a member referred to in paragraph (2) (b) there shall be paid to his widow—

(a) the cash sum which would have been paid to the member in terms of regulation 33 had he on the day immediately after the date of his death retired from the Service by reason of permanent ill-health with at least 10 years pensionable service with a pension benefit in terms of regulation 31 (3);

(b) an annuity calculated at 80 per cent of the annuity that would have been paid to the member in accordance with regulation 32 had he on the day immediately after the date of his death been retired from the Service by reason of permanent ill-health with a pension benefit in terms of regulation 31 (3), multiplied by the factor which is arrived at by dividing the total of his pensionable service and the number of years service that he could still have rendered from the date of his death to the date that he would have been retired under section 16 (1) of the Service Act, by his pensionable service

Renumber paragraph (8) to read (10) and in the second line of subparagraph (b) after "1st December, 1973" insert "but before 30 November 1977"

Insert the following new subparagraph (10) (c)

(c) Upon the death of a widow annuitant whose husband died on or after 30 November 1977, no further benefit shall be payable

Renumber paragraph (9) to read (11) and substitute it by the following

(11) If the beneficiary referred to in paragraph (1) is a person other than the deceased member's widow, the cash amount shall be paid to him

REGULATION 43

Substitute the following for paragraph (2)

(2) If such beneficiary is the deceased annuitant's widow there shall be paid to her an annuity calculated as provided in subparagraph (a) or (b)

(a) Where the annuity became payable to her before 1 December 1977, it shall be calculated by multiplying each one hundred rand (or fraction thereof) of the basic sum referred to in regulation 42 (4) by the appropriate factor set forth in the table appearing in that regulation Provided that—

(i) if the deceased annuitant retired from the Service on or before 1 December 1973, and any part of his annuity was commuted, the basic sum shall, for the purpose of calculating the annuity to the widow, be reduced in the proportion which the commuted portion of his annuity bears to the full annuity,

(ii) if the deceased annuitant retired from the Service after 1 December 1973, the annuity to the widow shall be calculated on the full basic sum subject to the provisions of section 9 of the Act;

(iii) in applying the said table for the purpose of calculating the annuity to the widow, the appropriate factor shall be that applicable to the widow's age at the date of her deceased husband's retirement, or the age of 16 years, whichever is the higher, and

In paragraaf (3) (a) (i) voeg die woorde "of 5 persent in die geval van 'n oorlede vroulike lid" in na die woorde "gelykstaande met 10 persent"

Hernommer paragraaf (6) (f) om te lui (8).

Hernommer die bestaande paragraaf (7) om te lui (9) en voeg die volgende nuwe paragraaf (7) in:

(7) By die dood van 'n lid bedoel in paragraaf (2) (b) word daar aan sy weduwee—

(a) die kontantbedrag betaal wat aan die lid ingevolge regulasie 33 betaal sou gewees het indien hy op die dag onmiddellik na die datum van sy afsterwe op grond van blywende slegte gesondheid met minstens 10 jaar pensioengewende diens uit die Diens sou getree het met 'n pensioenvoordeel ingevolge regulasie 31 (3);

(b) 'n jaargeld betaal wat bereken word deur 80 persent van die jaargeld wat ooreenkomstig regulasie 32 aan die lid betaal sou gewees het indien hy op die dag onmiddellik na die datum van sy afsterwe op grond van blywende slegte gesondheid uit die Diens sou getree het met 'n pensioenvoordeel ingevolge regulasie 31 (3), te vermenigvuldig met die faktor wat verkry word deur die totaal van sy pensioengewende diens en die aantal jare diens wat hy nog sou kon lewer van die datum van sy afsterwe tot die datum waarop hy kragtens artikel 16 (1) van die Dienswet uit die Diens afgedank sou gewees het, te deel deur sy pensioengewende diens.

Hernommer paragraaf (8) om te lui (10) en in die tweede reel van subparagraaf (b) voor die woorde "te sterwe gekom het" voeg die woorde "maar voor 30 November 1977" in

Voeg die volgende nuwe subparagraaf (10) (c) in:

(c) By die dood van 'n weduweejaargeldtrekker wie se eggenoot op of na 30 November 1977 te sterwe kom, is geen verder voordeel betaalbaar nie.

Hernommer paragraaf (9) om te lui (11) en vervang dit deur die volgende.

(11) Indien die in paragraaf (1) bedoelde bevoordeelde iemand anders as die oorlede lid se weduwee is, word die kontantbedrag aan hom uitbetaal.

REGULASIE 43

Vervang paragraaf (2) deur die volgende:

(2) Indien so 'n bevoordeelde die oorlede jaargeldtrekker se weduwee is, word daar aan haar 'n jaargeld volgens voorskrif van subparagraaf (a) of (b) betaal.

(a) Waar die jaargeld voor 1 Desember 1977 aan haar betaalbaar geword het, word dit bereken deur elke honderd rand (of breuk daarvan) van die basiese som in regulasie 42 (4) vermeld, te vermenigvuldig met die toepaslike faktor uiteengesit in die tabel wat in daardie regulasie voorkom: Met dien verstande dat—

(i) indien die oorlede jaargeldtrekker op of voor 1 Desember 1973 uit die Diens getree het en 'n gedeelte van sy jaargeld omgeset is, die basiese som by die berekening van die jaargeld aan die weduwee verminder word in die verhouding waarin die omgesette gedeelte van sy jaargeld tot die volle jaargeld staan;

(ii) indien die oorlede jaargeldtrekker na 1 Desember 1973 uit die Diens getree het, die jaargeld aan die weduwee op die volle basiese som bereken word met inagneming van die bepalings van artikel 9 van die Wet;

(iii) by die toepassing van genoemde tabel in verband met die berekening van die jaargeld aan die weduwee, die toepaslike faktor die een is wat vasgestel is vir die weduwee se leeftyd op die datum van haar oorlede eggenoot se uitdienstreding, of [illegible] leeftyd [illegible] 16 jaar, na gelang van watter die hoogste is; en

(iv) where such widow married her deceased husband after that date she shall, for the purpose of this regulation, be deemed to have been married to him at that date.

(b) Where the annuity becomes payable to her on or after 1 December 1977 and the deceased annuitant—

(i) retired on attaining the retirement age, it shall be calculated at 80 per cent of the annuity which was payable to the deceased annuitant at the date of his death,

(ii) retired from the Service before attaining the retirement age, it shall be calculated by multiplying 80 per cent of the annuity which was payable to him at the date of his death, by the factor which is arrived at by dividing the total of his pensionable service and the number of years service that he could still have rendered from the date of his death to the date that he would have been retired under section 16 (1) of the Service Act, by his pensionable service

In paragraphs (3), (4), (6) (a), (6) (b) and (7), substitute "paragraph (2) (a)" for "paragraph (2)"

In the first line of paragraph (6) (b) after "widow" insert "before 1 December 1977"

Insert the following new subparagraph (6) (c)

(c) Upon the death of a widow annuitant on or after 1 December 1977, no further benefit shall be payable

At the end of paragraph (7), substitute a colon for the full stop and insert the following

Provided further that upon the death of the annuitant on or after 1 December 1977 no further benefit shall be payable

REGULATION 44

Insert the following new subparagraph (6) (c)

(c) When the deceased member dies on or after 1 December 1977 and leaves no relatives referred to in the preceding paragraphs, payment of his own contributions only shall be made to the person lawfully administering his estate

REGULATION 48

In paragraph (9), substitute "regulation 42 (8) or 43 (5)" for "regulation 42 (6) (f) or 43 (5)"

REGULATION 49

In paragraphs (1) (b), (c), (d), (e), (f) and (g), substitute "regulation 42 (4) or (7)" for "regulation 42 (4)"

No R 1239 16 June 1978

Under the powers vested in me by section 4 (3) of the Railways and Harbours Pensions Act, 1971 (Act 35 of 1971), I, Stefanus Louwrens Muller, Minister of Transport, do hereby, after consultation with the Railways and Harbours Board, approve of the Pension Regulations, published in Government Notice R 859 of 28 May 1971, as amended, being further amended as follows with effect from 1 April 1978:

REGULATION 24

Substitute the following for paragraph (2) (*i*) (ii) (9):

(9) From 1 December 1977 to 31 March 1978—283 per cent on (3).

Insert the following paragraph (2) (*i*) (ii) (10)

(10) From 1 April 1978—298 per cent on (3)

(iv) waar so 'n weduwee na daardie datum met haar oorlede eggenoot in die huwelik getree het, daar by die toepassing van hierdie regulasie beskou word dat sy op daardie datum met hom getroud was.

(b) Waar die jaargeld op of na 1 Desember 1977 aan haar betaalbaar word en die oorlede jaargeldtrekker—

(i) afgetree het by bereiking van die aftreeleeftyd, word dit bereken teen 80 persent van die jaargeld wat aan die oorlede jaargeldtrekker op die datum van sy afsterwe betaalbaar was,

(ii) voor bereiking van die aftreeleeftyd uit die Diens getree het, word dit bereken deur 80 persent van die jaargeld wat aan hom op die datum van sy afsterwe betaalbaar was, te vermenigvuldig met die faktor wat verkry word deur die totaal van sy pensioengewende diens en die aantal jare diens wat hy nog sou kon lewer van die datum van sy afsterwe tot die datum waarop hy kragtens artikel 16 (1) van die Dienswet uit die Diens afgedank sou gewees het, te deel deur sy pensioengewende diens

In paragrawe (3), (4), (6) (a), (6) (b) en (7), vervang "paragraaf (2)" deur "paragraaf (2) (a)".

In paragraaf (6) (b), in die tweede reël voor die woorde "te sterwe kom", voeg die woorde "voor 1 Desember 1977" in

Voeg die volgende nuwe subparagraaf (6) (c) in:

(c) Wanneer die weduwee van 'n oorlede jaargeldtrekker op of na 1 Desember 1977 te sterwe kom, is geen verder voordeel betaalbaar nie

Aan die end van paragraaf (7) vervang die punt deur 'n dubbelpunt en voeg die volgende by:

Met dien verstande verder dat waar die jaargeldtrekker op of na 1 Desember 1977 te sterwe kom geen verder voordeel betaalbaar is nie

REGULASIE 44

Voeg die volgende nuwe subparagraaf (6) (c) in:

(c) Wanneer die oorlede lid op of na 1 Desember 1977 te sterwe kom en geen verwante soos in voorafgaande paragrawe vermeld, nalaat nie, geskied betaling van slegs sy eie bydraes aan die persoon wat wettig sy boedel beredder

REGULASIE 48

In paragraaf (9), vervang "regulasie 42 (6) (f) of 43 (5)" deur "regulasie 42 (8) of 43 (5)".

REGULASIE 49

In paragrawe (1) (b), (c), (d), (e), (f) en (g), vervang "regulasie 42 (4)" deur "regulasie 42 (4) of (7)".

No R 1239 16 Junie 1978

Ingevolge die bevoegdheid wat aan my verleen is by artikel 4 (3) van die Spoorweg- en Hawepensioenwet, 1971 (Wet 35 van 1971), verleen ek, Stefanus Louwrens Muller, Minister van Vervoer, na raadpleging met die Spoorweg- en Haweraad, goedkeuring daaraan dat die Pensioenregulasies, gepubliseer in Goewermentskennisgewing R 859 van 28 Mei 1971, soos gewysig, soos volg verder gewysig word met ingang van 1 April 1978:

REGULASIE 24

Vervang paragraaf (2) (*i*) (ii) (9) deur die volgende:

(9) Vanaf 1 Desember 1977 tot 31 Maart 1978—283 persent op (3).

Voeg die volgende paragraaf (2) (*i*) (ii) (10) by:

(10) Vanaf 1 April 1978—298 persent op (3).

No R 1240 16 June 1978

The State President has, in terms of section 32 of the Railways and Harbours Service Act, 1960 (Act 22 of 1960), been pleased to approve of the South African Railways Staff Regulations, published in Government Notice R 1045 of 15 July 1960, as amended, being further amended as follows

SOUTH AFRICAN RAILWAYS
STAFF REGULATIONS
SCHEDULE OF AMENDMENT

(Operative from 1 January 1978)

REGULATION 128

Substitute the following for paragraph (10)

(10) No refund shall be made in respect of any extraneous expenditure incurred such as for taxi hire, porterage, tips, cloakroom charges, dry cleaning, laundry charges etc except in the case of a claim in terms of paragraph (5) or unless the General Manager otherwise decides

REGULATION 130

Substitute the following for this regulation

ALL SERVANTS INCLUDING MEMBERS OF THE REGULAR RELIEF STAFF BUT EXCLUDING SERVANTS EMPLOYED ON DISTRICT OR SECTION DUTY AS DEFINED IN REGULATION 131, TRAINMEN, DRIVERS (ROAD TRANSPORT SERVICE) AND OTHER SERVANTS WHO ARE PAID BOOKING-OFF EXPENSES IN TERMS OF THESE REGULATIONS

130 A servant specified above [other than a policeman who is paid an allowance in terms of regulation 50 (11)] and who is required to undertake duty away from his headquarters shall, subject to such conditions as the General Manager may prescribe, be paid expenses as follows

(1) If the servant is able with reasonable convenience to proceed to his headquarters or home each day for a proper period of rest—

(a) if the period of absence is 10 hours or less	the actual essential expenses subject to a maximum amount of R1,50 Receipts are not required but the place and the circumstances under which the expenditure was incurred should be indicated on the expenses voucher,
(b) if the period of absence exceeds 10 hours	at the appropriate hourly rate prescribed in paragraph (3)

(2) If the servant is unable with reasonable convenience to proceed to his headquarters or home each day for a proper period of rest, he shall be paid expenses at the hourly rate for the total period of absence plus accommodation expenses, where applicable, at the appropriate rate prescribed in paragraph (3)

(3) *Expenses tariffs*

No R 1240 16 Junie 1978

Dit het die Staatspresident behaag om kragtens artikel 32 van die Wet op Spoorweg- en Hawediens, 1960 (Wet 22 van 1960), goedkeuring daaraan te verleen dat die Personeelregulasies van die Suid-Afrikaanse Spoorwee, gepubliseer in Goewermentskennisgewing R 1045 van 15 Julie 1960, soos gewysig, soos volg verder gewysig word:

SUID-AFRIKAANSE SPOORWEE
PERSONEELREGULASIES
WYSIGINGSLYS

(Van krag van 1 Januarie 1978)

REGULASIE 128

Vervang paragraaf (10) deur die volgende:

(10) Geen terugbetaling ten opsigte van enige buitengewone uitgawe soos huurmotorkoste, drageld, fooitjies, bewaarkamerkoste, droogskoonmaakkoste, wasserykoste, ens word gedoen nie, behalwe in die geval van 'n eis ingevolge paragraaf (5) of tensy die Hoofbestuurder anders besluit

REGULASIE 130

Vervang hierdie regulasie deur die volgende:

ALLE DIENARE MET INBEGRIP VAN LEDE VAN DIE GEREELDE AFLOSPERSONEEL MAAR UITGESONDER DIENARE WAT DISTRIKS- OF TRAJEKDIENS VERRIG SOOS BEPAAL IN REGULASIE 131, TREINPERSONEEL, BESTUURDERS (PADVERVOERDIENS) EN ANDER DIENARE AAN WIE AFBOEKKOSTE INGEVOLGE HIERDIE REGULASIES BETAAL WORD

130 Aan 'n bogenoemde dienaar [behalwe 'n polisiebeampte wat 'n toelae ingevolge regulasie 50 (11) betaal word] wat diens weg van sy hoofkwartier moet doen, word koste onderworpe aan sodanige voorwaardes as wat die Hoofbestuurder mag voorskryf, soos volg betaal:

(1) Indien die dienaar elke dag met redelike gerief vir 'n behoorlike rustyd na sy hoofkwartier of tuiste kan gaan—

(a) as die tydperk van afwesigheid 10 uur en minder is	die werklike noodsaaklike uitgawes onderworpe aan 'n maksimum bedrag van R1,50 Kwitansies word nie vereis nie, maar daar moet op die kostebewys aangedui word by welke plek en in watter omstandighede die uitgawe aangegaan is;
(b) as die tydperk van afwesigheid meer as 10 uur is	teen die toepaslike uurlikse skaal bepaal in paragraaf (3)

(2) Indien die dienaar nie elke dag met redelike gerief vir 'n behoorlike rustyd na sy hoofkwartier of tuiste kan gaan nie, word koste betaal teen die uurlikse skaal vir die volle tydperk van afwesigheid, plus akkommodasiekostelwaar van toepassing, teen die toepaslike skaal bepaal in paragraaf (3)

(3) *Kosteskale*

Salary [excluding heads of departments as defined in Regulation 1 (2)]	Hourly rate	Accommodation expense for residence in a hotel or other registered abode supported by the requisite proof of payment	Accommodation expense when not accommodated in a hotel or other registered abode and departmental accommodation is not provided (departmental staff residences excluded)
Less than R10 500 p a	30c	Actual expenses subject to a maximum of R12 per night	R3,30 per night
R10 500 p a or more, but less than R16 950 p a	34c	Actual expenses subject to a maximum R13,50 per night	R3,30 per night
R16 950 p a or more	34c	Actual expenses subject to a maximum of R15 per night	R3,50 per night

Salaris [uitgesonder departementshoofde soos bepaal in regulasie 1 (2)]	Uurlikse skaal	Akkommodasiekoste vir verblyf in 'n hotel of ander geregistreerde woonplek gestaaf deur die nodige bewys van betaling	Akkommodasiekoste wanneer daar nie in 'n hotel of ander geregistreerde woonplek tuisgegaan word nie en departementele akkommodasie (departementele personeelwonings uitgesluit) nie voorsien word nie
Minder as R10 500 p j	30c	Werklike uitgawe onderworpe aan 'n maksimum van R12 per nag	R3,30 per nag
R10 500 p j of meer, maar minder as R16 950 p j	34c	Werklike uitgawe onderworpe aan 'n maksimum van R13,50 per nag	R3,30 per nag
R16 950 p j of meer	34c	Werklike uitgawe onderworpe aan 'n maksimum van R15 per nag	R3,50 per nag

REGULATION 131

Insert the following new regulation 131

SERVANTS EMPLOYED ON DISTRICT OR SECTION DUTY

Artisan staff

131. (1) A servant specified above and who is employed on district or section duty, shall be paid expenses at the appropriate hourly rate prescribed in regulation 130, under the following conditions

(i) If the period of absence on a weekday exceeds 10 hours,

(ii) for any period of absence on a Sunday

All other staff

(2) (a) A servant specified above and who is employed on district or section duty, shall, subject to the provisions of paragraph (3) be paid expenses under the following conditions

(i) If the period of absence on a weekday exceeds 10 hours	at the appropriate hourly rate prescribed in subparagraph (b),
(ii) for any period of absence on a Sunday	at the appropriate hourly rate prescribed in subparagraph (b)

(b) *Expenses tariffs*

Salary	*Hourly rate*
Less than R5 544 per annum	21c
R5 544 per annum or more	25c

(3) If a servant mentioned in paragraph (2) (a) works at least two hours longer than the duration of his normal shift based on his weekly hours of duty, expenses shall be paid at the appropriate hourly rate prescribed in regulation 130 for the total period of absence

(4) A servant employed on district or section duty shall, when he is required to work or travel on duty away from his district or section, be paid expenses on the basis set out in regulation 130.

REGULATION 140

Substitute the following for paragraph (1)

(1) If a trainman is booked off duty at an out-station under the circumstances provided for in regulation 75 (4) (b), the following booking-off expenses shall be allowed

Period booked off	*Rate of expenses*
Not exceeding five hours	R1,50
Exceeding five hours but not exceeding 10 hours	R3,00
Exceeding 10 hours	30c per hour,

provided that for any period booked off duty between two runs of less than six hours each, commenced and concluded between 06h00 and 22h00, the booking-off expenses may not exceed R1,50, but no booking-off expenses shall be payable in a case where, although a trainman is booked off duty between trips, continuous time is paid in terms of regulation 78 (6)

REGULASIE 131

Voeg die volgende nuwe regulasie 131 in

DIENARE WAT DISTRIKS- OF TRAJEKDIENS VERRIG

Ambagspersoneel

131 (1) Aan 'n bogenoemde dienaar wat distriks- of trajekdiens verrig, word koste teen die toepaslike uurlikse skaal bepaal in regulasie 130 op die volgende voorwaardes betaal

(i) As die tydperk van afwesigheid op 'n weekdag meer as 10 uur is,

(ii) vir enige tydperk van afwesigheid op 'n Sondag.

Alle ander personeel

(2) (a) Aan 'n bogenoemde dienaar wat distriks- of trajekdiens verrig, word, behoudens die bepalings van paragraaf (3), koste op die volgende voorwaardes betaal:

(i) As die tydperk van afwesigheid op 'n weekdag meer as 10 uur is	teen die toepaslike uurlikse skaal bepaal in subparagraaf (b).
(ii) vir enige tydperk van afwesigheid op 'n Sondag	teen die toepaslike uurlikse skaal bepaal in subparagraaf (b)

(b) *Kosteskale*

Salaris	*Uurlikse skaal*
Minder as R5 544 per jaar	21c
R5 544 per jaar of meer	25c

(3) Indien 'n dienaar gemeld in paragraaf (2) (a) minstens twee uur langer werk as die duur van sy normale skof gebaseer op sy weeklikse diensure, word koste teen die toepaslike uurlikse skaal bepaal in regulasie 130 vir die totale tydperk van afwesigheid betaal

(4) Aan 'n dienaar wat distriks- of trajekdiens weg van sy distrik of trajek moet verrig of op diens moet reis, word koste teen die grondslag uiteengesit in regulasie 130 betaal

REGULASIE 140

Vervang paragraaf (1) deur die volgende:

(1) As 'n lid van die treinpersoneel op 'n buitestasie afgeboek word in die omstandighede waarvoor daar in regulasie 75 (4) (b) voorsiening gemaak word, word die volgende afboekkoste toegestaan:

Afboektydperk	*Kosteskaal*
Hoogstens vyf uur	R1,50
Langer as vyf uur, maar hoogstens 10 uur	R3,00
Langer as 10 uur	30c per uur;

met dien verstande dat hoogstens R1,50 afboekkoste betaal word vir 'n tydperk wat sodanige dienaar van diens afgeboek word tussen twee ritte van minder as ses uur elk wat tussen 06h00 en 22h00 begin en eindig, maar geen afboekkoste is betaalbaar nie as 'n lid van die treinpersoneel ingevolge regulasie 78 (6) vir ononderbroke tyd betaal word ofskoon hy tussen ritte van diens afgeboek word.

REGULATION 142

Substitute the following for paragraph (1)

(1) A driver (road transport service) or an assistant to a driver (road transport service) employed on road transport services and operating from his headquarters shall, when booked off duty at a point other than his headquarters, be paid the following booking-off expenses

Period booked off	*Rate of expenses*
Not exceeding five hours	R1,50
Exceeding five hours but not exceeding 10 hours	R3,00
Exceeding 10 hours	30c per hour

Expenses on this basis shall also be payable to any such servant employed on relief or other duty on a road transport service away from his headquarters when he is booked off duty at a place away from his headquarters or the place at which he is performing such relief or other duty

REGULATION 149

Substitute the following for paragraph (6) (b)

(b) Subject to such conditions as the General Manager may prescribe, the fixed amount may be paid to a servant as soon as he again moves into an unfurnished house or flat at his new headquarters or indicates in writing that he intends doing so as early as practicable

REGULASIE 142

Vervang paragraaf (1) deur die volgende

(1) As 'n bestuurder (padvervoerdiens) of 'n assistent van 'n bestuurder (padvervoerdiens) op padvervoerdiens van sy hoofkwartier af werk en op 'n plek behalwe sy hoofkwartier van diens afgeboek word, word die volgende afboekkoste aan hom betaal

Afboektydperk	*Kosteskaal*
Hoogstens vyf uur	R1,50
Langer as vyf uur, maar hoogstens 10 uur	R3,00
Langer as 10 uur	30c per uur

Koste op hierdie grondslag word ook betaal aan elke sodanige dienaar wat aflos- of ander diens op 'n padvervoerdiens weg van sy hoofkwartier doen wanneer hy van diens afgeboek word op 'n plek weg van sy hoofkwartier of plek waar hy sodanige aflos- of ander diens verrig.

REGULASIE 149

Vervang paragraaf (6) (b) deur die volgende:

(b) Onderworpe aan sodanige voorwaardes as wat die Hoofbestuurder mag voorskryf, kan die vaste bedrag aan 'n dienaar betaal word sodra hy by sy nuwe hoofkwartier weer in 'n ongemeubileerde huis of woonstel intrek of skriftelik aandui dat hy van voorneme is om dit so spoedig doenlik te doen

100/2/75/4

SAR unions join price rise revolt

30/6/78 RDM (270)

By RIAAN DE VILLIERS
Labour Correspondent

SOUTH AFRICA'S white Railways unions, representing over 100 000 workers, have joined the growing rebelllion of organised labour against rising prices.

The seven white staff associations on the Railways have decided to appoint an action group to study the spiralling cost of living and take "suitable action" to combat it

The decision was taken at the half-yearly conference of the federal consultative council of SAR staff associations held in Johannesburg over the past two days

In its resolution the council expressed grave concern at the continued rise in the cost of living and the apparent inability of the authorities to control prices — while salaries were stringently controlled.

Mr Brian Currie, chairman of the council, said yesterday very strong feelings were expressed at the meeting reflecting the views of over 100 000 railwaymen

The committee had still to decide on what action to take. But one step would be to investigate price rises to see if they were justified, he said.

"We're sure the consumer is being taken for a ride and we want to persuade the authorities to get on the side of the consumer for a change."

Star 20/5/75

Railway men act on prices

(270)

Pretoria [illegible]

THE Federal Consultative Council of Railway Staff Associations, concerned at the plunging living standards of 260 000 white railway workers, is [illegible] to lead [illegible] involved in fighting [illegible] spiral.

At a meeting in Johannesburg last [illegible] the FCC formed an action committee which will monitor prices and if necessary take complaints direct to the Cabinet.

The committee consists of the presidents and secretaries of the seven railway unions, and although the unions represent only the 116 000 white workers, it will also act to defend the living standards of workers of the black groups.

The chairman of the action committee is the chairman of the FCC, Mr Brian Currie.

A member of the committee, and president of the Artisan Staff Association, Mr Jimmy Zurich, said yesterday that when the families of railway workers were taken into account the committee would be acting on behalf of at least 500 000 people.

TRANSPORT

Busing problems

Price shocks are by no means over for South Africans, as, hard on the heels of gst, come increases in bus fares.

This week, Johannesburg Municipal Transport (JMT) hiked its prices to cover increased fuel, maintenance and labour costs

From August 1, a JMT bus-ride will cost at least 20% more in cash, with a 50% increase (from 10c to 15c) for black commuters on a 3,2km ride To encourage commuters to use coupons, JMT pushed up coupon prices by only 12,5% in most cases, amounting to only 1c more for the same 3,2 km ride for blacks

Although blacks face bigger percentage increases, their fares remain far lower than those of whites A 12,8 km ride costs white commuters 36c in coupons, while black commuters pay only 17c

The reason? More blacks use the buses "Black buses are well patronised throughout the day," explains JMT assistant manager Gert Tighy "Many of our 368 white buses stand idle in off-peak periods" (This is a common problem — Cape Town's City Tramways complain that two-thirds of its fleet stands idle most of the day) JMT's black drivers, however, still earn only 66% of their white counterparts' pay The 4,2% increase received by all JMT drivers in July brings the white starting salary to R401 a month, while blacks lag behind at R292

Fare increases will only net an extra R940 000 for JMT this year, although expenditure is expected to shoot up by R1,9m Losses are funded by the Johannesburg Rate Fund — to the tune of R8m

Putco fares, at an average of 1,75c/km, are still far less than the JMT average of 2,5c for black commuters But then Putco pays its drivers less. After undergoing the training and probation periods, a Putco driver earns R60 a week, as against the weekly R68,77 a black JMT driver starts on

Cape Town commuters escape increases for the meantime despite the fact that City Tramways receives no financial assistance at all from any of the more than 12 municipal areas which it serves (Black commuters receive state-administered subsidies). Its last fare increase was in March last year

How long City Tramways can absorb the pressure is another matter World-wide trends show that operating costs are rising far more quickly than general inflation In Portland Oregon, for example, where inflation accounted for 7% of increases, but operating costs went up by 23% this year

The answer is either an increased subsidy or increased fares — or both. In Rome, you can travel anywhere for 10c, but you feel the pinch when it comes to paying taxes. London pushed fares up by 10% in June Our own Kimberley was more defeatist — it suspended white bus services in April when the necessary subsidy could not be found

Financial Mail August 11 1978

The Star Wednesday September 6 1978 5

270

SAR faces new claims on pay

Labour Reporter

Fresh pay demands by more than 20 000 railway technicians are being put to the Minister of Transport, Mr S L Muller, in Pretoria today by the Artisan Staff Association.

"We have a good case to claim increases of at least 25 percent," said the union's president, Mr Jimmy Zurich.

"But we decided to make a considerably reduced demand — well within the financial means of the railways in view of the surplus shown this financial year," he said.

He said his union would also ask for a reduction in the working week which had stood at 46 hours for the past 34 years and compared poorly with other industries.

"Many of our highly qualified people are resigning because our pay structure is no longer competitive with outside industry or even with quasi-Government industry," Mr Zurich said.

The Artisan Staff Association's demand for a 12.5 percent increase was rejected earlier this year by a commission appointed to arbitrate in the pay dispute.

Now a new commission has been appointed to deal with the dispute declared by another railway union, the 9 000-strong Footplate Staff Association.

(270)

Muller rejects pay demands

Rdm 7/9/78

Pretoria Bureau

THE Minister of Transport, Mr Louwrens Muller, yesterday flatly rejected demands from the Artisan Staff Association for a 10% increase and a shorter working week

In a two-hour meeting with the Minister, the executive of the ASA, led by President Mr Jimmy Zurich, warned that the stonewall attitude to pleas for financial relief was the beginning of another poor white problem in South Africa

The 10% asked for was far less than could be justified by the level of the consumer price index, Mr Zurich said.

"When we unsuccessfully went to arbitration earlier this year we asked for 12,5%."

The Minister told the executive that his hands were tied until a commission reported on another wage dispute with a railway union

Last week the commission, under Mr Justice van Reenen, was appointed to investigate demands from the SA Footplate Staff Association.

"We will give Safsa all the moral and other support it asks for to prepare its case," said Mr Zurich. He said the executive had also asked for a reduction in the working week from 46 hours to 45 hours.

"We told him the last time the working week was reduced—from 48 to 46 hours—was 34 years ago in 1944. He replied that he was an enemy of shorter working hours and that was that."

The Minister was also warned that the shortage of skilled key workers would become more serious unless working conditions were improved.

"I told him we were deeply disappointed in him as a Minister. We feel there is a lack of sympathy and that he is out of touch with the conditions under which railwaymen have to work," said Mr Zurich

Poverty a new rail nightmare

(270)

10/9/78 Sunday Express

MULLER IN DREAM LAND SAYS ASA

By JEAN LE MAY

THE Minister of Transport, Mr S L Muller, will be to blame if a "poor White situation" arises among the country's 24 000 railway workers, says the Artisan Staff Association.

"The Minister is living in a dream world," said Mr Jimmy Zurich, president of the ASA, after a 10% pay increase demand was turned down flat by the Minister at a meeting with the executive council of ASA this week.

Mr "Giel" Serfontein, chairman of the Western Transvaal divisional council of ASA, told the Sunday Express yesterday that a unanimous vote of no confidence in the Minister — the second in five months — was passed by the executive council after their meeting with him.

A resolution passed unanimously by council said the Minister's attitude to union members was "totally negative" and could lead to "a poor White situation" arising among them.

The row started in May, when Mr Muller turned down pay demands by the ASA, which represents both railways and airways artisan staff, and refused the aircraft workers their own trade union.

The executive council of the Whites-only union — one of the country's biggest — then too, passed a unanimous vote of no confidence in the Minister "because the former Minister of Transport, Mr Ben Schoeman, took much better care of his workers".

Mr Muller was "more concerned about his non-White workers than his White ones", the council said.

Demands for a 12,5% pay rise were earlier turned down by an arbitration commission.

This week the ASA asked for a 10% rise, although it felt there was a case for a 25% increase, said Mr Zurich.

The ASA was "bitterly disappointed" in the Minister's rejection of the pay claim and his refusal to allow a 45-hour week, said Mr Zurich.

"I firmly believe he is living in a dream world," he added.

A new commission has been appointed to settle a wage dispute between the South African Railways and the Footplate Staff Association, and the ASA is watching this very carefully "in the hope that a pay rise for the footplate men may mean better luck for us next time", said a spokesman.

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ation in Residential Areas of Cape Town

ix - A Study

Patterns of the Coloured Population in Cape Town.

between 2 Coloured Housing Schemes on the Cape Flats.

of Pinelands as a Garden City/Residential Suburb.

sis of Burn Cases in Children in the Cape Peninsula.

ccess or Failure ? Developmental Prospects.

ht in Muizenberg.

nd Use Change in Salisbury's Central Business District.

the Rössing Uranium Mine on Swakopmund.

nd Social Discussion about the Residential Component in the t/Orange Street Area of Cape Town.

of the O'Okiep Copper Company in the Namaqualand Copper District - ation of the effect on the area if the copper mines were to close down.

System of a Bottling Industry in Lilongwe, Malawi.

the Effects of Seasonal Winds and Sea Temperature on the Catching at Fish Hoek Beach by Seine-Net Fishermen.

mining theEcological Environment of the Cape of Good Hope Nature ith Regard to the Alien Vegetation.

loured Shopping in Athlone and Claremont.

al Land Reform - The Tanzanian Case.

The Way in which Perceived Distances Differ from Actual Distances Within an Urban Area.

Examination of the Importance of the Variable, "Length of Residence" on Local Imagery.

Transkei : An Illustration of its Potential.

Cape Town Electoral Districts.

Perceptions of the Cape Peninsula Landscape 1900 - 1977.

The SAA's pilots are leaving

(2·10) Sunday Times 17/9/78

Airmen quitting because of low wages, conditions

By GHERHARD PIETERSE

UNCOMPETITIVE salaries and allegedly poor working conditions have started an exodus of pilots from South African Airways, pilots claimed this week.

It may lead to a critical shortage of pilots to man SAA's growing fleet of jetliners, a senior captain warned

Investigations by the Sunday Times showed that

- Fifteen British pilots recruited over the past four years had resigned, leaving only three of the initial group of 18
- Eight senior SAA pilots had applied for jobs with Swissair, the Swiss national carrier
- A former SAA fleet captain, Captain Johan "Lampies" Lamprecht, had retired more than two years before mandatory retirement age and is currently flying for Air Iran because SAA wanted to turn him into a "desk jockey"

Morale

- A study undertaken for the South African Airline Pilots' Association and paid for by member pilots had showed "startlingly" low morale among pilots Despite the findings, this study has still not been seen by most members and there is no indication when it will be submitted to the Minister of Transport

Among pilots' complaints are

- Allegedly poor rostering that makes it difficult for pilots to be home on special occasions such as children's birthdays and wedding anniversaries This is an acute bone of contention between certain pilots and management

However, SAA is computerising its rostering procedure, which will largely overcome this problem, an airways spokesman said

- There is occasional friction between cabin staff and cockpit crew

Absurd

Mr Frans Swarts, deputy chief executive of SAA, conceded that SAA pilots earned considerably less than their foreign counterparts, but categorically denied allegations of low morale or insensitivity on behalf of management

"Like any other airline, we have had our share of pilot turnover It is absurd, however for pilots to allege figure of R24 400 Gross earnings for the same job on United Airlines last year were R72 704, on Swissair R51 481, Aer Lingus R38 758, Scandinavian Airways System R64 530, Air France R81 432 and Pan American Airways R70 554

Because of South Africa's lower cost-of-living structure, South African pilots maintained a comparable standard of living despite their lower salaries, Mr Swarts said

Warnings

"One must bear in mind that our cost of living here is a fraction of that in Europe and the United States In any event, the current salary scales are the best we can do in the present economic climate and compare very favourably with the salary structure of the country as a whole," he said

Many pilots asked for comment by the Sunday Times declined One said "We have had repeated warnings to stay far away from the newspapers It was made very clear to us that we would be subject to instant dismissal if we speak"

Disagree

Captain John Tainton, chairman of the Pilots' Association, admitted that he had seen the study done on behalf of the pilots by the Unisa Graduate School of Business and that its results pointed to low morale among the pilots

"The study did show low morale I disagree with the findings of this study entirely In my opinion, morale is much higher than indicated by the study"

Mr Chris Killian, secretary of the association, told me that it would be submitted to the Minister of Transport, Mr Louwrens Muller, "within the next week or two" Mr Swarts denied this, however, saying more work would have to be done on the report

"I understand from the pilots that they are unhappy with the report in its present form and that it will have to be modified before they can even consider doing anything with it I have no idea when it will be submitted to the Minister or whether it will be submitted at all I have, in fact, not even seen it myself yet," he said

Mr Walter Bader, the Swissair official in charge of pilot-training and co-ordination in Zurich, confirmed that eight applications had been received from SAA pilots for 30 vacancies advertised by the airline recently

Deadline

"Of the eight applications we received from South Africa, however, only four arrived in time All eight applications were from senior captains and the four that made the deadline will certainly be in the front ranks when it comes to final selection On paper, they are highly qualified men They certainly stand as good a chance as any of the other applicants"

ctural Draughtsmanship (D&C)	12	19	11
alytical Chemistry (D)	13	15	14
il Engineering Draughtsship (D)	14	12	16
nt Science (D)	15	11	17
ctrical Engineering (D & C) avy Current)	16	9	13
mical Plant Operation (D)	17	9	15
mical Technology (Plastics)(D)	18	9	18

that we are insensitive to their complaints.

Through their own association and the Salaried Staff Association, they have well-defined communications channels with us to voice their complaints. The act is that we have had the minimum number of complaints over the past few years. In any event, it is quite impossible for us to meet the pay scales of overseas airlines because we simply do not have the money for it."

Surplus

Mr Swarts pointed out that a 10 per cent increase in salary would change the R6-million profit of the past financial year to an R8-million deficit.

Mr Swarts said the main reason why 15 of the 18 British pilot recruits had left SAA was because employment opportunities in Europe and the United Kingdom had improved significantly over the past year or two.

"They were recruited at a time when we were expanding rapidly and experienced a shortage of trained pilots. At the time there was a worldwide surplus of pilots and we had no difficulty in recruiting them.

Sunday Times 17/9/78

270

Border railmen angry over pay

270

20/9/78

By IAN WYNNE

EAST LONDON — There is growing unrest among railwaymen here and throughout the Border after the Minister of Transport's rejection of their demand for a wage increase.

The railway workers are putting pressure on their union, the Artisan Staff Association, to take positive action on their behalf, and only the persuasion of their area executive officer, Mr P N Koekemoer, and a representative from Johannesburg, Mr G Fick, prevented the transportation branch of the ASA in East London from calling a mass meeting to air its views

On September 6 the Minister of Transport, Mr S L Muller, flatly rejected a 10 per cent increase demand from the ASA as well as its request for shorter working hours

This has been followed by a wave of protest from railwaymen throughout the country, including demands for Mr Muller's resignation

After a tour of the Border area with Mr Fick, Mr Koekemoer said the mood in East London was "more aggressive, with time running out"

At the monthly meeting of the transport branch of the ASA this month the acting chairman, Mr D Koekemoer, had experienced considerable difficulty in controlling members who demanded a mass meeting

It was only the intervention of Mr P Koekemoer and Mr Fick which prevented members from calling such a meeting

"This would have resulted in a lot of nasty and unwanted feelings being thrown around, and this could only harm the association's attempts to solve its members' financial problems in an orderly manner," Mr Koekemoer said afterwards

"But if we are pushed too far, a way will be worked out to put pressure on the Minister," he warned

At a meeting in Queenstown, the chairman of the association there had to contend with repeated accusations that the ASA was not putting enough pressure on the Minister

Workers felt no financial relief was in sight

In East London the chairman of the largest branch of the ASA, Mr B Pagel, said he could only see more problems being created by the Minister's refusal

He said there was a wage adjustment for certain personnel, but the man at the bottom, who really needed an increase — the middle-income white worker and the black — was receiving nothing

He accused the Minister of displaying double standards and said his branch of the ASA felt Mr Muller should have waited until he could give all personnel an increase before allowing any increases

Earlier this year his association condemned Mr Muller for accepting a pay increase himself while refusing one to his workers

Mr Pagel said artisans were being stalled into "a wait-forever situation" which must, in the long term, affect the working of the railways

Mr R Swainland, representing the mechanical staff, said it seemed wages were being kept low purposely to create a cheap labour force for the future

His members felt they had their backs to the wall and called on the ASA to do something positive — DDR

Call for right to strike, page 9.

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Railmen want the right to strike restored

R.D.M. 20/9/78 (270)

Pretoria Bureau

RAILWAY workers are clamouring for restoration of their rights to strike or go slow in support of rejected wage claims.

Leading railway trade unionists agree that the unions lack this "ultimate" negotiating weapon.

This renders effective action against unjust refusals of claims impossible, they said

It is understood that the Federal Consultative Council of railway staff associations is studying, and will soon meet to discuss, the Railways and Harbours Service Act.

The aim is to identify the disabilities in the legislation. The main one, railway unionists say, is the ban on any punitive steps to support wage claims.

The action follows the rejection by the Minister of Transport, Mr Louwrens Muller, a month ago of a demand by the Artisan Staff Association (ASA), for a 10% increase and a shorter working week.

Earlier this year an arbitration commission rejected an ASA demand for a 12,5% increase

One union leader said yesterday "We are virtually powerless If having gone through all the channels of communication our demands are rejected, all we can do is sit down and sulk."

He said shortly after a go-slow railway strike in the early 1950s the Railways and Harbours Service Act was amended to classify railways as an essential service and workers were deprived of the right to strike

The president of ASA, Mr Jimmy Zurich, declined to comment on the growing demand among railway workers for more effective negotiating machinery. But he did say: "Railway workers feel the Act should be amended to give unions more muscle when wage negotiations break down."

In the private sector, unions operating under the Industrial Conciliation Act have the right to strike after all the prescribed negotiation procedures have been observed.

N.M 20/9/78 (270) ~~354~~

Railmen seek right to strike

Mercury Correspondent

PRETORIA — Railway workers are clamouring for a restoration of their rights to strike or go slow in support of rejected wage claims.

Leading railway trade unionists agree the unions lack this "ultimate" negotiating weapon and this renders effective action against unjust refusals to grant financial relief impossible.

It is understood that the federal consultative council of Railway Staff Associations is studying, and will soon meet to discuss, the Railways and Harbours Service Act.

The aim is to pinpoint disabilities in the legislation. The most glaring one, according to the unionists, is the ban on any punitive steps to support wage claims.

This is being done against a background of the rejection by the Minister of Transport, Mr. Louwrens Muller, a month ago of a demand by the Artisan Staff Association for a 10 percent increase and a shorter working week.

Earlier this year an arbitration commission rejected a demand from the ASA for a 12,5 percent increase.

One union leader said yesterday: "We are virtually powerless. If we go through all the channels of communication and our demands are rejected, all we can do is sit down and sulk."

He said it was shortly after a go slow railway strike in the early 1950s that the Railways and Harbours Service Act was amended to classify railways as an essential service and workers were deprived of the right to strike.

Although the president of the Artisan Staff Association, Mr. Jimmy Zurich, declined to comment on the growing demand among railway workers for a more effective negotiating machinery he did say: "The feeling among railway workers is that the Act should be amended to give unions more muscle."

Table 35 (continued)

NATIONAL DIPLOMA FOR TECHNICIANS OR NATIONAL DIPLOMA IN :	Africans employed if available			
	1) immediately		11) in 1981 assuming full economic recovery	
	Technicians	Firms	Technicians	Firms
Chemical Plant Operation	9	4	30	10
Chemical Technology (Plastics)	9	3	16	6
Paint Science	11	5	18	5
Brewing Technology	-	-	6	1
Microbiology	1	1	5	2
Food Technology	2	2	10	5
Sugar Technology	6	1	24	4
Meat Technology	1	1	2	1
Water Purification Technology	1	1	3	2
Health Inspectors	1	1	3	1
Medical Laboratory Technology	1	1	1	1
T O T A L	392		1 003	

NATIONAL CERTIFICATE FOR TECHNICIANS OR NATIONAL CERTIFICATE IN :

Electrical Engineering (Heavy Current)	2	2	11	6
Electrical Engineering (Light Current)	11	6	40	17

ARGUS

31/9/78

2

Railway artisans 'feel pinch'

RAILWAY artisans at the Salt River workshops in Cape Town are feeling the pinch because bonus-earning work is being taken away from them and farmed out to other maintenance and repair depots in the country.

This was one of the main grievances aired at a mass meeting of the 1 400-strong Railway Artisans' Staff Association this week when members unanimously adopted a vote of no confidence in the Minister of Transport (Mr S L Muller) and the Railways and Harbours Administration

The chairman of the body, Mr J D L Oosthuizen, said the artisans were also 'fed up' with their low wages and the amount of work that was being given out to private firms.

Mr Oosthuizen, who heads the biggest branch of railway artisans in the country, said salaries were up to R300 a month lower than those paid in private enterprise and 27 percent behind the cost of living index

BONUS WORK

Mr Oosthuizen said most of the staff at the Salt River workshops relied on their bonus work . . . 'but now they're taking that away by sending rolling stock to Bloemfontein and Koedoespoort.'

'Members of our national executive approached the Minister of Transport for a general salary increase earlier this month but were turned down flat,' he said.

Mr Oosthuizen said the artisans' staff association could not call a strike . . . 'but if the powers that be don't want to do anything to change the situation we'll have to take strong action.'

SAA men to put case for higher salaries

270

26/9/74 R.D.M

By RIAAN DE VILLIERS
Labour Correspondent

THE SA Airline Pilots' Association is to ask SA Airways for pay increases early next month to forestall possible resignations.

The move follows recent claims by Captain John Tainton, president of the association, that many senior pilots were considering leaving South Africa because of low salaries paid by SAA.

Capt Tainton could not be contacted for comment yesterday. But Mr Chris Kilian, secretary of the association, said there were definitely "a few pilots who are thinking of leaving".

He said the association's committee would meet early next month to draw up a memorandum to SAA management outlining the case for higher salaries.

Mr Eddie Smuts, chief executive of the SAA, said the association was free to make submissions for salary improvements. These were normal negotiations which took place all the time.

He denied reported claims by Capt Tainton that possible resignations could bring SAA to the brink of a crisis.

Pilots were offered big salaries overseas but he believed they would also compare living costs.

"In relation to the national salary structure and the cost of living they are very well paid," he said.

SAA faces strike threat

269

St

By Kevin Murray, Transport Reporter

All South African Airways' flights over the Christmas period are threatened by a possible strike by airline engineers

Members of the SAA Engineering Association have said they will down tools unless management meet their wage and working conditions demands by the end of November

They are calling for a 25 percent wage adjustment and a 40-hour working week, as well as a review of their bonus pay system

"South African Airways will not fly without the engineers," Mr S Fourie, secretary of the Association, said today

"The 1 700 members of the association are responsible for all maintenance and upkeep of SAA aircraft The South African Air Force will not be able to fill our shoes, so this will ground the airline"

Mr Fourie said members of the association had called an emergency meeting at Jan Smuts Airport last night after calls for a strike

NORMAL

"For a while many members wanted us of the executive to resign and leave the matter in their hands But now we are going to negotiate through the normal channels"

Mr Fourie pointed out his association was not officially recognised by the Department of Transport

"We are recognised by the Department of Labour, but SAR and H are afraid of too many splinter groups, so they won't give the nod to some of us," he said.

THE ARGUS, THURSDAY SEPTEMBER 28 1973

(2) 270

Appeal to railways staff not to strike

Argus Correspondent

DURBAN — The Natal divisional council of the 22 000-member Railways Artisans Staff Association has appealed to all members not to take drastic action because of dissatisfaction over wage demands.

It is believed certain members are contemplating a go-slow move or a strike.

This could cripple railway transport in Natal.

The Natal divisional council of the association wants mandatory membership of railways staff associations to be a condition of employment.

DISCIPLINE

"We need this to be able to discipline certain irresponsible groups within our ranks," said the chairman Mr Sid Thorpe.

"We have called on our members to 'cool it' and act responsibly, but their patience is wearing thin. Members are fed up and there are indications that if financial relief is not obtained very soon, action will be taken which will be an embarrassment to the Minister, [illegible]'s associates as well as to our association," Mr Thorpe said.

The demands — 10 percent wage rise and a shorter working week — were flatly rejected by the Minister of Transport, Mr Lourens Muller earlier this month.

He could not [illegible] wage [illegible]

In conclusion, as a result of our perhaps necessarily sketchy and impressionistic survey, we feel that we have canvassed the opinion of a sufficient proportion of South African industry to provide reasonably comprehensive information to serve as a guide for [illegible] should be included initially in the curriculum of [illegible] College.

Rapport 1/10/78 (270)

stoom se nee

Deur FRIK BADENHORST

DIT woel al woester in Spoorweggeledere oor minister Lourens Muller. Sommige van die personeelverenigings is skoon wit om die mond, stel mosies van wantroue in hom op takvergaderings en vra hy moet bedank of vervang word — al is dit dalk hier in die laaste dae van sy aktiewe politieke loopbaan.

Hy sê te maklik en te aanhoudend „Nee" vir hul eise, kla party. Hy baklei nie hard genoeg vir hulle nie, sê ander. Hy praat nie meer hulle taal nie, voel die ambagslui.

Dan word die kwessie van die laaste salarisverhoging aangehaal toe die 15 persent so twee jaar gelede toegestaan is Mnr Muller is hul man Hy moes direk met hulle gepraat en hulle ingelig het, voel die verenigings, want hul bedingingsreg is met hóm Hulle wou nie maar so in die bondel gehoor het toe 'n algemene aankondiging in dié verband gedoen is nie, sê hulle

Die Spoorwee se Vakvereniging vir Ambagslui is die kwaaiste. Wat hulle nog die bitterste maak, is dat hulle 'n arbitrasiesaak teen mnr Muller verloor het

Takvergaderings word soos 'n fakkelloop deur die land gehou Mosies van wantroue in die Minister word byna voor die voet aanvaar en party van die 74 takke eis sy bedanking

Mnr Jimmy Zurich, president van die vereniging, sê sy mense voel mnr Muller wil nie onderhandel nie Hulle suig reeds aan die ágterste speen, maar verligting word nie in die vooruitsig gestel nie

Mnr Lourens Muller ontvang hulle altyd vriendelik en is altyd bereid om na hulle te luister, maar daarvan kom die maag nie vol nie

Getroude lede van die vereniging met gesinne verdien R300 per maand Oortydbetaling waarop hulle later gereken het, is gesny en die bonusverdienstes het opgedroog tot 'n bietjie syferwater Die werk het baie afgeneem, maar waar daar nog 'n bietjie is, soos met die bou van kleiner geboue en huise, word buitemense gebruik omdat die Spoorwee se bouvakmanne weens die lae salarisse bedank het

Mnr Zurich meen dat sy mense se lone 25 persent agter die styging in lewensduurte is, maar hulle vra maar om 10 persent Sy uitvoerende raad sal eersdaags die hele aangeleentheid bespreek en dan sal hy weet wat om te doen Sprake van staak is daar nie, maar hy meen die ambagslui sal hulle maar op hoer gesag beroep

Die SA Voetplaatvereniging (vir masjiniste) se saak sal moontlik al vroeg in Desember in arbitrasie geneem word Aanvanklik het hulle 20 persent gevra, maar sal ná die verhoging

Mnr B J S Reinecke, hoofsekretaris van die SAS-Polisiepersoneelvereniging, sê sy mense het pas hul antwoord gehad Hulle het 20 persent gevra, maar nie 'n druppel is toegestaan nie Die uitvoerende raad van die vereniging vergader in November en dan praat hulle weer

Mnr Muller het simpatiek na hulle geluister, maar is taai met 'n „Ja" Hy het gesê dat salarisaanpassings nie nou gedoen kan word nie, maar dat die Spoorwegmense tegemoetgekom sal word sodra die landsekonomie en die

sê mnr Jacobs

Sy mense is nie tevrede nie, maar is ook nie bitter nie Hulle het niks persoonliks teen mnr Muller nie, maar baie van hulle meen hul minister baklei nie hard genoeg vir hulle nie Sy vereniging het nie geld vir 'n arbitrasiesaak nie Hulle sal maar onderhandel, het hy gesê

Die Unie van Treinpersoneel en ander Bedryfsgrade se uitvoerende raad vergader vandeesweek om al die aspekte te bespreek.

MIN LOURENS MULLER — Spoorwegpersoneel kla hy sê net stryk nee

Min Muller sê sy nee nie vir altyd

OMDAT algemene salarisverhogings vir Spoorwegwerknemers in een stel omstandighede geweier is, is dit nie te sê dat die antwoord „nee" sal bly nie. „Ons lewe in die dae van inflasie en daar sal aanpassings gedoen moet word, maar wanneer die omstandighede dit regverdig," het mnr. Lourens Muller, Minister van Vervoer, gisteraand gesê.

Hy doen later vandeesweek 'n volledige verklaring in antwoord op die klagte van dié Spoorwee se ambagslui.

Intussen het hy daarop gewys dat sy deur altyd vir sy personeelverenigings oop staan. Aan elkeen van die afvaardigings wat hom oor verhogings kom sien het, het hy breedvoerig verduidelik waarom 'n verhoging nie nou gerade is nie, het hy gesê.

Die ambagslui het 'n arbitrasiesaak teen hom verloor en hy kan nie appèlregter wees bo die regter wat hul eis van die hand gewys het nie. Maar hy het selfs ná die saak vir hulle aangedui dat daar weer gesels kan word ná die arbitrasiesaak met die Voetplaatvereniging, sê mnr. Muller.

van vyf persent vroeër vanjaar volstaan met die verskil.

Mnr Wiets Botes, assistent-hoofsekretaris van die vereniging, sê sy mense is warm en dit is moeilik om gemoedere in bedwang te hou Hulle wil nie meer hoor dat die landsekonomie sodanig is dat hulle so erg moet knypnie

Mnr. B L Currie, president van Salstaf (die vereniging van gesalarieerde personeel met sy 26 000 lede), sê die sake word in November met mnr Muller bespreek Sy mense voel hulle staan heel agter in die ry as daar gehelp word en gevoelens bou op

Die gevoel is nie noodwendig teen hom persoonlik nie, maar daar word al luider gebrom oor die traagheid waarmee gehelp word Oor arbitrasie praat sy vereniging nie, want nog onlangs het die ambagslui op dié manier op hul neuse gekyk Sy mense sal liefs onderhandel

Spoorwee se finansiële stand dit toelaat

Iets daadwerkliks moet gedoen word, want sy mense leef onder die broodlyn, sê mnr. G J B Janse van Rensburg, hoofsekretaris van die SAS en H se Werknemersunie Hulle wag hul kans af om by mnr Muller uit te kom, maar sake is dringend, sê hy Sy bestuur vra nie 'n persentasieverhoging nie

Met 'n persentasie kry die manne wat het méér, en die wat nie het nie só weinig by dat die agterstand vergroot Hy vra 'n vaste bedrag meer sodat almal ewe veel kry

Die Spoorbond verteenwoordig die laagsbesoldigde groep werknemers van die Spoorwee en hul beurt om met mnr Muller te praat, kom in April aanstaande jaar, sê mnr E D Jacobs, hul hoofsekretaris

Nie dat hulle nie 'n salarisaanpassing wil hê nié Maar hulle voel dat hulp met huiseienaarskap voorkeur moet kry Eers 'n dak oor die kop en dan kan weer verder gepraat word,

SAA clerks protest at 'low pay'

Cape Times 2/10/78 (290)

Own Correspondent

AN ESTIMATED 200 clerks at South African Airways have joined in the vast technical staff's storm of protest which has already brought the threat of an illegal strike.

The clerical staff are unhappy about low wages, long working hours, inadequate eating facilities and short leave.

But perhaps their biggest grievance is that they have no union representation – no one to voice their problems to

While technicians have threatened to strike because they are dissatisfied with their wages, at least 15 pilots have resigned and others are looking for jobs elsewhere

One clerk said yesterday "We are all extremely unhappy. We can't go on living on these poor wages. We just can't make ends meet"

The clerks, who did not want to be identified for fear of victimization, said some of their other grievances were that:

- They work a six-day week – 48 hours,
- Each shift is at least eight hours and sometimes without a lunch or tea break,
- For those who work after 3 pm and at weekends there are no eating facilities, and
- They are given two weeks leave a year.

I spoke to a clerk who earns R690 a month after 10 years' service with SAA He has a wife and three children

"I object to my low salary particularly because I see the Airways wasting thousands of rands on banquets and millions on wrong equipment that goes rusty," he said.

He added that the clerks were being forced into "low-class living standards" through no fault of their own

"We just have to forget about new cars and holidays at the sea"

Another clerk interviewed said he earned R589 a month after eight years' service He also has a family to support.

"We have just been underpaid for a long period," he said "Apart from our bad pay we are only given two weeks leave a year and are not given any compensation for nightshift or weekend work"

Another grievance mentioned was that although most clerks had matriculated they were forced – after three years – to do special courses in their own time which took up to 13 hours a week

Mr J A Joubert, head PRO for SAA, could not be contacted for comment yesterday

RDM 21/10/78

(270)

Railway workers set for showdown with Minister

By GERALD REILLY
Pretoria Bureau

SOUTH AFRICA'S 115 000 white railway workers are squaring up for a showdown with the Minister of Transport, Mr Louwrens Muller.

Airways personnel are also set for an angry confrontation with the railways administration

Pilots claim their earnings are less than half those of other leading world airlines and ground technicians are openly talking of a strike — action which SAR staff is forbidden to take in terms of the Railways and Harbours Service Act.

Leaders of the SAR's seven unions are under strong and mounting pressure from members to adopt a more aggressive approach to the Minister's repeated rejection of their wage claims.

The situation is being aggravated by the profits being made by the SAR — R54-million for the first six months of this financial year.

The Federal Consultative Council of Railway Staff Associations, representing all seven unions, has appointed a committee to review the Service Act and recommend changes which would give the unions more power in dealings with the Minister.

Angriest of the unions is the Artisans' Staff Association. In the past month more than half the association's 74 branches have passed unanimous votes of no confidence in Mr Muller Some have called for his immediate resignation.

Mr Jimmy Zurich, president of the Artisan Staff Association, has called a special meeting of his executive later this week "to discuss the explosive situation which is developing"

An ASA claim for a 12,5% increase was rejected by the Minister earlier this year.

The ASA then declared a dispute with Mr Muller and a judicial arbitration commission was appointed to investigate the claim. The commission dismissed the claim.

Mr Zurich said yesterday living standards of railway workers had tumbled during the past two years Their plight had been made worse by big cuts in overtime

He said he had stressed to his members that strike action was out.

"It is an offence for us to strike but something must be done if we are to avoid the possibility of wild cat strikes"

He agreed that the Service Act should be amended to give the unions more muscle in negotiating pay increases and improved working conditions.

(1) ~~[illegible]~~
(2) 270

Railway pay rise ruled out

PRETORIA — A salary increase of 10 percent to all railway workers would cost at least R125-million a year, and would result in a tariff increase of about 4,5 percent, the Minister of Transport, Mr S L Muller, said in a statement here.

Mr Muller was reacting to a request by the Railway Artisans' Staff Association for a shorter working week of 45 hours

Mr Muller said the staff representing the Railways' Artisans Staff Association were not the only staff insisting on a shorter working week Until recently some staff had to work as much as 60 hours a week before they could earn overtime

'At a time like this when it is expected of everybody to work harder I could not see my way clear to accede to the request for a shorter working week, which might result in a chain reaction

'It will be appreciated that the Artisans Staff Association's salary claim cannot be considered or granted in isolation

INCREASES

'An increase of 10 percent to all railway servants would cost at least R125-million a year and would result in a tariff increase of about 4,5 percent' Mr Muller said

General salary increases had been made in 1971 (R111 m) 1976 (R96 m) and in January, 1978 (R60 m)

Improvements in pensions, leave for servants at retirement expense scales, travelling funds, sick fund benefits and bursary schemes had also been effected

'The improved salaries and service conditions approved by me since 1975 represent additional expenditure of more than R100 million per annum,' Mr Muller said

Interest rates for railways' employees in the lower income groups were minimal and railway staff enjoyed very favourable housing schemes — Sapa

Rail workers to see Muller again

DD 5/10/78

(270)

JOHANNESBURG — The Artisans Staff Association of the Railways hopes to have another round of talks with the Minister of Transport, Mr Lourens Muller, next week regarding its request for an increase of 10 per cent in the salaries of Railways personnel

This was decided at a special meeting of the executive committee of the association yesterday following Mr Muller's statement on Tuesday that he could not at this stage consider salary increases

He said South Africa was facing a difficult time which required sacrifices from one and all.

Several branches of the association have recently passed motions of no confidence in Mr Muller.

The association said in a statement issued after yesterday's meeting that they did not support all the contentions in Mr Muller's statement which did not "get to grips with the central problem, which is that our members are finding it increasingly difficult to make ends meet"

"The executive committee nevertheless notes the Minister indicated in his statement that his door remains open for further negotiations.

"The association will avail itself of this offer as early as next week" — SAPA

AMATHOLE

Name	Economic Condi												Using Dairy
			timate n cream nter	Actual Income from cream Summer	Actual Income from cream Winter	Income from milk Summer	Income from milk Winter						
1. N. Nkalitshane	F.E.U. Other mem family farm and		20	R13	R9	R40	R16						Yes
2. M. Monakale	F.E.U 2 sons at 2 sons migrants			R3,20	-	R2	R1						Yes
3. Sipho Kuwane	Pension R12,33 p month. 3½ morge but far so unuse			R1	-	-	-						Yes
4. M. Nqubelani	No income but 3½ morgen Fa he too poor to			R1,80	-	60c	-						Yes
5. Nutswana Notoza	1 morgen. No in & wife try to l odd jobs			-	-	R2	R2						No
6. J. Bidi	Pension R12,33 morgen, share		-	-	-	-	-						No
7. A. Nonjola	Pension, 3½ morg far to use	no record	-	-	-	R9	-						No
8. John Mgangane	1 morgen. 2 pensions he & wife, R25 p m.	Occasional	7	3	1	R5	-	R2,30	-	-	-		Yes
9. D/ Matai	Young man. Mother has pension, works locally builder & farmer. 1 m.	Says so but no record	13	6	4	R24	-	-	-	-	-		No
10. L.S. Mphanbo	Teacher. 2 morgen plot	No	?	4	3	R20	R8-10	-	-	?	?		No
11. Freddy Mhlauli	Pension R12,33. 1 morgen Small stock	Yes	20	20	6	R40	R20	R16	R10	R24	R20		Yes

For notes to table see following page

Notes to Table on page 15

1. Note that in many cases people say they are getting an income from cream whereas they do not actually send it.

2. Furthermore people estimate that they are getting more than twice as much money than they actually are.

3. I have worked out peoples "actual income" from the records of the amount each member is given when the Bloemfontein cheque is divided each month. The records cover one year.

4. Note: only 2-3 people used the creamery in winter and 6-9 people in summer.

5. Most of the men not using the dairy are very old and therefore cannot do the work involved. Six of them are not using their fields either.

6. The main difference between better and worse off people here is that between those with an F.E.U., which can support young sons and therefore be utilised, and those with less land.

Muller: rail pay rise too costly

DD 4/10/78

270

PRETORIA — A salary increase of 10 per cent to all railway workers would cost at least R125 million a year and would cause a tariff increase of about 4,5 per cent, the Minister of Transport, Mr S L Muller, said in a statement here last night

He was reacting to a request by the Railways Artisans' Staff Association for a shorter working week of 45 hours

"It is not customary for me to issue statements concerning my discussions with the Railways Staff Association as these have always been regarded as domestic matters.

"The action of the Artisans' Staff Association has, however, now reached the point where I deem it imperative to reply to the motions which have been adopted and public statements aimed at me," Mr Muller said

He said the staff representing the Artisans' Staff Association were not the only staff insisting on a shorter working week Until recently, some staff had to work as much as 60 hours a week before they could earn overtime

"At a time like this, when it is expected of everybody to work harder, I could not see my way clear to accede to the request for a shorter working week, which might result in a chain reaction" — SAPA

Blasts rock Beira

Rail wage rise showdown looms

RDM 6/10/78 270

Pretoria Bureau

A RAILWAYS Artisan Staff Association deputation is set for a showdown with the Minister of Transport, Mr Louwrens Muller, over wage demands, according to railway union leaders in Pretoria last night

The three-man ASA delegation is to put strong pressure on the Minister to agree to the wage demands at a meeting next Wednesday

More than half the ASA branches have passed unanimous measures of no confidence in the Minister at special meetings throughout the country in the past few weeks

In a statement earlier this week provoked by the workers' "no confidence" votes, Mr Muller said it would cost the Railways administration R125-million a year to give workers a 10% increase, resulting in a 4,5% increase in railway tariffs

ASA wage claims have been rejected twice this year so far — first by the Minister and then by a judicial arbitration commission

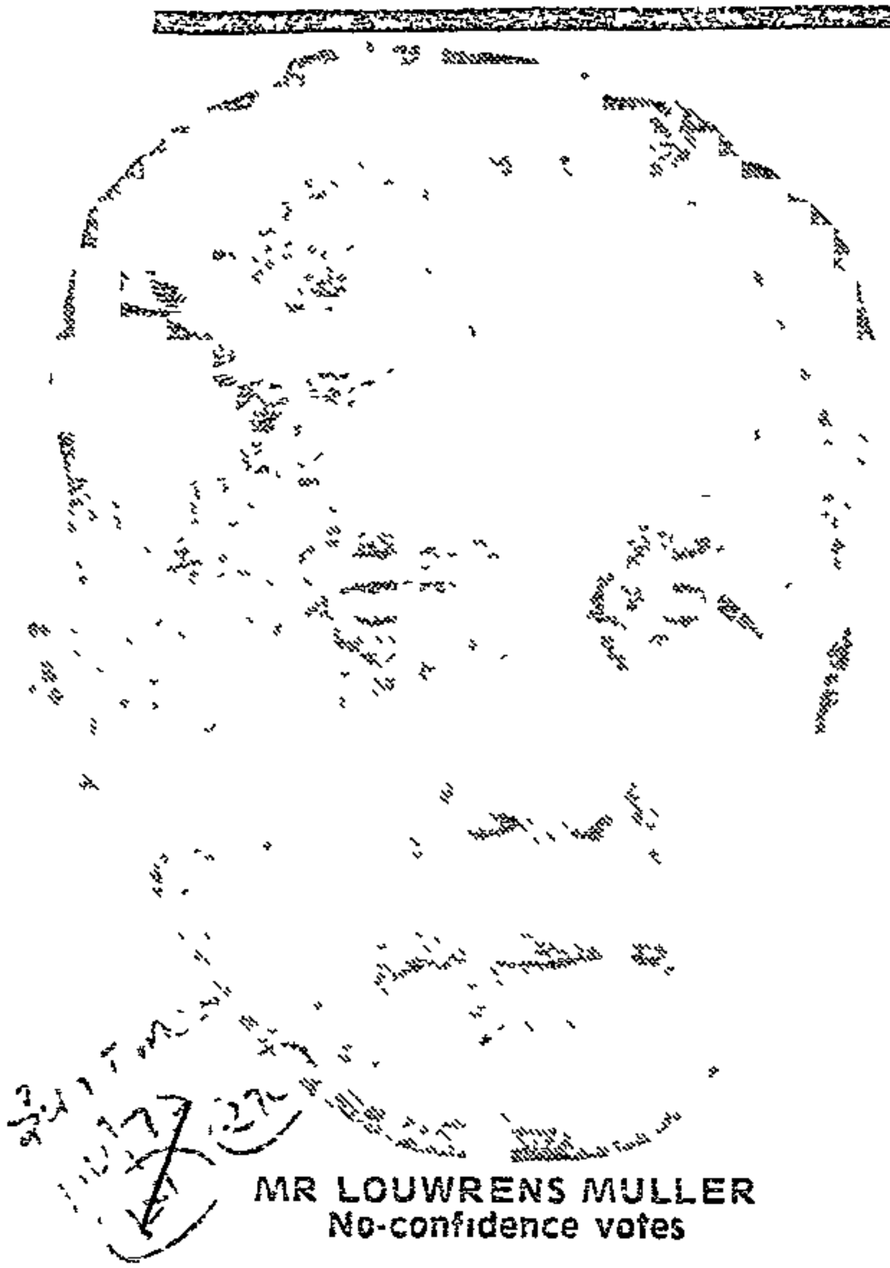
At a special meeting of the ASA executive in Johannesburg yesterday it was decided that Mr Muller's statement "did not get to grips with the central problem" — the plunging living standards of railway workers

The association's president, Mr Jimmy Zurich, said last night that railway workers were finding it increasingly difficult to make ends meet "This is an incontestable fact," and the Minister must accept it."

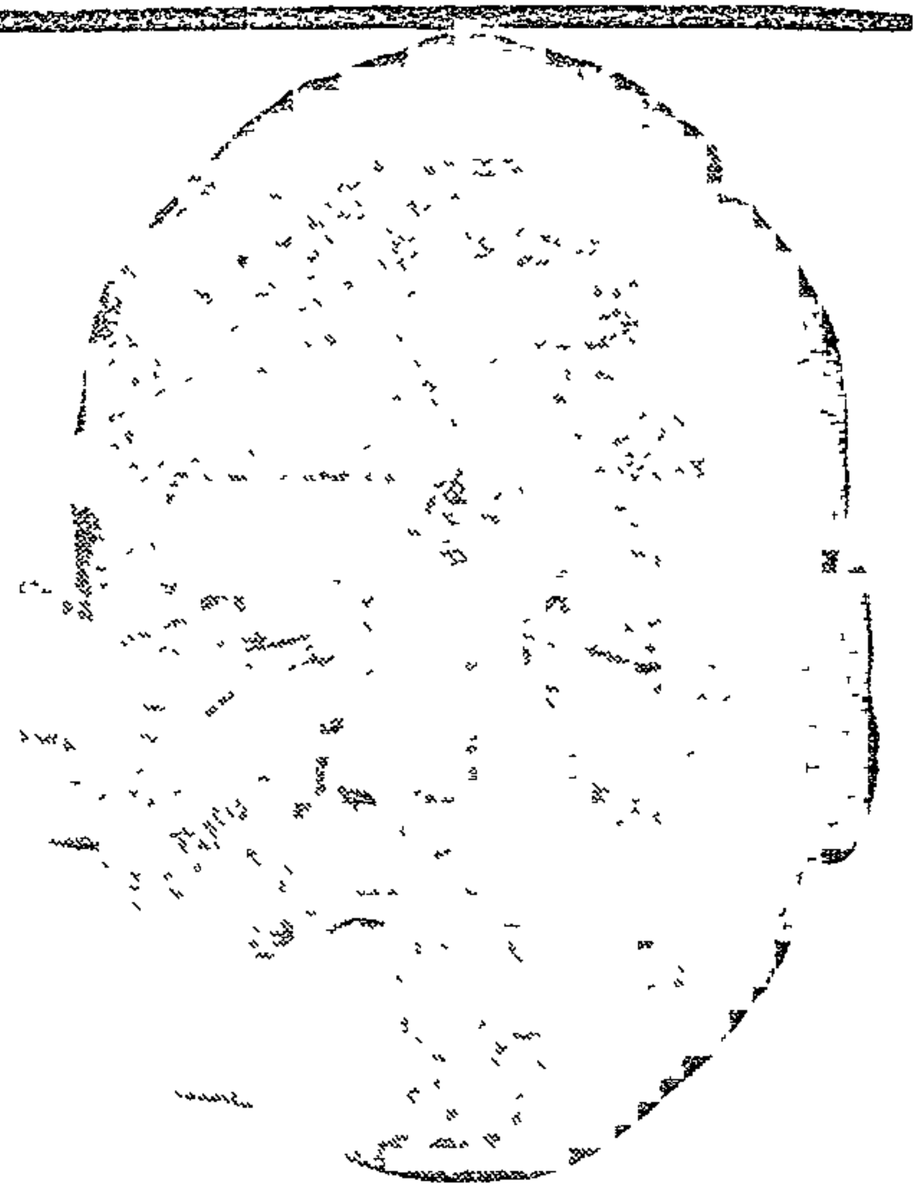
But he said the executive committee advised the ASA's 23 000 members to remain calm and patient

"The Minister said in his statement that a solution could be found in the interests of all We hope he is right," Mr Zurich said.

Strikes threaten SAA and railways



MR LOUWRENS MULLER
No-confidence votes



MR JIMMY ZURICH
Position explosive

By GHERHARD PIETERSE

TRADE union leaders warned this week that thousands of airways, railway and harbour technicians were threatening illegal strike action that could paralyse South Africa's economy.

Mr Jimmy Zurich, president of the Artisan Staff Association (ASA), representing about 22 000 artisans and technicians in all sectors of the Railways Administration said that it had become almost impossible to ward off a strike

'Things have reached the stage now where I can no longer accept responsibility for the actions of my men,' he said

The situation has become explosive and most of the men now favour strike action despite the fact that I have warned them about the illegality of it "

With only two exceptions all the divisional councils of the ASA had passed motions of no confidence in the Minister of Transport Mr Louwrens Muller

'The two exceptions at this stage are our divisional councils in the Free State and Natal I believe they will pass similar motions within the next few days, Mr Zurich said

Volatile

The mood among South African Airways engineers, represented by the SAA Engineering Association, is equally volatile

Mr Jan Visser, president of the association said that it was "purely a matter of time before his men downed tools

We have explained to them that a strike is illegal because we have been classified as an essential service '

A full-blown strike was averted at the eleventh hour this week when a majority decision to strike was passed at a mass meeting of technicians at the Avion Park Recreation Club near Jan Smuts Airport

The men are thoroughly dissatisfied with the present state of affairs said Mr Visser

"They are no longer able to make ends meet on the inadequate wages paid to them by South African Airways

'They have also rejected out of hand excuses that SAA is unable to meet their demands

"They firmly believe that their demand [illegible] for a 45[illegible]

'We are in the process of reviewing certain allowances which may bring a measure of relief he said "An increase at this stage however is out of the question "

He said that SAA had shown an operating surplus of R3,5-million during August, which had brought the total surplus for the year so far to R6,6-million

Rejected

"We have shown a positive growth rate on our internal service for the first time this year

'Any increase in wages and salaries at this stage would reverse the situation and cause a deficit "

He rejected strike threats, saying that "the men are aware of the illegality of strike action"

"I do not think they will have to take their grievances to the Minister and negotiate directly with him '

One of the side-effects of the present impasse between the SAA management and the engineering union was the fact that many engineers were looking round for jobs in the private sector, Mr Visser said

'Several of our top people have already left and many more are looking round for alternative employment

'If the situation continues we may well experience a drastic staff shortage before the end of the year This could lead to delays in the departure of aircraft on both the internal and external services of SAA.'

The possibility of grounding SAA flights over Christmas was mo[illegible]

working week and a 25-per-cent wage increase are fully justified The length of our working week was last reviewed in 1944 '

The chief executive of SAA, Mr Eddie Smuts, said that a 10-per-cent pay increase for his staff would cost about R8-million

ahead, however, we will simply stop paying their wages and take whatever appropriate action we deem necessary," he said

A spokesman for the Railways Administration declined to comment, except for saying "The unions concerned will now

member of the union"

"There is no way that the aircraft can fly without our constant attention," he said

"The air force would not be able to take over our jobs Its men have no knowledge of the type of aircraft we service

Sunday Times
1/10/78

270

4 3.2 LABOUR

1. While it is difficult to determine whether shortage of labour stops people from actually joining communal gardens it seems obvious that the amount of labour available is in [illegible] which gardens are used

2. At Abalimi it is only fair around marketing problems to a certain extent. the garden that produce which one of the people who says marketing R100 or more a year Chris Abalimi for example, and unrehabilitated areas up gardens (igadi) could be found that crop sales of [illegible] where there was a higher gardens and not communal that availability of labour vegetables

3. There is some evidence that [illegible] purely as a source of [illegible] One of the questions I joined and, if this was women gave as the reason had had small babies at

sell more if "people came to ask" more often. At Umthi for example, 2 members said that it was not difficult to sell while they had vegetables rotting in their plots.

5. Some people have managed to get around marketing problems to a certain extent.

5.1 It is interesting that in Abalimi one of the people who says marketing is not a problem [illegible] a year (This [illegible] deal of time a[illegible] some at the Id[illegible] a relative, go[illegible] over other peo[illegible] vegetables whi[illegible] patients to bu[illegible] (Another thing [illegible] to people from it is a very big location which spreads into others as opposed to the very much more isolated Umthi, Inkomo, and Umlambo.)

5.2 In Ipoti as part of a fund-raising project for a clinic committee a nursing sister organised a vegetable hawking "business". She bought sacks of potatoes and tomatoes in a nearby white town and these were div[illegible] the [illegible] wer[illegible] ge[illegible] se[illegible] Rl[illegible] Sd[illegible] fo[illegible] cd[illegible] T[illegible] d to hawk them in garden depends on whether they will [illegible] vegetables sold in the local café and whether they glut the market.

Railman after 'justifiable' rises

RAM 11/10/78

(270)

By GERALD REILLY
Prètoria Bureau

SOUTH Africa's 115 000 white railway workers will watch with tense interest the result of today's meeting between the executive of the Railway Artisan Staff Association and Minister of Transport, Mr Louwrens Muller

They and the leaders of the railway unions see the meeting as a showdown over their recent pay appeals

The railways, they say, has piled up a R54-million surplus during the first six months of the current financial year but the Minister has repeatedly rejected their appeals

And three months ago a judicial commission rejected a wage claim of 10% from the artisan's association

More than half the 74 branches of the association have passed motions of no confidence in the Minister at special meetings and some have called for his resignation

Not only does he not have any "clout" in the Cabinet, they say, he has even less interest in the welfare of railway workers

Although railway workers are forbidden to strike or go slow the union leaders point out that morale among the workers is low

If today's meeting rules out all hope of increased pay-packets, productivity on the railways could plunge drastically

In a statement last week the Minister said that to grant 10% increases to all railway workers would cost R125-million That would mean a rise in rail tariffs of 4%

The union leaders claim that his attitude indicates that railwaymen, are being made to forego justifiable pay rises in order to subsidise railway rates

Rhoodie wants to convince the US

Own Correspondent

LONDON — An attempt is to be made to sell the concept of a plural society in South Africa to the United States at a conference in New York later this month

The conference is being organised by the director of the Institute for the Study of Plural Societies Dr Nic Rhoodie

It will provide a platform for a number of pro-establishment blacks to speak against cultural and economic disengagement from South Africa

Mr Fanuel Kozonguizi of the Democratic Turnhalle Alliance will speak on prospects for democratic pluralism in South West Africa.

Mr David Thebehali, chairman of the Soweto Community Council will explore the socio-economic and political future of Soweto

Professor Gerrit Olivier of the department of political science at the University of Pretoria will talk about the policy options open to the Afrikaner

Professor F A van Jaarsveld of the department of history at the University of Pretoria will discuss the theme "From apartheid to incipient democratic pluralism"

Mr Pat Poovalingham an Indian attorney from Natal, and Mr Simon Mogotsi, a Hammanskraal businessman, will speak on the implications and impact of economic sanctions against South Africa

a) While most of the members said that they had jointed the gardens because they wanted to sell some of their produce (many said half), very few are able to realise this goal. Labour is obviously significant here as

b) Those earning a R100 a year or more [illegible]

. / ...

Star 12/10/78

Pay prospects brighter for railwaymen

(270)

By Sieg Hannig, Labour Reporter

Pay prospects for railway workers and civil servants have brightened but no firm announcement is likely before the new year.

This is what informed sources have read into the latest developments on the economic and wage fronts, including yesterday's meeting between the Minister of Transport and the Railways Artisan Staff Association (ASA).

While the Minister, Mr S L Muller, declined to comment, the ASA president, Mr Jimmy Zurich, expressed satisfaction with the "very fruitful" meeting but said patience needed to be exercised for several more months.

ARBITRATION

This is seen as confirmation of the belief that pay relief for Government employees hinges on the outcome of the arbitration in the pay dispute between the Railways and the Footplate Staff Association (FSA).

The FSA is preparing its submissions, which have been invited by the arbitration commission

Given the normal delays, oral evidence is expected to be heard no earlier than December The commission's decision is not expected before January

Among the reasons for optimism about pay increases which may be awarded by the arbitration commission — and may be extended to all railway workers and civil servants — are:

- Eight months would have elapsed by January since the two-to-one rejection of the ASA's 12,5 percent demand by the previous arbitration commission This period includes the steep rise in the cost of living brought about by the general sales tax.
- The dissatisfaction among ASA members, which gave rise to yesterday's meeting, may be difficult to restrain without some concrete prospects of pay relief within the foreseeable future.

SAR likely to reward 'hard work'

(270) (151)

By Sieg Hannig, Labour Reporter

A bonus seems to be in store for South Africa's hard-pressed railway workers — if they are prepared to help cut the costs and squeeze more profits out of the service without increasing tariffs.

The subjects of higher productivity and labour savings will be raised at a meeting between the Minister of Transport, Mr S L Muller, and the Federal Consultative Council of Railway Staff Associations in Pretoria today.

"If we are successful, we will be happy to share the benefits of such savings with the staff," the Minister said in a brief statement to The Star.

His statement seems to imply that any bonus of this description would still have to be earned.

It also indicates that some of the gains would probably go to the railway's administration.

SACRIFICES

However, in view of the pay sacrifices made by railway workers, it is possible that most of the gains may be ploughed into workers' pockets — perhaps up to 80 percent.

Such a scheme would differ from the "performance bonus" of R7,5-million paid to post office employees earlier this year for increased performance by way of higher productivity.

It is understood this one-time bonus ranged from R40 to R320 per post office employee.

The post office and the railways differ from the rest of the civil service in that they are run along business lines in order to provide economic services

RDM 13/10/78 (270)

Railway workers may get bonus now, rise later

By GERALD REILLY
Pretoria Bureau

THE MINISTER of Transport, Mr Louwrens Muller, has called the Federal Consultative Council of Railway Staff Associations to an urgent meeting in Pretoria later today

The Minister, under "tremendous" pressure from staff associations for pay increases, is expected to announce bonuses for all 260 000 white and black railway workers, or some other form of temporary relief

The council represents the seven railway unions

The move is seen as a palliative to cool growing anger among railway workers at the repeated rejection of their claims for higher pay until next year

It is expected to be followed in January or in the March 1979-80 budget with substantial increases for the whole of the public sector — the Post Office Railways and Central and Provincial Government workers

Earlier this week the president of the Artisan Staff Association (ASA), Mr Jimmy Zurich, said after a "crisis" meeting with the Minister that he was satisfied that progress had been made

This was interpreted yesterday by other railway union leaders to mean that financial relief in one form or another had been promised

Two pay claims of ASA have been rejected this year — once by the Minister, and again by a judicial arbitration commissionnappointed by the Minister

This week's meeting between Mr Muller and the executive of ASA followed votes of no confidence in Mr Muller at branch meetings of ASA throughout the country

In June this year the Minister of Posts and Telegraphs, Mr F W de Klerk, announced special bonuses for postal workers

It is believed that another scheme on a similar scale is now likely to be applied to railway workers The total could be to more than R30-million, it is estimated

FM 13/10/78 (270)

close the gap.

So public servants are to an extent victims of changing patterns Yet, over that same April-April period, average white earnings in manufacturing rose by 11%

And of course public servants of all race groups are not as well paid on average as their private sector counterparts A departmental secretary's R1 600-odd a month (see table) would be scorned by a chief executive in the private sector. University professors would certainly earn a good deal more than R1 300 in the private sector, and a starting BA graduate would get more than the R335 the GPO offers him The paucity of nurses' pay is well known

The same is true of workers lower down the scale. In April, average monthly pay of whites in central government was R458, in the SAR R576, and the GPO R455

In manufacturing, the figure was R665, and in mining R786 African pay, too, lags behind the private sector in all but the central government despite the advances of recent years Which leads a university man to complain. "We're forced into the middle income group — and we feel the pinch of inflation more than our counterparts in the private sector."

The cost of pay

Public service salaries, then, seem to many to be designed to attract only the very dedicated or the very incompetent. Despite this, government remains loath to grant any overall increases.

It uses the pocket money argument Despite improvements in railway finances, Muller said last week that he was not prepared to give the artisans an increase because he would then have to give one to everyone else in the SAR. He calculated the cost at R125m And at the back of his mind must have been the likelihood of an SAR increase sparking off similar claims throughout the civil service.

There is no way government could afford to give the entire public service the 10% the railwaymen are asking for — unless it were to print the money. According to *FM* calculations, a 10% hike would cost R324m a year in central government service alone and it could be more than that, because African pay would presumably have to be hiked by more than 10% to continue closing the wage gap

While it may make sense to some to resort to the printing press if the reward is increased consumer spending, government does not see it that way It quite naturally fears the inflationary consequences.

But can the dike hold? The *FM* understands the universities are expecting a pay increase soon The fact that the politically influential Afrikaans universities are backing the demands means they are likely to be successful, say academics. Government may be able to argue that university staff, like teachers, are a special case

Even so, if the universities get more, government will have difficulty explaining to railwaymen, postmen and bureaucrats why they should not have more too

The problem is compounded by teachers' expectations of yet another upward adjustment Their deal with Koornhof was only part of what they wanted, and they are expecting the rest, not necessarily today or tomorrow, but at some stage

So what should be done? Both universities and teachers have a point when they plead for a special deal to attract talent Why should SA's educational staffing priorities be tied to our postal staffing priorities?

The railwaymen have an equally compelling case They are right when they argue that it has been largely their efforts that have won previous increases

Other civil service staff associations are scarcely militant bargainers Indeed, they resent being described as trade unions at all So the railwaymen are also right when they feel that their effectiveness is retarded by the rest of the public service

So why not throw wage setting in the SAR open to collective bargaining of the sort that takes place in private sector industrial councils? If most of the railway unions are skilled and effective enough to strike a good bargain with SAR management, why shouldn't they?

By the same token, if the other associations are content to win increases by cosy behind-doors discussions, or to wait for hand outs, there is no reason why they should benefit from the effectiveness of others

In other words, the need to bargain separately with all the separate components of the public service has never been as great. Government should set about doing so.

WHERE YOU START

(Monthly pay)

University junior lecturer	R369-R514
White teacher with bachelors degree*	R450
Teacher, matric and diploma only†	R390
Postal employee with bachelors degree	R335
Administrative assistant	R193-R403
GPO, with matric only	R220

*Women get R390
†Women get R330

PAY AT THE TOP

(Monthly pay of senior civil service personnel)

Department Secretary, Commissioner of Police	R1 588
Registrar of Financial Institutions, Attorney General	R1 458
Principal medical officer	R1 182
University professor	R1 040-R1 329
White school inspector	R1 425
White high school headmaster* (with ordinary degree)	R1 050-R1 250
White primary school headmaster* (with ordinary university degree)	R960-R1 160
Clinical psychologist	R570-R680

*Women receive R50 less

Note These are basic salaries excluding fringe benefits.

WHAT THE MASSES GET

Average monthly earnings in central government, SAR and GPO

	Whites	Africans
Central government	R458	R171
GPO	R455	R123
SAR	R576	R128
Provincial administration	R494	R164
Sundry statutory bodies	R647	R98

Note GPO and SAR figures for April 1978
Others are average for June quarter.

PUBLIC SECTOR PAY

Weighing professors and postmen

FM 13/10/78 (270) (250)

The problem is familiar enough to fathers. One of your children asks for more pocket money. Yes, you can afford it, but then you will have to give more to the others That you cannot afford

This is essentially the problem the Cabinet has to tackle as it deals with a fresh round of public service pay demands, except that it is not dealing with compliant children but with an increasingly angry band of railwaymen and academics, the two groups most actively pressing their demands at present

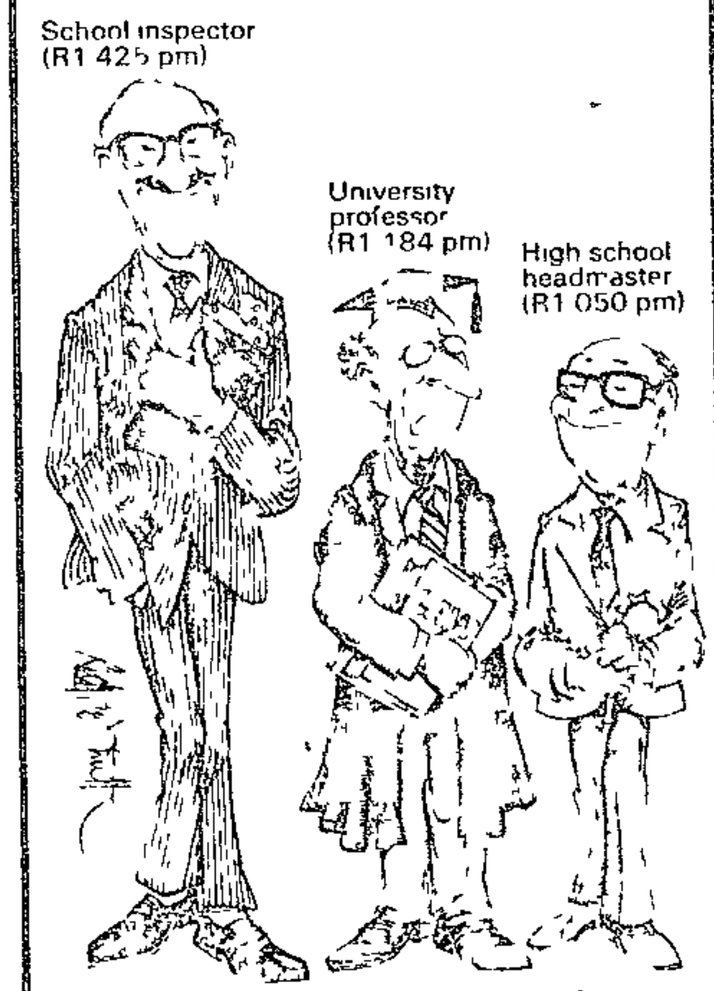
The railwaymen, who usually spearhead public service pay claims, are doing so again Members of the Artisan Staff Association, which failed to win an increase in an arbitration hearing earlier this year, have passed no-confidence votes in Transport Minister Louwrens Muller Some have threatened to strike. Another railway union, the Footplate Staff Association, has an arbitration case pending

The academics, who traditionally wait for others to take the lead, are now pressing their own claims It is the first time, say academics, that they are not waiting for someone else to do the pushing for them Some have even threatened to strike

Both groups have particular gripes The universities are irked because Education Minister Piet Koornhof gave school teachers and education college lecturers a new deal earlier this year that altered teachers' pay scales and closed the sexual and racial wage gaps The effect of this was that teachers received larger pay hikes than university staff, who only enjoyed the 5% hike awarded to the rest of the public sector

There is also a feeling, especially at the Afrikaans universities, that university teaching is a prestige profession that should not be treated as just another part of the public service "Not only are salaries low, there's no scope for incentives or bonuses above a laid-down ceiling," says one academic. Most want pay scales unrelated to the rest of the public service.

PROFESSORS' PLIGHT



Where there is a salary range the median has been taken

The railwaymen, meanwhile, argue that they should not be lumped together with the rest of the public service either, since the railways are supposed to be run on "business principles." The key to this complaint is the feeling that wages on the railways should be set by collective bargaining, not by arbitrary hand-outs from the Minister.

Railwaymen are the only public servants represented by effective trade unions and many feel their ability to bargain is impaired by their reliance on ministerial hand-outs

But as the railwaymen and academics point out, the reality for all white public servants is falling living standards. White earnings in central government service rose by 6% in the year to April 1978 while on the SAR the figure was 6,4% and in the GPO 9,5%. So only the postal service comes close to keeping pace with inflation. White workers' real earnings are of course falling in virtually all sectors, partly because of the recession, partly to accommodate rising black pay

In central government, African earnings rose by 23% in the April-April period, on the SAR by 14,5%, and in the GPO by 13,5%.

The central government is the only sector where the absolute racial pay gap has narrowed in money terms. Part of the reason is increased job advancement for Africans, part a conscious attempt to

FM 13/10/78 (270)

RAILWAYMEN

Off the track?

270

Minister of Transport Louwrens Muller's statement this week estimating that pay claims by railwaymen would amount to R125m hasn't quelled the men's dissatisfaction A key railway union, the Artisan Staff Association (ASA), will be going back to Muller next Wednesday in an attempt to resolve the pay deadlock.

A statement issued by the ASA this week says the association is not satisfied with Muller's statement which, it says, fails to come to grips with the falling living standards of its members It is thus going back to him in an attempt to win at least a few more concessions

The ASA is in the forefront of the pay dispute at present as a number of its branches have passed motions of no confidence in Muller and in railways administration ASA president Jimmy Zurich has warned that some ASA members have warned of strike action

It's unlikely that any strike will materialise Strikes by railwaymen are illegal and the union has urged members not to do anything rash The ASA statement this week urges artisans to remain "calm and patient " A wildcat strike is not likely to materialise yet "When people are desperate they do desperate things But they aren't that desperate yet," says one railway unionist

Nevertheless, the ASA leadership argues that Muller isn't making it any easier for them to keep their members calm General secretary Wallie Grobler points out that the union has watered down its demands to only 10%

He adds that the ASA leadership suggested a way out of the impasse by suggesting that Muller lop 12 minutes off the artisan's working day making it a round 9 hours Muller refused Says Grobler "We wanted something to take back to our members to hold them back We didn't get it " Grobler believes that union anti strike discipline is holding up now — but he's not sure whether it will continue to do so

With railway finances looking better couldn't Muller give something? He's basing his argument on both wages and hours on the theory that he is bound to give all railwaymen what he gives the artisans — which, of course, he is The SAR could probably afford the artisans' claim comfortably — but Muller argues it couldn't afford a commensurate hike throughout the SAR

It's a moot point whether next Wednesday's meeting will break the deadlock If it doesn't, the railwaymen's only remaining hope is a pending arbitration tribunal investigation into a similar pay claim by the Footplate Staff Association (a tribunal rejected an ASA claim earlier this year) However, a spokesman for Footplate Staff says it's unlikely that any decision will be reached by the tribunal before early next year

So, while there's no strike danger at present, Muller may be forced to come up with something soon If he doesn't, the ASA men are going to have a tricky time keeping their men in line

Bonuses for railwaymen

CAPE TIMES 14/10/78 (270)

Own Correspondent

PRETORIA. — The country's 260 000 white and black railway workers are to get bonuses at the end of January next year.

The Minister of Transport, Mr S. L. Muller, announced this yesterday after a two-hour meeting with the Federal Consultative Council of Railway Staff Associations — a body which represents all seven railway unions.

The minister had come under powerful pressure from dissatisfied railway workers to grant something more than promises or token relief.

In his statement yesterday the minister made it clear that the "awards" were payable once only, and had no bearing on salary adjustments.

The amount to be paid, he said, varied with the highest percentage going to lower paid staff, and the percentage being scaled down for staff in the higher echelons. A ceiling would be set to the payments.

Mr Muller said that the objective was to establish a much smaller, more efficient labour force to effect a significant reduction in staff, while maintaining at least the same level of service without increasing overtime and Sunday time.

It had been the intention all along, the minister said, to give tangible recognition to the staff for their co-operation, by letting them participate in any savings achieved

Bonus for rail workers

Weekend Argus Correspondent

PRETORIA. — A bonus in the new year has been promised to all railway workers by the Minister of Transport, Mr Lourens Muller.

It will be a reward for 'dedication and self-discipline', in helping the Railways to save money.

The Minister said the amounts to be paid out, at the end of January, would vary. The highest percentage bonus would apply to the lower paid staff. The percentage would be scaled down for staff in higher positions, subject to a maximum payment.

Relief for South Africa's 259 000 railwaymen came late yesterday after the Minister had met members of the federal consultative council of Railway Staff Associations in Pretoria.

TASK GROUP

After the talks the Minister referred in a statement to steps taken recently by the Railways to curtail labour costs.

"Apart from the usual measures, economy campaigns were launched periodically. The results did not altogether meet expectations.

"As a result a task group was appointed at the beginning of the year to determine as a first step what could be achieved by an intensive campaign to curtail labour costs.

"The objective was to establish a much smaller but more efficient labour force while maintaining at least the same level of service without an increase in overtime working.

"In other words this calls for greater dedication and self-discipline from the entire staff in attaining the objective.

"Consequently it has been the intention all along to give tangible recognition to the staff for their co-operation by letting them participate in any savings that may have been effected.

"This joint effort has brought to light that, by redistribution of work and the reorganisation of specific activities, savings will, in fact, be possible.

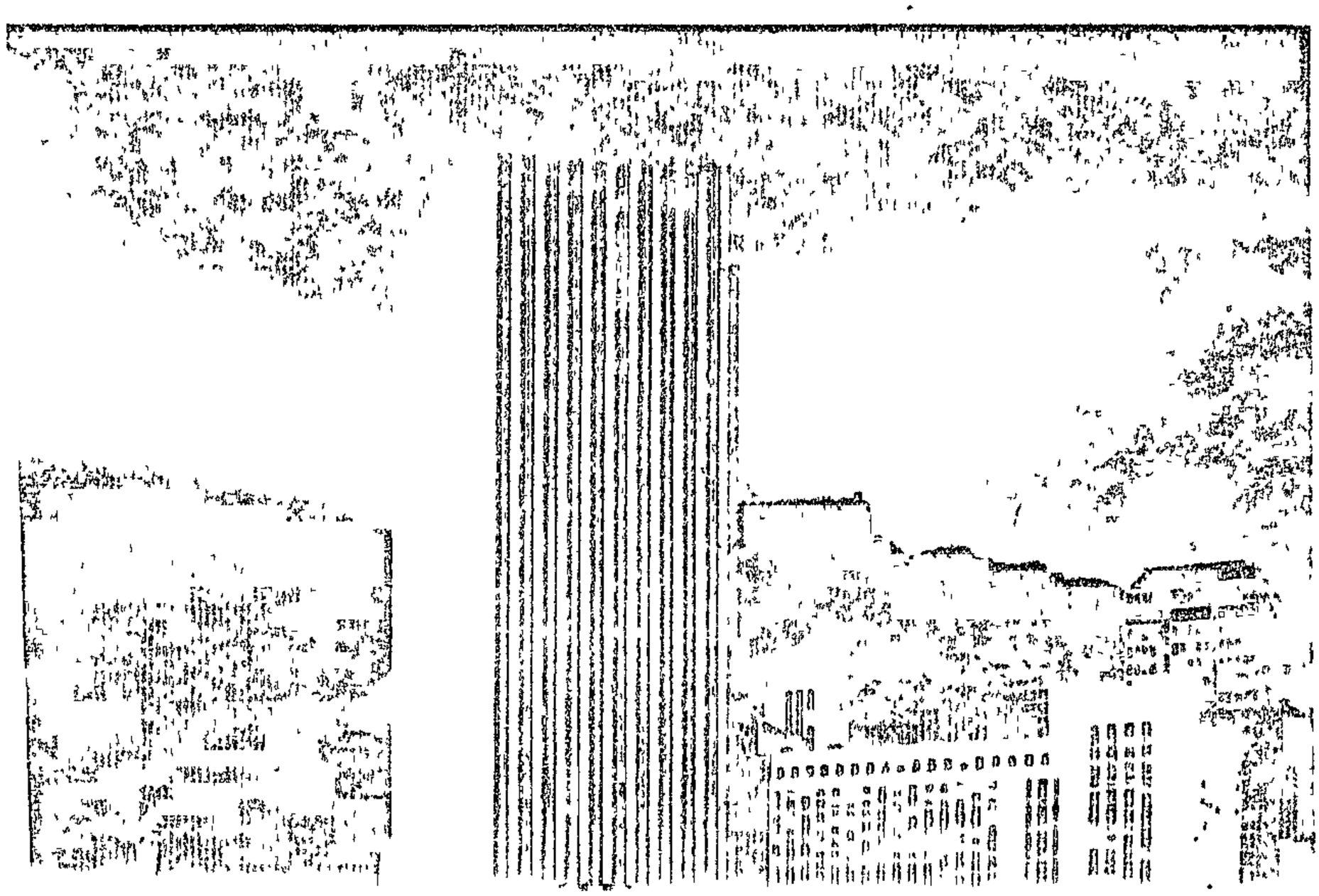
"It has been decided to reward the staff at the end of January 1979 in recognition of their contribution."

Still on the run

Weekend Argus Correspondent

JOHANNESBURG. — Mr Theunis Nothnagel, a dangerous awaiting-trial prisoner, is still on the run after escaping from Weskoppies Hospital.

Mr Nothnagel is alleged to have robbed 20 building societies in Johannesburg, Cape Town, Durban and Port Elizabeth.



Verligte direct... by Bond — Mara...

Political C...

THE Broederbond ... ing into the open ... attempt to ... cally the many A... who were not ... the Bond and to ... verligte direct... Kowie Marais, ... Johannesburg ... today.

Speaking at ... sive Federal Party ... tion at Klipdale ... Swellendam ... Mr Marais said that ... Broederbond persis... this direction the ... harassed new Prime ... ter, Mr P W Botha, ... have to contend wi... another pressure ... within the ranks ... National Party.

The party was ... being subjected to ... tensions. An Afri... volt might be ...

Mr Marais said ... a member of the ... bond from 1948 ...

SECRECY

'A significant ... Afrikaner Nati... circles in recent ... the decision of the ... to discard its cloak ... recy.

Not only was a ... history of the ... society to be ... soon but, in an ... dented move ... powerful Afrikaner ... cal stronghold wi... 11 000 members, ... note address at the ... Bondsraad, the ... meeting of memb... made available ... Press.

In it the ... warned Afrikaners ... the danger of ... ill-advised but ... expedient way of b... all South Africa's ... on Marxist ... Mr Marais said.

SAL-manne vlieg agter groot geld

Rapport 15/10/78

(270)

Deur KOBUS SCHOLTZ

VLIEËNIERS van die Suid-Afrikaanse Lugdiens word deur oorsese lugdienste weggelok met jaarlikse salarisse wat tot R110 000 kan beloop — teenoor die maksimum van R18 450 wat hulle in hul eie land kan verdien.

'n Krisis dreig vir die SAL nadat nog twee senior vlieeniers, albei op die binnelandse diens, bedank het. Hulle is Boeing 737-vlieeniers.

* Gister het kapt. John Taynton, voorsitter van die SA Vlieeniersvereniging, uit New York gesê hy verneem dat minstens agt van die SAL se senior vlieeniers by Swissair om werk aansoek gedoen het. „Nog meer bedankings kan verwag word tensy ons loongeskil vinnig opgelos word," het hy gewaarsku.

Een van die twee vlieeniers wat so pas bedank het, gaan na die Iranese lugdiens, waar drie van sy gewese SAL-kollegas reeds werk. Die ander een gaan na Singapoer, waar ook een gewese SAL-vlieenier in diens is.

Daar is glo nog 'n hele paar van die SAL se manne wat wag vir antwoorde op hul aansoeke by die lugdienste van Iran, Singapoer en Switserland.

'n Krisis

Die SAL se vlieeniers gaan nie weg in groot getalle nie, maar soos 'n senior vliegkaptein vandeesweek gesê het: „As net tien van die top-vlieeniers loop, sit die SAL met 'n krisis."

Mnr Hans-Peter Wild, bestuurder kajuitbemanning van Swissair, het vandeesweek uit Zürich gesê hy soek dertig senior vlieeniers. „Ons het wêreldwyd geadverteer en heelwat aansoeke gekry. Ek wil nie sê hoeveel Suid-Afrikaanse aansoeke daar is nie. Ons het op die oomblik een Suid-Afrikaanse vlieenier, maar hy is al lank by ons."

Swissair betaal 'n buitelandse vlieenier 'n basiese aanvangsalaris van R27 758. „Hulle begin almal as mede-vlieeniers." By die salaris kom egter verskillende groot toelaes wat salarisse hoog opskuif.

„Met tien jaar ondervinding by ons kan 'n vlieenier omtrent R83 000 per jaar verdien. 'n Top-salaris by Swissair is in die omgewing van R110 000."

Daarteenoor is die top-salaris by die SAL, wat aan die direkteur vlugoperasies betaal word, volgens die jongste salarisaanpassings R18 450. Saam met ontberings- en reistoelaes vir wanneer hy oorsee vlieg, kom die uiteindelike salaris op R29 508 te staan.

'n SAL-vlieenier met tien jaar vliegondervinding verdien R13 890 tot R15 750 per jaar voordat toelaes bygereken word. Sy Swissair-maat verdien R82 000!

* VERVOLG OP BL. 21 *

Vlieëniers weg agter geld

* VERVOLG VAN BL. EEN *

Kapteins Bill van Reenen en Lampies Lamprecht, wat nou vir Iran werk, het hul aftree-ouderdom by die SAL bereik voordat hulle weg is. Eerste offisier Gavin Bosse het egter oor geskille met SAL bedank.

Die SAL-vlieeniers sê hulle vra nie vergelykende salarisse met internasionale lugdienste nie. Die lewensduurte verskil in elk geval, sê hulle. „Maar die owerhede het al erken dat hulle ons minstens 30 persent salarisverhoging skuld vir die laaste paar jaar dat ons oor die hoof gesien is," sê 'n vlieenier.

Die vlieenier meen ook nie dat die 4 persent-verhoging wat begin vanjaar aan hulle toegeken is, help nie. „Ek is nie een van dié wat klaag nie," sê een senior kaptein. „Ek lewe lekker. Dis die ouens wat hoog gelewe het toe die salarisse 'n paar jaar gelede so vinnig opgeskiet het, wat noustrop trek. Die styging in lewensduurte het hulle ingehaal."

Na Minister

Kapt Taynton, wat op die oomblik in New York op 'n oorsese vlug is, het gister in 'n telefoniese onderhoud gesê: „Ons gaan teen die einde van die maand na die Minister met ons looneise.

„Daar is 'n wêreldwye vraag na top-vlieeniers. As die SAL ons nie beter betaal nie, gaan hy met 'n krisis sit, want sy top-manne gaan bedank."

* Twee skakelbeamptes van die SAL was gister nie bereid om kommentaar te lewer nie en die hoofbestuurder van die Spoorwee, dr Kobus Loubser, kon nie gekontak word nie.

Table II

Hypothetical Family Budget of Family in Poverty 5% Category with an Employment Guarantee Programme and a Company Grazing System

	Before	After
	Expenditure / Income	Expenditure / Income
Farm Operations		
Other Income		
Transfers		
EGS		
Sale of Annual Rental on Grazing Rights		
Home and Farm Improvement		
Tax on Grazing Rights		
Education		
Health		
Consumption		
Savings		

Railways to cut back staff by 12 000

Star 19/10/74

(270)

Own Correspondent

DURBAN — The Railways is to cut its total staff complement by 12 000 this year, general manager Mr J G H Loubser announced yesterday

Speaking at the annual congress of Assocom in Maritzburg, Mr Loubser said the cuts would be effected through natural wastage and by putting employees over 60 on pension.

Mr Loubser said it had been "a hard decision" to put people on pension, but it was necessary to save costs.

He did not elaborate on how many pensioners would be involved, but said the Railways had a natural turnover of about 20 000 people a year of its total staff numbering about 260 000. Many people who resigned would not be replaced

Mr Loubser said part of the savings effected by this move would be put towards wage increases, and he expected to get the support of trades unions for the cutback

Turning to claims that the Railways was "killing the private haulier" by moving into road transport in a big way, Mr Loubser said he was fully in favour of free enterprise and competition in the market place

OBLIGED

However, he was obliged to run passenger services at a loss (totalling about R250-million a year).

This loss was not peculiar to the SAR, but similar losses were recorded on major railways around the world

Until the Railways were given a Government subsidy to cover this loss he would have to continue to balance his books by making profits on other services.

In this light the handling of road transport services was essential to the Railways. Mr Loubser also said there had been a recent upswing in containerised traffic and he was hopeful that this improvement would continue

SAR staff to be cut by 1 200

RDM 19/10/78 (270)

By HOWARD PREECE, Financial Editor

MARITZBURG — The staff of South African Railways is to be cut by 1 200 this year as an economy measure. The shock announcement was made by Dr J G H Loubser, General Manager of SAR, yesterday.

Dr Loubser said the decision did not mean that people would be put on the street. "We have a staff turnover of about 12 000 a year and people over 60 years old will be put on pension", he said.

"I am sorry about it, but one has to be hard," Dr Loubser added. Eighteen per cent of the money saved by the staff-cut would be ploughed back in wages to obtain the co-operation of the unions.

"Our organisation has to look after itself. In a multi-million rand undertaking such as SAR, we must be clear as to our priorities."

He was replying to charges from delegates at the Assocom conference that SAR was overcharging for container loads and refusing to allow competition from free enterprise.

Dr Loubser said that private enterprise was like a child who cried too quickly. In fact, private vehicles were hauling 54% of the loads on the road.

"I am a businessman trying to balance my books. Profits on the oil pipeline, harbours and airways have to balance the losses on the railway traffic.

"Our passenger service is showing a loss of R250-million. As an economist I should cancel the trains.

"We are not in a position to carry the losses on the transport side. We cannot price ourselves out of the market," he said.

He was fully aware of the effect of railways tariff increases and always took note of public reaction.

"We realised after our last increase that business could not take any further increases without possible damage to South Africa's export effort.

"Fortunately, the container rate is growing. All of a sudden it has taken off. Let us have free market competition but I have to keep the railways healthy."

"Our business believes in free competiton otherwise we would not be in Maputo today running trains to Zambia," Dr Loubser said.

Railways plan 12 000 staff cut

NM 19/10/78

(270)

Financial Editor

PIETERMARITZBURG — South African Railways is to cut staff by 12 000 this year as an economy measure.

This shock announcement was made by Dr. J. G. H. Loubser, general manager of the SAR, at the Assocom congress here yesterday when he replied to charges that the Railways were overcharging for container loads and refusing to allow competition from free enterprise.

Dr. Loubser said the decision did not mean that people would be put on the street.

"We have a turnover of about 12 000 a year and people over 60 will be put on pension.

Plough-back

"I am sorry about this, but one has to be hard."

Dr. Loubser added that 18 percent of the savings would be ploughed back in wages to obtain the co-operation of the unions.

"Our organisation has to look after itself. We are all keen to push our schemes but we must get clarity on our priorities in a multi-million-rand undertaking like the Railways.

"We must also get better control over productivity."

Dr. Loubser said private enterprise was like "a child who cried too quickly." Private vehicles were, in fact, [illegible] 54 percent of loads on the road.

Losses

"People think I sit in my office and grind down the motor vehicle but I am a businessman trying to balance my books. Profits on the oil pipeline, harbours and airways have to balance the losses on the Railways.

"We are not in a position to carry the burdens on the transport side. We cannot price ourselves out of the market."

He was fully aware of the effects of tariffs. "We listen to public reaction. We realised after our last increase that organisations could not take any more without damaging our export effort.

Competition

"On the other hand, our passenger service is showing a loss of R250 million. As an economist I should cancel the trains tomorrow."

The Railways could not make any concessions otherwise they would lose "the cream."

"Fortunately the container rate is growing. All of a sudden it has taken off.

"Let us have free market competition but I have to keep the Railways healthy.

"Our business believes in free competition otherwise we would not be in Maputo today and running trains to Zambia."

● See Page 25

RDM 20/10/78

(270)

No SAR workers will be laid off

Labour Correspondent

NO EMPLOYEES of the Railways will lose their jobs through plans to cut total staff complement and no employees will be asked to retire early, a senior Railways spokesman said yesterday

He was commenting on the announcement by Mr Kobus Loubser, general manager of the Railways, that its staff would be cut by 12 000 this year

Mr J P Verster, assistant general manager (staff), said yearly turnover of white Railways employees was about 18 000, and about 20 000 for other employees

"We are simply examining those posts to see whether they really must be filled again," he said

Cuts would be made in all job grades except those in which vacancies of 20% to 30% were continually experienced in essential jobs These would be filled

Referring to a reported remark by Mr Loubser that employees over 60 years old would be put on pension, Mr Verster said this would only apply to some of the approximately 1 000 white pensioners who had been re-employed in casual jobs

And among them, only those who could no longer do a full day's work would be asked to finally retire.

According to Railways rules, employees who joined before June 1955 could choose whether to retire at 60 or 63. Those who joined later had to retire at 63 "This will remain unchanged," he said

Railways unionists yesterday said the streamlining process had been thoroughly discussed with them

Mr Jimmy Zurich, president of the Artisan Staff Association, said he had no objection to the scheme, which would lead to a more efficient, better trained and better paid work force

20/10/78 (270)

The Plan proposed early stud stimulate
employment creation and annc the building
programme funded under the A broposed for
physical and social infrastr rastructure
(health, education, domestic y in which an
immediate improvement in rur The past
difficulties of ensuring bot to man these
facilities and the gravitati towns and larger
villages suggests otherwise. es pump funds
into the countryside but eff. the smaller
villages and amongst the poo probably not
within this or the next Plan ition may be
that the present lop-sided e be significantly
reduced if services are not

The Plan ...

RAILWAY WAGES

Still steamed up

Railwaymen ... still debating for salary ... despite the news that they ll get a small bonus in January. Railway ... comments are quick to point out that last week's bonus award had more to do with the SAR ... and stabilising policies than with wage demands.

What the men will be getting is their share of the savings effected by SAR m ... SAR ... and ... the complete ... shift.

... the ... which represent the union's SAR ... the ... the ... public ... that ...

der receive just over 4% and those at the top around 3% on basic pay.

The 20% which will not be distributed among SAR workers will be held back because explain Bonde ... some of the vacant posts may have to be filled later so its impossible to plough everything back now.

The idea of ploughing the money back into ... and its seen by SAR management ... to participate in the decision-making process initiated by SAM. Isobus Fourie said People told us SAR that some ... management ... about the new ... policy ... the bonus ... the ... way of showing them the benefit of the new approach.

So the bonus has as much to do with SAR management's ... need to win labour ... than ... with the ...

... also point out that the ... only ... and ... could be ... And it certainly ... attention ...

The dispute between two railway unions ... the Locomotive Staff Association and Railway Clerks Planning and Operating Staff Union ... with the continuing ... the Artisan Staff Association where ... adopted a no-confidence vote ... Transport Minister Dennis Malley ... not satisfied either.

SAWU welcomed the move because it helps to shift railways away from the ... employment image ... but it has nothing to do with our wage demands, says general secretary Wally Grobler.

These demands may well be met in the future. ... to receive a rise soon and there's talk of the entire public service getting 10% next year. But if they're not the railwaymen's dissatisfaction will continue to be aggravated.

... use will emerge from the Integrated Farming ... (technical aspects) and from the Barolong Farms ... Well designed and managed as the two projects ... in the Plan that single experiments are a ... to devise national policy is worrisome.

... the Report on Rural Development prepared in ... Feldman. This report has led to the White ... Tribal Grazing Land Programme. I presume ... rt and the White Paper in the light of recent ... tribution provided by the survey of 1975/76. ... did not have to face the very unequal dis- ... was subsequently revealed by the survey. For instance, it is unlikely that they would have guessed that the top five

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1. Para. 4.53 page 67.

Railway pay (270) FM 20/10/78

Railway workers were granted a bonus of 2%-4% of their current basic pay to come into effect in January. The unions are still asking for a salary increase, however.

SAR cuts won't hit EL

DD 20/10/78

(270)

EAST LONDON — The proposed cut back in South African Railways staff by 12 000 this year is not expected to have a drastic effect on the railway working population of East London.

The economy measure was announced by the general manager of the SAR, Dr J. G Loubser, at the Assocom congress this week

With about 11 000 — 5 000 whites and about 6 000 blacks — employed by the Railways in the East London area, the Railways are by far the biggest employers in the area

The System Manager for the Eastern Cape, Mr D R M Butler, said yesterday people who retired at 60 and then carried on working for another three years might not be able to work the extension if they were considered unproductive.

Mr Butler said this process had been working for some time in the Railways

In his announcement Dr Loubser said the decision to reduce staff did not mean people would be put on the street

Meanwhile, labour leaders yesterday called for an efficiency purge.

They said if the railways could cut staff by 12 000, then it should not be difficult for overstaffed government and provincial departments to thin out their numbers

Latest Department of Statistics figures show that the state departments — including Defence, Prisons and Police Personnel — employ more than 550 000 workers — about 230 000 of them white

Their earnings — one of the major items in the national budget — amount to an enormous R2 000 million a year

The president of the Artisan Staff Association, Mr Jimmy Zurich, said the scope for saving many millions of rands a year in the public sector was great

Mr Zurich suggested the public service should employ a group of efficiency experts to evaluate efficiency levels and staff output — DDR-DDC

Pay rises set to boost rail, postal tariffs

RDM 3/11/78 (269)

By GERALD REILLY
Pretoria Bureau

RAILWAY and Post Office tariffs are almost certain to be increased from the start of the new financial year in April, according to Government sources in Pretoria

One reason for the hike would be to offset wage increases expected to be granted to workers in the public sector next year

Underlining this is a decision by the 15 000-strong Posts and Telegraphs Association to seek an interview with the Minister of Posts and Telegraphs, Mr F W de Klerk, to demand higher earnings from the beginning of next year

This was decided at a meeting of the association's executive in Johannesburg last night

Its secretary, Mr L J van der Linde, said negotiations had begun with the Postmaster-General, Mr Louis Rive

Like all other workers in the public sector, PO workers have had two increases in the past two-and-a-half years — 10% in June 1976 and 5% from January 1 this year

Senior Government sources said in Pretoria yesterday that higher earnings in the public sector were inevitable next year — either in January or after the budget in April

The wage hikes would make inevitable a substantial rise in Post Office fates next year

Recently Mr Rive indicated that increased tariffs could probably be avoided this year

But the Pretoria sources said the Postmaster-General would be courting serious losses next year unless tariffs were adjusted

The Minister of Transport, Mr Lourens Muller, said last month a 10% raise for railway workers would necessitate a 4,5% increase in tariffs

2. METHODOLOGY

SOME of the 17 members of the SAR Indian Staff Association who left from the Durban Central Station for Pretoria yesterday to see the Minister of Transport, Mr S L. Muller, for more pay

270

NM 15/11/78

Deputation in pay-hike plea

Mercury Reporter

A DEPUTATION from the Railways Indian Staff Association left for Pretoria yesterday to meet the Minister of Transport, Mr. S. L. Muller, and to ask for more pay and better working conditions.

The 17-man deputation, led by Mr. Solomon Edward, president of the association, left by train They will meet the minister today

Mr Edwards said that their main grievance was over pay.

"We are going to ask the minister for a substantial pay increase for all Indian workers in the railway administration.

Most of the workers, especially the labourers, cannot make ends meet on their present earnings"

He said they would also ask for equality in wages in cases where Indians had taken over jobs previously done by Whites.

"At present Indians are paid about two thirds of the wages paid to White workers, although they did the same job. This is untair," he said.

Another member said that the association had asked the General Manager of the SAR for a wage increase When it was turned down they decided to direct their plea to the minister.

"We hope the minister will be more sympathetic to our problems."

There are about 1 972 Indians employed in the Railways in jobs ranging from labourers to senior clerks.

The maximum wage of a labourer is R130 a month

"For a family man it's virtually impossible to survive with today's high cost of food prices and transport," he said.

They are expected to return tomorrow morning.

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1/ Statistics, Pretoria 1974, for breakdown of economy into Major Divisions etc.

No R 2339

(270)

24 November 1978

DEPARTMENT OF RAILWAYS AND HARBOURS

The State President has, in terms of section 32 of the Railways and Harbours Service Act 1960 (Act 22 of 1960), been pleased to approve of the South African

No R 2339

24 November 1978

DEPARTEMENT VAN SPOORWEE EN HAWENS

Dit het die Staatspresident behaag om kragtens artikel 32 van die Wet op Spoorweg- en Hawedienst 1960 (Wet 22 van 1960), goedkeuring daaraan te verleen dat die

Railways Staff Regulations published in Government Notice R 1045 of 15 July 1960, as amended, being further amended as follows

SOUTH AFRICAN RAILWAYS

STAFF REGULATIONS

SCHEDULE OF AMENDMENT

(Operative from the September 1978 paymonth)

REGULATION 1

In paragraph (8), substitute "R11 100" for "R10 500"

REGULATION 2

In paragraph (2) (c) (i) (a), substitute "R12 900" for "R12 750"

In paragraphs (2) (c) (ii), (2) (d) (i) (a) (2) (e) (i) (a), (2) (e) (i) (b), (2) (f) (i) (a) and (2) (f) (i) (b) substitute "R10 350" for "R9 702"

REGULATION 130

In paragraph (3), substitute "R11 100" for "R10 500" wherever this amount occurs

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No R 2340 24 November 1978

Under the powers vested in me by section 4 (3) of the Railways and Harbours Pensions Act 1971 (Act 35 of 1971), I, Stefanus Louwrens Muller Minister of Transport, do hereby, after consultation with the Railways and Harbours Board, approve of the Pension Regulations, published in Government Notice R 859 of 28 May 1971, as amended, being further amended as follows with retrospective effect from 1 March 1978

REGULATION 29

Substitute the following for subparagraphs (b) (c), (d), (e), and (f) of paragraph (2)

(b) A member shall have the option to elect to contribute to the New Fund in respect of the whole of a period exceeding 90 days during which he has continuously been on leave of absence without pay or has been suspended from duty without pay and he shall not be precluded from electing so to contribute because prior to 1 March 1978 he had exercised an option not to contribute in respect of such period

(c) The option provided for in subparagraph (b) may be exercised at any time while the member is in the Service after the Chief Accountant has furnished the member with particulars of his liability through the medium of an option form, provided that the member must sign, date and return to the Chief Accountant a receipt for such option form

(d) An option exercised in terms of subparagraph (b) shall be irrevocable

(e) (i) If a member has elected not to contribute in respect of a period referred to in subparagraph (b), such period shall not be taken into account in calculating the period of his continuous employment

(ii) if a member elects to contribute in respect of a period referred to in subparagraph (b) the contributions due, together with interest thereon at the current rate as periodically determined in terms of regulation 28, in respect of so much of the period of leave or suspension as exceeds 90 days shall subject to the provisions of subparagraph (e) (iii) and (iv), be recovered from his salary in such monthly payments as may be determined,

Personeelregulasies van die Suid-Afrikaanse Spoorwee, gepubliseer in Goewermentskennisgewing R 1045 van 15 Julie 1960, soos gewysig, soos volg verder gewysig word

SUID-AFRIKAANSE SPOORWEE

PERSONEELREGULASIES

WYSIGINGSLYS

(Van krag van die betaalmaand September 1978)

REGULASIE 1

In paragraaf (8), vervang "R10 500" deur "R11 100".

REGULASIE 2

In paragraaf (2) (c) (i) (a), vervang "R12 750" deur "R12 900"

In paragrawe (2) (c) (ii), (2) (d) (i) (a), (2) (e) (i) (a), (2) (e) (i) (b), (2) (f) (i) (a) en (2) (f) (i) (b) vervang "R9 702" deur "R10 350"

REGULASIE 130

In paragraaf (3), vervang "R10 500" deur "R11 100" waar hierdie bedrag ook al voorkom

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No R 2340 24 November 1978

Ingevolge die bevoegdheid wat aan my verleen is by artikel 4 (3) van die Spoorweg- en Hawepensioenwet, 1971 (Wet 35 van 1971), verleen ek, Stefanus Louwrens Muller, Minister van Vervoer, na raadpleging met die Spoorweg- en Haweraad, goedkeuring daaraan dat die Pensioenregulasies, gepubliseer in Goewermentskennisgewing R 859 van 28 Mei 1971, soos gewysig, soos volg verder gewysig word met terugwerkende krag vanaf 1 Maart 1978

REGULASIE 29

Vervang subparagrawe (b), (c), (d), (e) en (f) van paragraaf (2) deur die volgende

(b) 'n Lid het die reg om te kies om tot die Nuwe Fonds by te dra ten opsigte van die geheel van 'n tydperk van meer as 90 dae gedurende welke hy voortdurend met verlof sonder betaling was of sonder betaling van diens geskors was, en hy word nie belet om te kies om aldus by te dra nie omdat hy voor 1 Maart 1978 'n keuse uitgeoefen het om nie ten opsigte van sodanige tydperk by te dra nie

(c) Die keuse waarvoor in subparagraaf (b) voorsiening gemaak word, kan nadat die Hoofrekenmeester aan die lid besonderhede van sy skuldlas deur middel van 'n keusevorm verstrek het, te enige tyd onderwyl die lid in die Diens is, uitgeoefen word, met dien verstande dat die lid 'n ontvangsbewys vir sodanige keusevorm moet teken, dateer en aan die Hoofrekenmeester terugstuur

(d) 'n Keuse wat ingevolge subparagraaf (b) uitgeoefen word is onherroeplik

(e) (i) Indien 'n lid verkies het om nie ten opsigte van 'n tydperk gemeld in subparagraaf (b) by te dra nie, word sodanige tydperk nie by die berekening van sy ononderbroke diens in aanmerking geneem nie

(ii) indien 'n lid kies om ten opsigte van 'n tydperk gemeld in subparagraaf (b) by te dra, word die bydraes verskuldig, tesame met rente daarop teen die heersende koers soos periodiek bepaal ingevolge regulasie 28, ten opsigte van soveel van genoemde tydperk van verlof of skorsing as wat 90 dae oorskry, onderworpe aan die bepalings van subparagrawe (e) (iii) en (iv), van sy salaris afgetrek in sodanige maandelikse paaiemente as

but in such a manner that the payments shall not exceed 2 per cent of the member's pensionable emoluments, unless he so desires or unless 2 per cent of his pensionable emoluments is less than the further monthly interest on the debt;

(iii) a member may pay higher instalments through the medium of his pay-voucher or make a cash payment in settlement of his total indebtedness or part thereof, with the balance, in the latter case, being deducted from his salary in monthly instalments agreed upon by the Chief Accountant and the member.

(iv) if a member so desires, he may by arrangement with the Chief Accountant, make further additional cash payments periodically in reduction of his indebtedness

(f) If a member dies before he has exercised his option, it shall be accepted, if it is to the benefit of his widow or other dependants, that he wished to have contributed for a period referred to in subparagraph (b) and the outstanding debt shall be recovered from the pension benefit payable

wat bepaal mag word, maar op so 'n wyse dat die paaiemente nie meer bedra as 2 persent van die lid se pensioengewende emolumente nie, tensy hy dit verlang of tensy 2 persent van sy pensioengewende emolumente minder is as wat die verdere rente maandeliks op die skuldlas beloop;

(iii) 'n lid kan hoer paaiemente van sy betaalbewys laat aftrek, die hele verskuldigde bedrag in 'n kontantbedrag vereffen, of 'n gedeelte daarvan in 'n kontantbedrag afbetaal en die saldo van sy salaris laat aftrek in maandelikse paaiemente waartoe hy en die Hoofrekenmeester ooreengekom het,

(iv) as 'n lid dit verkies, kan hy met die Hoofrekenmeester reel om bykomende kontantbedrae periodiek te betaal ter vermindering van sy skuld

(f) Indien 'n lid te sterwe kom voordat hy sy keuse uitgeoefen het, moet daar indien dit tot sy weduwee of ander afhanklikes se voordeel is, aanvaar word dat hy begerig was om vir 'n tydperk gemeld in subparagraaf (b) by te dra, en moet die uitstaande skuldlas verhaal word van die pensioenvoordeel wat betaalbaar is

FM 24/11/78 (270)

WHO GETS WHAT

Railwaymen already know what their cut will be. As from April, whites will get an across-the-board 10% hike, coloured people and Asians 12,5%, and Africans 15%

Post Office workers will also receive a set increase from that date, but the amount has yet to be disclosed.

Black public servants will surely also receive a proportionally higher increase as this week's government press statement commits the Public Service Commission to look at a further narrowing of the racial pay gap.

Railwaymen canvassed by the *FM* were predictably happy about the increase — though some were disappointed about the April dateline

While the railway workers have been most vocal, all public servants have been feeling the pay pinch more severely than other workers over the last few years, so joy is likely to abound

It has not yet been decided by how much the rest of the public service will benefit. They will receive two separate benefits. In the first place, the portion of January's 5% increase that went into an allowance rather than basic salary will now go on to basic salary. More importantly, the Commission will look at revamping of existing salary structures.

A Commission spokesman won't commit himself to a percentage increase as a result of this review; he says he doesn't "want to raise expectations" and points out that his work has only just begun.

Nevertheless, government is unlikely to give other public servants much less than the railwaymen.

Disgusting conditions blamed for strike

DURBAN — Fourteen of the crew of 25 of the Greek-registered general cargo vessel Naweza, which docked in Durban yesterday, have threatened to leave ship because of "disgusting living conditions" and after the captain allegedly assaulted one of the crew members

The 19-year-old vessel docked under the command of the First Officer, Mr Emmanual Lorantus

Crew members said the former master, Captain Michael Bossinis, had been removed from command by the Greek Consulate at the Malagasy port of Madunga, after the alleged assault

Mr Lorantus was reluctant to discuss the matter, but said the former captain had struck a crew member because he had drawn a knife.

Soon after docking, Mr Lorantus handed over command to a new master, Capt Manias Michael, who said he left Greece two days ago

"I have only been on board for 40 minutes, and I do not know what has happened," Capt Michael said

Mr M J Weerakkloon from Ceylon, whose scalp was stitched and heavily bandaged, said he had been hit over the head by Capt Bossinis at Madunga

"At Madunga the whole crew went on strike because of the disgusting living conditions We have been bathing in sea water and the drinking and cooking water is mixed with oil," he said

Another seaman, Mr T Kamkanam, also from Ceylon, has drawn up a petition, signed by 14 crew members, which he intends handing to the Durban Port Captain, Capt Malcom Rose, and to the local Greek Consulate

The petitioners said they would rather leave the vessel in Durban and go home than sail with her to Jedda in the Persian Gulf, if the situation does not improve

Two days ago the Durban Port Office received an urgent message from the ship saying it had "intolerable crew problems" — Sapa.

As a group of U.C.T ... in including the pr ... their latest newsl ... illogicalities, mi ...

The description of ... obvious, "A Women' ... the women's positi ... as the "pass-laws, ... not been explored, ... the writer of this ... currently in progre ... that members of the ... "examining the inst ... position of women i ... refers to as "adeq ... undeniably bourgeo ... projected "integra ... utopianism, organi ... in no way excludes ... oppressed groups.

In correlating such diverse statements as the "fundamental co ... between men and women" (which contradiction is never examine ... that "the contradictions that exist between social classes t ... importance (if at all)" the writer fails to realise that he ... a basic feminist tenet to attack one particular feminist sta ... (not to be confused with Marxist, Socialist, Liberal or Lesb ... only one of the numerous positions held by U.C.T. women with ... organization of the movement. This article is a misinformed ... the U.C.T. Women's Movement into an homogenous radical-femin ... its policies accordingly.

By a process of flawed illogical reasoning several false con ... the most erroneous of which concerns "consciousness-raising" ... position in any Women's Movement would endorse a description ... raising" as an involvement with personal issues. It is clear ... despite the tedious catalogue of fundamentals, the writer has failed to appreciate the basic fact that "women's problems"- rape, the pill, abortion etc., are not personal and private problems and that the small group facilitates the crucial transition in awareness from the personal to the political. Without individual political consciousness there can be no mass political consciousness. A practical example of this is the "speaking bitterness" sessions held by small groups of Chinese peasant women, which played a vital role in their mobilisation.

The cultural conditions of people's lives are as important as the economic basis of their oppression in determining consciousness. In speaking of "the very real contradictions that exist between bourgeois women who experience their oppression as discrimination and working class women who experience their oppression as essentially exploitation" a dichotomy is being set up between the 'bourgeois' psycho-sexual forms of oppression on the one hand and the 'real' material forms on the other substituting a mechanistic model of class relations for a more profound understanding of how these two aspects of oppression depend upon and reinforce each other.

The mock-warning that "inadequate strategies" could ensure that "Women's liberation is not achieved simultaneously with the liberation of men..." shows no cognisance of the historical fact that in no third world revolution this century have women, by fighting alongside men, come anywhere near achieving equality, simultaneously or after the revolution.

continues/...

SA trade needs more cargo

By George Young, Shipping Editor

C.T. 25/4/78

HOW long will it take for the volume of imports by the Republic from Europe to increase by 60 percent?

This is the expansion necessary to provide reasonable capacity for the costly fleet of container ships now plying the trade and which, with the exception of a few voyages, are having difficulty filling

It appeared at one time that the container liners on the Europe-Cape run would have to be sustained to some extent by earnings of contemporaries along other more active services But these routes also are running into trouble, not necessarily in shortfall of cargo, but through port labour dislocation

Overseas Containers, the major British group operating to South Africa and using the Union-Castle managed Table Bay, is heading for a profits drop of 35 percent this year The group backed by affluent P & O, Blue Funnel, British and Commonwealth, and Furness Withy should, among them all, be the most successful because of the formidable shipping associations

Whatever the volume of cargo available, this is nullified by port disputes, and these have image of Conference lines a few been aplenty everywhere except in South Africa No sooner did the lines overcome labour delays at Southampton before there were troubles in Australia, and these appear to be perennial

High port working costs in Australia virtually put general cargo ships out of business, but the successors in the form of cellular container liners cannot use the ports at all when they are idle and packed with undelivered containers

On the South African route the main problem has been a deficit in the volume of cargo, and the important incursions by independent carriers who are estimated to be depriving Conference lines of all of 12 000 boxes a year

There is absolutely nothing anybody can do about these independent carriers, and it was scarcely in the interest of the years ago when the Secretary of Transport warned of action against shippers who supported the non-Conference carriers This was no way to influence people and win friends for hard-pressed Conference, and the injudicious "warning" was never repeated

It could well be that competition on other routes from independents is even more vicious, and the Americans are among those trying to stem the incursions in the interest of domestic flag carriers They are having no more success than anybody else, and some American shippers have patronized Russian ships in the interest of securing lower freights for government cargoes moved at taxpayer's expense

There has been an increase in the flow of cargo over the past few months, and even OCL expect the second half of the year to reveal better returns than the first half Their combined services may yield a six months profit of R25m

This may appear a good figure until it is measured against capital involved, not to mention the yet unpaid for ships costing R60m each at eight percent interest

The first half of next year on the South African service, also, should produce better traffic, but the main imponderable is the effect on Southern Africa of the debacle in Rhodesia and South West Africa If only these disputes could be speedily and satisfactorily settled, the trade potential to this end of Africa is scarcely calculable The demand for capital goods would be enormous, and shipowners will be in clover But the reverse could also be the case if the troubles persisted, unfortunately

General belief overseas is that the second half of next year will see another decline in volume of sea traffic,

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To understand contemporary Malawi, one must take ethnic particularism seriously and not assume that Banda is an aberration on an otherwise healthy body politic. Ethnic tensions do exist in Malawi, they have been growing since independence, and they should be assessed. To do this, one must go beyond the nationalist-dominated historiography which, by stressing the perceptions and ideas of a now largely displaced well-educated elite, maintains an exaggerated picture of the extent of truly national feeling present in the colonial period. One must seek out the roots of ethnic particularism, for, as with nationalism, this has had its roots firmly in the twentieth century. And, although largely the creation of members of a rural elite,[12] it has found a ready response among villagers whose horizons have been more bounded by the district then the colony or nation.[13]

In exploring the roots of ethnicity in Malawi, I shall argue that the growth of ethnic consciousness in northern Malawi occurred among people who, in the middle and late nineteenth century, possessed a very heterogeneous culture, the differentiation of which historical change increasingly eroded until all were united by a common language, among other cultural facets, and that this particular factor became the most potent base for a new ethnic identity. The development of ethnic consciousness resting upon a common language resulted from the efforts of a relatively small group of people educated at and associated with the Livingstonia Mission, aided in those efforts by both the colonial authorities and, more notably, the Mission's personnel. Whenever colonial policies threatened the rising consciousness based on language, the Mission rallied to its defence. As a result, ethnic awareness became a vital force in the lives of the people from northern Malawi, particularly when policies of the post-Independence Banda regime threatened them by fostering a new Chewa ethnic identity.

Stuur terug aan: Die Sekretaresse

Dept. Afrikaans en Nederlands

Universiteit van Kaapstad

RONDEBOSCH.

770

SPOORWEGMANNE KLA NOG

RAPPORT 26/11/78

270

DIE bitterheid van die Spoorwegwerkers se verhoging van 10 persent is dat die meerderheid ná April met net tussen R11 en R37 meer in die sak sal huis toe gaan. Selfs vir die lede van die hoofbestuur is die wins as dit by die sak kom, nie naby die boekwaarde van 'n 10 persent nie.

Tog is dit die wat die minste gekry het, wat die dankbaarste is, sê mnr. E. D. Jacobs, Hoofsekretaris van die Spoorbond. Sy mense, die padmotorbestuurders, arbeiders en konstruksielui, verdien nou van R2 610 tot R7 400 per jaar en dan is dit net so 'n skraapsel van 5 persent van sy mense wat by die boonste kerf uitkom

Vir die laagste besoldigde groep in sy vereniging beteken die verhoging, nadat belasting en bykomstige pensioenbydraes afgetrek is, 'n bykomstige R16 per maand

Mnr. Brian Currie, voorsitter van die Federale Raadplegende Raad van Spoorwegvereenigings en verteenwoordiger van die Spoorwee se 125 000 blanke werknemers, sê daar is mense wat R150 per maand kry Vir hulle sal die verhoging wat hulle na die bykomstige aftrekkings huis toe

Berigte deur Frik Badenhorst

neem, maar sowat R11 per maand wees.

Die grootste gros van die Spoorwegmense val in 'n inkomste-groep van onder R400 per maand. Dit sluit die gesalarieerde personeel soos klerke in Hulle sal dus almal minder as R40 per maand meer kry Daar is maar min wat in die hoer inkomstegroep van R10 000 tot R12 000 per jaar val

'n Woordvoerder van die Spoorwee se skakelafdeling het gesê dat die bestuur by benadering in die huis-toekoevertjie maar 'n verbetering van hoogstens 3 persent sal sien. In die meeste gevalle beteken dit by benadering sowat R50 per maand nadat Jan Taks en pensioene hul hap weg het

Vir die stokers wat pas begin het, beteken die verhoging 'n bykomstige R25 per maand voor aftrekkings, vir 'n masjinis op die topskaal sowat R52 Lootsvoormanne en lokomotiefinspekteurs kan onderskeidelik tot R84 en R76 per maand voor aftrekkings wen

Die loongaping veral bekyk

STAATSAMPTENARE se salarisse sal nie in April aanstaande jaar met 'n algemene persentasie verhoog word nie. Die verhogings sal 'n aanpassing in die bestaande salarisskale wees, maar daar sal uitsondering gemaak word vir professionele mense en amptenare wat salarisgewys in knelpunte is.

Bruin en swart amptenare sal persentasiegewys meer in die sak kry, want behalwe hul pensioendraende toelaes, wat nou in geheel by hul salarisse gekonsolideer word, word daar veral na die loongaping gekyk.

Aan die besonderhede van die poskantoor se salarisverligting word nog gewerk en niemand kan sê of daar, soos met die staatsdiens, 'n aanpassing binne bestaande salarisskale sal kom en of die voorbeeld van die Spoorwee van 'n verhoging van tien persent deur die bank gevolg sal word nie

Nie lafenis

van blanke amptenare

Daar word nog gewerk aan die persentasie wat bygevoeg word om die loongaping verder te laat krimp

Dieselfde geld ook die aanpassings in die bestaande salarisskale en daar sal hard gewerk moet word om die teikendatum van 1 April 1979 te haal

Knelpunte

Nuwe skale sal net in besondere gevalle kom. Dit is vir professionele mense en ander knelpunte, sê dr Steyn

Die aankondiging van salarisverbeterings slaan nie op die vertoe wat die Vereniging

270

Rapport – 26/11/78

Dankbaar vir wat hulle gekry het, sê die manne in die laer inkomstegroepe, dat die druppels wat op hulle geval het, nog lank nie die lafenis is waarna hulle verlang nie

Die konsolidering van die pensioendraende toelae van die staatsdiensamptenare sal in die praktyk nie meer in hul sak beteken nie, behalwe waar die konsolidasie tot die naaste kerf afgerond moet word, sê dr W. I. Steyn, sekretaris van die Staatsdienskommissie

In die geval van Kleurlinge en swart amptenare sal die konsolidasie help om die loongaping te vernou deurdat die toelaes vir die twee bevolkingsgroepe hoer is as die vir Staatsdiensamptenare in Oktober aan die Minister van Binnelandse Sake voorgelê het nie. Daarin is ook nie 'n persentasie-verhoging gevra nie, maar is net op knelpunte en agterstand gewys Al wat deurentyd gevra is, is dat staatsdiensamptenare in staat gestel word om hul lewenspeil te handhaaf en dat hulle met hul ewekniee in die private sektor moet kan tred hou, sê mnr R H Landman, hoofsekretaris van die vereniging

Sy vereniging het ook nie 'n persentasieverhoging verwag nie. Teen die tyd dat die aanpassings kom, sal hulle in elk geval met die styging van die lewensduurte wees waar hulle nou is.

SAR blacks get bigger increase

28/11/78 RDM

EAST LONDON — The pay increase for blacks on the South African Railways is to be greater than that of whites when the recently announced increases for civil servants come into effect in April next year

This was confirmed by the director of public relations for the SAR in Johannesburg, Mr J J Havenga, yesterday

He said in keeping with government policy to narrow the wage gap between blacks and whites, blacks would receive about 15 per cent, Coloureds and Indians about 12,5 per cent and whites 10 per cent

"Obviously the narrowing of the wage gap cannot be done overnight, but this is the policy and it will be applied when increases come through," he said

The recently announced increases come shortly after the Minister of Transport, Mr S L Muller, turned down a pay demand of 10 per cent by the Railways' Artisan Staff Association in September.

At that time the Border branch of the ASA strongly criticised the Minister's decision

It is understood the recently announced increase will be discussed at a meeting of the ASA on Saturday

This meeting will be attended by the organisation's national chairman, Mr J Zurich, and the secretary, Mr Grobelaar

Meanwhile, Mr Zurich warned yesterday that a demand for a further wage increase would be submitted early in the second half of next year

He said the 10 per cent increase, which will cost the administration an estimated R125 million a year would be neutralised by inflation by the end of July

He said prices would be under greater pressure than ever next year because

- The increase in the price of crude oil from January would mean another increase in the prices of fuel,
- Escom had indicated that another power price hike could also be expected in the new year, and
- Farmers would be clamouring for further increases in commodity prices — including maize, wheat, sugar and milk — in the first half of 1979

Mr Zurich said it was virtually certain, too, that the Minister of Transport would have to raise Railway tariffs either in his budget in March, or the middle of the year — DDR DDC

nd were employing 16 625 African workers. They were located in
g sectors of the economy:[37]

Industrial Classification of Participants	Number of Organisations	Per centage
uring	25	73,0
	6	18,0
	3	9,0
	34	100,0

ganisations (44%) management had taken the initiative for
the committee, while African employees had done this in five
nagement and employees together had taken the decision in fourteen

endency for older workers and those with longer service to be
ese committees: in 80% of the organisations there were no
whatsoever on the nomination of candidates, while in 20% there
requirements, mainly to achieve equal departmental representation.[38]

pondents reported that their works committees were elected for a
year. In most instances, 68%, regular monthly committee
held, while a further 9% met weekly and 6% met at fortnightly

ently mentioned reasons for choosing a works committee were that
effective than liaison committees, that they were more represen-
eptable to African workers, and that the workers preferred them.

hree co-ordinating works committees[39] had been established.

African Trade Unions

estigation indicated that while the majority of participating
ith liaison committees (56%) were opposed to the recognition of
nions, the majority of those with works committees (68%) were in
nising them.[40]

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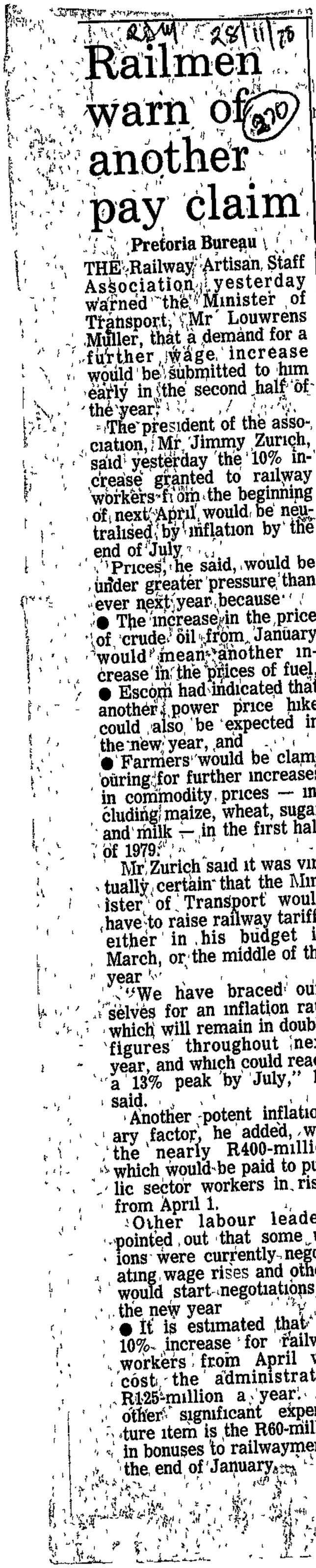
olumns 160-1, 22 August 1973.

40. Op.cit. pp.66-8, 108.



RDM 28/11/78

Railmen warn of another pay claim

Pretoria Bureau

THE Railway Artisan Staff Association yesterday warned the Minister of Transport, Mr Louwrens Muller, that a demand for a further wage increase would be submitted to him early in the second half of the year.

The president of the association, Mr Jimmy Zurich, said yesterday the 10% increase granted to railway workers from the beginning of next April would be neutralised by inflation by the end of July.

Prices, he said, would be under greater pressure than ever next year because:

- The increase in the price of crude oil from January would mean another increase in the prices of fuel,
- Escom had indicated that another power price hike could also be expected in the new year, and
- Farmers would be clamouring for further increases in commodity prices — including maize, wheat, sugar and milk — in the first half of 1979.

Mr Zurich said it was virtually certain that the Minister of Transport would have to raise railway tariffs either in his budget in March, or the middle of the year.

"We have braced ourselves for an inflation rate which will remain in double figures throughout next year, and which could reach a 13% peak by July," he said.

Another potent inflationary factor, he added, was the nearly R400-million which would be paid to public sector workers in rises from April 1.

Other labour leaders pointed out that some unions were currently negotiating wage rises and others would start negotiations in the new year.

- It is estimated that the 10% increase for railway workers from April will cost the administration R125-million a year. Another significant expenditure item is the R60-million in bonuses to railwaymen at the end of January.

Cape Times 5/12/78

Staff to spare

270

IN THE LONG term provision of staffs and plant to run South African ports, the railways administration takes cognizance of the volume of traffic using the facilities and what can be expected consistently w[illegible] the growth of trade

In times of the Suez closure, the demand round the clock for pilots and staff saw a thorough reassessment of port organization There was at the same time a realization that the six to six system of port dockings and undockings was obsolete Tariffs were readjusted to provide a round the clock formula with special additions of overtime

But it is no secret that the downturn in volume of work finds the facilities under-employed now And there is scarcely employment for 18 pilots, leave and illness excepted Indeed, it is significant that the improvement in exports has been contributed to generously by Richards Bay and Saldanha Bay, which, while having few ships, accommodate particularly large ones so that the sum total of their bulk lifting equals that of a dozen tramps of former years But only one pilot is needed, not a dozen

There is a temptation sometimes to bolster tug revenue by allocating two units to a ship which in former years would have been adequately supplied by one The extra R270 an hour, extending sometimes to two hours, is important when the small volume of work keeps the tugs long hours at their wharves But this is not ethical business and oldtimers must turn in their graves on hearing that a conventionmal cargo ship is muled to its wharf by two large tugs in a flat calm

The railways are in a cleft stick on the staffing problem They cannot afford to reduce their reservoir of pilots in case of a sudden upsurge in business. But the fact so many staff are on strength should certainly avoid delays attributed in former years to ships having to await pilots There is no excuse now

By the same token the presence of four large tugs in continuous commission in Table Bay ensures of prompt attention

The railways are also having to come to terms sometime with the whole question of qualifications of dock staffs

Since the tugs handling the world's largest bulk carriers in Saldanha Bay are adequately staffed by holders of less than master's certificates, why should it be necessary for the master of a Cape Town tug of smaller power to have a deepsea certificate?

Then again, since tugmasters become pilots, it is desirable that they have at least the equivalent qualification of the shipmaster

12

MOVEMENT REPLY

[illegible] ppalled by the naivety of the S.S.D. editors' [illegible] tled "A Critique of Bourgeois Feminism" in [illegible] e to point out some of the combined [illegible] dled thinking that appear in their article.

[illegible] ment should be confines itself to stating the [illegible] tical movement", "It must, therefore, identify [illegible] ures of society". To assume that factors such [illegible] tter-camps and the role of women in these" have [illegible], by the U.C.T. Women's Movement indicates that [illegible] ect knowledge of discussions and projects [illegible] Movement members. A notable difference being [illegible] haps more aware of the discrepancy between [illegible] tinually produce and reproduce the structural [illegible] d developing what the writer idealistically [illegible] ctice" from within the context of such an [illegible] s a white university. To theorize around the [illegible] iberation of all men and women" is mere [illegible] n itself with specific oppression. Separatism [illegible] other oppressed groups.

[illegible] ts as the "fundamental contradiction that exists [illegible] diction is never examined in detail) and saying [illegible] between social classes then assumes secondary [illegible] fails to realise that he/she moves from stating [illegible] particular feminist stance - radical feminism [illegible] cialist, Liberal or Lesbian Feminism) which is [illegible] held by U.C.T. women within the 'umbrella' [illegible] article is a misinformed attempt to stereotype [illegible] homogenous radical-feminist group and attack [illegible] its policies accordingly.

By a process of flawed illogical reasoning several false conclusions are deduced, the most erroneous of which concerns "consciousness-raising". No feminist position in any Women's Movement would endorse a description of "consciousness-raising" as an involvement with personal issues. It is clear that, despite the tedious catalogue of fundamentals, the writer has failed to appreciate the basic fact that "women's problems"- rape, the pill, abortion etc., are not personal and private problems and that the small group facilitates the crucial transition in awareness from the personal to the political. Without individual political consciousness there can be no mass political consciousness. A practical example of this is the "speaking bitterness" sessions held by small groups of Chinese peasant women, which played a vital role in their mobilisation.

The cultural conditions of people's lives are as important as the economic basis of their oppression in determining consciousness. In speaking of "the very real contradictions that exist between bourgeois women who experience their oppression as discrimination and working class women who experience their oppression as essentially exploitation" a dichotomy is being set up between the 'bourgeois' psycho-sexual forms of oppression on the one hand and the 'real' material forms on the other substituting a mechanistic model of class relations for a more profound understanding of how these two aspects of oppression depend upon and reinforce each other.

The mock-warning that "inadequate strategies" could ensure that "Women's liberation is not achieved simultaneously with the liberation of men..." shows no cognisance of the historical fact that in no third world revolution this century have women, by fighting alongside men, come anywhere near achieving equality, simultaneously or after the revolution.

continues/...

DEPARTMENT OF RAILWAYS AND HARBOURS

No R 2595 — 29 December 1978

The State President has, in terms of section 32 of the Railways and Harbours Service Act, 1960 (Act 22 of 1960), been pleased to approve of the South African Railways and Harbours Sick Fund Regulations published in Government Notice R 635 of 8 September 1961 as amended, being further amended as follows

SOUTH AFRICAN RAILWAYS
SICK FUND REGULATIONS
SCHEDULE OF AMENDMENT
(Operative from 1 October 1978)

REGULATION 81

In paragraph (1) (d) insert the following new subparagraph

(ix) revision of cup-arthroplasty and total hip replacement operations R30

In paragraph (5) insert the following new subparagraph

(vii) revision of cup-arthroplasty and total hip replacement operations R40

No R 2596 — 29 December 1978

The State President has, in terms of section 32 of the Railways and Harbours Service Act 1960 (Act 22 of 1960), been pleased to approve of the South African Railways Staff Regulations, published in Government Notice R 1045 of 15 July 1960, as amended, being further amended as follows

SOUTH AFRICAN RAILWAYS
STAFF REGULATIONS
SCHEDULE OF AMENDMENT
(Operative from 1 September 1978)

REGULATION 90

Substitute the following for the heading and paragraph (1) (a)

SENIOR OFFICERS, CERTIFICATED MARINE STAFF AND SERVANTS WHO ARE MEMBERS OF AIRCREWS

(1) (a) From the date on which he completes twelve months' service, a senior officer or a member of the

DEPARTEMENT VAN SPOORWEE EN HAWENS

No R 2595 — 29 Desember 1978

Dit het die Staatspresident behaag om kragtens artikel 32 van die Wet op Spoorweg- en Hawedienst 1960 (Wet 22 van 1960) goedkeuring daaraan te verleen dat die Sieketondsregulasies van die Suid-Afrikaanse Spoorwee en Hawens, gepubliseer in Goewermentskennisgewing R 635 van 8 September 1961 soos gewysig, soos volg verder gewysig word

SUID-AFRIKAANSE SPOORWEE
SIEKEFONDSREGULASIES
WYSIGINGSLYS
(Van kragtens van 1 Oktober 1978)

REGULASIE 81

In paragraaf (1) (d) voeg die volgende nuwe subparagraaf in

(ix) hersiening van kom-artroplastiek- en algeheleheupvervangings-operasies R30

In paragraaf (5) voeg die volgende nuwe subparagraaf in

(vii) hersiening van kom-artroplastiek- en algeheleheupvervangings-operasies R40

No R 2596 — 29 Desember 1978

Dit het die Staatspresident behaag om kragtens artikel 32 van die Wet op Spoorweg- en Hawedienst, 1960 (Wet 22 van 1960), goedkeuring daaraan te verleen dat die Personeelregulasies van die Suid-Afrikaanse Spoorwee, gepubliseer in Goewermentskennisgewing R 1045 van 15 Julie 1960, soos gewysig soos volg verder gewysig word

SUID-AFRIKAANSE SPOORWEE
PERSONEELREGULASIES
WYSIGINGSLYS
(Van kragtens van 1 September 1978)

REGULASIE 90

Vervang die opskrif en paragraaf (1) (a) deur die volgende

SENIOR AMPTENARE, GEDIPLOMEERDE SKEEPSPERSONEEL EN DIENARE WAT LEDE VAN VLUGBEMANNINGS IS

(1) (a) Van die datum waarop 'n senior amptenaar of 'n lid van die gediplomeerde skeepspersoneel twaalf

STUDY METHODS COURSE

P.T.O

Students come to university knowing that they will find an unfamiliar teaching structure: what is on offer as well as what is expected of ... in some way from school. This course is intended ...

11 - 11.50 a.m.	Philosophy	Room B. 106
12 - 12.50 p.m.	Italian	B. 115
12 - 12.50 p.m.	Economics	Beattie Theatre
2 - 2.50 p.m.	German Intensive	B. 114
3 - 3.50 p.m.	German I	B. 114
4 - 4.50 p.m.	Hebrew	B. 105
5 - 5.50 p.m.	Classics (Latin and Greek)	B. 114
8 - 8.50 p.m.	Classics (Ancient History)	B. 114
8 - 8.50 p.m.	Psychology	Beattie Theatre
9 - 9.50 p.m.	Dean's Address	Beattie Theatre
9 - 9.50 p.m.	Student Adviser's Address	Beattie Theatre
9 - 9.50 p.m.	A.S.C. Address	Beattie Theatre

certificated marine staff, notwithstanding the provisions of regulation 88, qualifies for paid vacation leave on the minimum basis of 14 days' non-accumulative and 21 days' accumulative leave per annum, the granting of which in the case of a senior officer who is a member of an aircrew is subject to the provisions of paragraph (3) of this regulation

REGULATION 118

Substitute the following for the heading and introduction

SENIOR OFFICERS AND CERTIFICATED MARINE STAFF SICK PAY

118 Notwithstanding the provisions of regulation 117 and subject to the provisions of this chapter a senior officer or a member of the certificated marine staff in temporary or permanent employment—

No R 2597 29 December 1978

The State President has, in terms of section 32 of the Railways and Harbours Service Act, 1960 (Act 22 of 1960), been pleased to approve of the South African Railways Staff Regulations, published in Government Notice R 1045 of 15 July 1960, as amended, being further amended as follows

SOUTH AFRICAN RAILWAYS

STAFF REGULATIONS

SCHEDULE OF AMENDMENT
(Operative from 1 November 1978)

REGULATION 1

In paragraph (2), under the heading "sub-head of department add "the Director (Operating Control)"

REGULATION 2

In paragraph (2) (c), add "the Director (Operating Control)" and substitute "a Chief Superintendent" for "the Chief Superintendent (Staff)"

REGULATION 3

In paragraph (2), insert "the Director (Operating Control)" and "the Chief Technical Officer" and substitute "a Chief Superintendent" for "the Chief Superintendent (Staff)"

REGULATION 155

In paragraph (1), under the heading "General Manager's Department" insert "the Director (Operating Control) and substitute "a Chief Superintendent" for "the Chief Superintendent (Staff)"

REGULATION 179

In paragraph (1), under the heading "*Officer whose decision appealed against*" within the bracket opposite "the General Manager" add "the Director (Operating Control)" and substitute "a Chief Superintendent" for "the Chief Superintendent (Staff)"

maande diens voltooi, kom hy ondanks die bepalings van regulasie 88, in aanmerking vir vakansieverlof met betaling op die minimum grondslag van 14 dae nie-oploopbare en 21 dae oploopbare verlof per jaar, wat in die geval van 'n senior amptenaar wat lid van 'n lugbemanning is toegestaan word onderworpe aan die bepalings van paragraaf (3) van hierdie regulasie

REGULASIE 118

Vervang die opskrif en inleiding deur die volgende:

SENIOR AMPTENARE EN GEDIPLOMEERDE SKEEPSPERSONEEL SIEKTELOON

118 Ondanks die bepalings van regulasie 117 en onderworpe aan die bepalings van hierdie hoofstuk, ontvang 'n senior amptenaar of 'n lid van die gediplomeerde skeepspersoneel in tydelike of vaste diens—

No R 2597 29 Desember 1978

Dit het die Staatspresident behaag om kragtens artikel 32 van die Wet op Spoorweg- en Hawediens, 1960 (Wet 22 van 1960), goedkeuring daaraan te verleen dat die Personeelregulasies van die Suid-Afrikaanse Spoorwee, gepubliseer in Goewermentskennisgewing R. 1045 van 15 Julie 1960 soos gewysig, soos volg verder gewysig word

SUID-AFRIKAANSE SPOORWEE

PERSONEELREGULASIES

WYSIGINGSLYS
(Van krag van 1 November 1978)

REGULASIE 1

In paragraaf (2), onder die opskrif „departementsonderhoof" voeg by „die Direkteur (bedryfsbeheer)".

REGULASIE 2

In paragraaf (2) (c) voeg by „die Direkteur (bedryfsbeheer)" en vervang „die Hoofsuperintendent (personeel)" deur „'n hoofsuperintendent"

REGULASIE 3

In paragraaf (2), voeg by „die Direkteur (bedryfsbeheer)" en „die Tegniese Hoofamptenaar" en vervang „die Hoofsuperintendent (personeel)" deur „'n hoofsuperintendent"

REGULASIE 155

In paragraaf (1), onder die opskrif „die Hoofbestuurder se Departement" voeg by „die Direkteur (bedryfsbeheer)" en vervang „die Hoofsuperintendent (personeel)" deur „'n hoofsuperintendent"

REGULASIE 179

In paragraaf (1) onder die opskrif „*Amptenaar teen wie se beslissing daar geappelleer word*", binne die haakie teenoor „die Hoofbestuurder", voeg by „die Direkteur (bedryfsbeheer)" en vervang „die Hoofsuperintendent (personeel)" deur „'n hoofsuperintendent"

Please complete and return the enclosed Registration Form

PUBLIC SECTOR -

TRANSPORT - HABOUK

270

19-1-79

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DEPARTEMENT VAN SPOORWEE EN HAWENS

No R 88 19 Januarie 1979

Dit het die Staatspresident behaag ~~om kragtens~~ artikel 32 van die Wet op Spoorweg- en Hawediens, 1960 (Wet 22 van 1960), goedkeuring daaraan te verleen dat die Personeelregulasies van die Suid-Afrikaanse Spoorwee, gepubliseer in Goewermentskennisgewing R 1045 van 15 Julie 1960, soos gewysig, soos volg verder gewysig word

SUID-AFRIKAANSE SPOORWEE

PERSONEELREGULASIES

WYSIGINGSLYS

(Van krag van 1 November 1978)

REGULASIE 1

In paragraaf (2) onder die opskrif „departementsonderhoof" vervang die Direkteur, Suid-Afrikaanse Regering se Spoorweg- en Lugdiensverkrygingskantoor, New York" deur „die Direkteur, Suid-Afrikaanse Lugdiens se aankoopkantoor, New York"

REGULASIE 2

In paragraaf (2) (c), skrap „die Direkteur, Suid-Afrikaanse Regering se Spoorweg- en Lugdiensverkrygingskantoor, New York"

In paragraaf (2) (e), onder die opskrif „in die Hoofestuurder se Departement" skrap „die Adjunkdirekteur Suid-Afrikaanse Regering se Spoorweg- en Lugdiensverkrygingskantoor, New York", en onder die opskrif „in die Lugdiensdepartement" voeg by „die Direkteur Suid-Afrikaanse Lugdiens se aankoopkantoor, New York"

DEPARTMENT OF RAILWAYS AND HARBOURS

270

No R 88 19 January 1979

The State President has, in terms of section 32 of the Railways and Harbours Service Act, 1960 (Act 22 of 1960) been pleased to approve of the South African Railways Staff Regulations, published in Government Notice R 1045 of 15 July 1960 as amended, being further amended as follows

SOUTH AFRICAN RAILWAYS

STAFF REGULATIONS

SCHEDULE OF AMENDMENT

(Operative from 1 November 1978)

REGULATION 1

In paragraph (2), under the heading "sub-head of department", substitute "the Director, South African Airways Purchasing Office, New York" for "the Director, South African Government Railways and Airways Procurement Office New York"

REGULATION 2

In paragraph (2) (c), delete "the Director, South African Government Railways and Airways Procurement Office, New York"

In paragraph (2) (e), under the heading "in the General Manager's Department", delete "the Deputy Director, South African Government Railways and Airways Procurement Office, New York" and under the heading "in the Airways Department", insert "the Director South African Airways Purchasing Office, New York"

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REGULASIE 155

In paragraaf (1), onder die opskrif „die Hoofbestuurder se Departement", skrap „die Direkteur, Suid-Afrikaanse Regering se Spoorweg- en Lugdienstverkrygingskantoor, New York" en „die Adjunk-direkteur, Suid-Afrikaanse Regering se Spoorweg- en Lugdienstverkrygingskantoor New York" en onder die opskrif „die Lugdiensdepartement", voeg by „die Direkteur, Suid-Afrikaanse Lugdiens se aankoopkantoor, New York"

REGULASIE 179

In paragraaf (1), onder die opskrif *„Amptenaar teen wie se beslissing daar geappelleer word"*, binne die hakie teenoor „die Hoofbestuurder", skrap „die Direkteur, Suid-Afrikaanse Regering se Spoorweg- en Lugdiensverkrygingskantoor, New York" en „die Adjunk-direkteur, Suid-Afrikaanse Regering se Spoorweg- en Lugdiensverkrygingskantoor, New York", en binne die hakie teenoor „die Hooflugdiensbestuurder", voeg by „die Direkteur, Suid-Afrikaanse Lugdiens se aankoopkantoor, New York"

No R 93 19 Januarie 1979

Ingevolge die bevoegdheid wat aan my verleen is by artikel 4 (3) van die Spoorweg- en Hawepensioenwet, 1971 (Wet 35 van 1971) verleen ek Stefanus Louwrens Muller, Minister van Vervoer, na raadpleging met die Spoorweg- en Haweraad, goedkeuring daaraan dat die Pensioenregulasies gepubliseer in Goewermentskennisgewing R 859 van 28 Mei 1971, soos gewysig, soos volg verder gewysig word met ingang van 1 Desember 1977

REGULASIE 43

Vervang paragraaf (6) (b) deur die volgende

(b) Wanneer 'n weduwee van 'n oorlede jaargeldtrekker wat na 1 Desember 1973 maar voor 1 Desember 1977 opgehou het om 'n lid van die Nuwe Fonds te wees te sterwe kom, word die oorskot (as daar een is) wat oorbly nadat die gesamentlike bedrae deur die oorlede jaargeldtrekker en die oorlede weduwee, onderskeidelik by wyse van jaargeld ontvang, afgetrek is van 66 2/3 persent van die basiese som waarop die berekening van die weduwee se jaargeld volgens voorskrif van paragraaf (2) (a) gebaseer is, uitbetaal aan sodanige ander verwant van die oorlede jaargeldtrekker as wat ingevolge regulasie 44 geregtig sou gewees het om by die dood van daardie jaargeldtrekker 'n pensioenvoordeel te ontvang as daar geen weduwee was nie Indien daar geen sodanige ander verwant is nie, word die oorskot (as daar een is) wat oorbly nadat die gesamentlike bedrae deur die oorlede jaargeldtrekker en die oorlede weduwee onderskeidelik by wyse van jaargeld ontvang, afgetrek is van 66 2/3 persent van die bydraes deur die oorlede jaargeldtrekker gestort terwyl hy 'n lid was, uitbetaal aan die persoon wat wettig die boedel van die oorlede weduwee beredder Met dien verstande dat indien 'n gedeelte van die jaargeld van die oorlede jaargeldtrekker by sy uitdienstreding ingevolge artikel 9 van die Wet omgeset is, bedoelde bydraes verminder word in die verhouding waarin die omgesette gedeelte van die jaargeld tot die volle jaargeld staan, en met dien verstande voorts dat indien die oorlede jaargeldtrekker die laer uitdienstreeouderdom voor of op 1 Desember 1973 bereik het en na 1 Desember 1973 in die Diens aangebly het en die keuse uitgeoefen het om

REGULATION 155

In paragraph (1), under the heading "General Manager's Department", delete "the Director, South African Government Railways and Airways Procurement Office, New York" and "the Deputy Director, South African Government Railways and Airways Procurement Office, New York" and under the heading "Airways Department", add "the Director, South African Airways Purchasing Office, New York"

REGULATION 179

In paragraph (1), under the heading *"Officer whose decision appealed against"* within the bracket opposite "the General Manager", delete "the Director, South African Government Railways and Airways Procurement Office, New York" and "the Deputy Director, South African Government Railways and Airways Procurement Office, New York" and within the bracket opposite "the Chief Airways Manager" add "the Director, South African Airways Purchasing Office, New York"

No R 93 19 January 1979

Under the powers vested in me by section 4 (3) of the Railways and Harbours Pensions Act 1971 (Act 35 of 1971), I, Stefanus Louwrens Muller, Minister of Transport, do hereby, after consultation with the Railways and Harbours Board, approve of the Pension Regulations published in Government Notice R 859 of 28 May 1971, as amended, being further amended as follows with effect from 1 December 1977

REGULATION 43

Substitute the following for paragraph (6) (b)

(b) Upon the death of a widow of a deceased annuitant who after 1 December 1973 but before 1 December 1977 ceased to be a member of the New Fund there shall be paid to such other relative of the deceased annuitant as would have been entitled in terms of regulation 44 to receive a pension benefit upon the death of such annuitant had there been no widow, the balance (if any) remaining after deducting from 66 2/3 per cent of the basic sum on which, in terms of paragraph (2) (a) the calculation of the widow's annuity was based, the aggregate of the amounts received by the deceased annuitant and the deceased widow, respectively, by way of annuity If there be no such other relative, there shall be paid to the person lawfully administering the estate of the deceased widow, the balance (if any) remaining after deducting from 66 2/3 per cent of the total amount of the contributions paid by the deceased annuitant while he was a member, the aggregate of the amounts received by the deceased annuitant and the deceased widow, respectively, by way of annuity Provided that if any part of the annuity of the deceased annuitant was commuted upon his retirement in terms of section 9 of the Act, such contributions shall be reduced in the proportion which the commuted portion of the annuity bears to the full annuity, and provided further that if the deceased annuitant attained the lower retirement age before or on 1 December 1973, and remained in the Service after

by bereiking van die laer uitdienstreeouderdom 'n kontantbedrag te ontvang hierdie paragraaf vertolk moet word asof die woorde „66 2/3 persent" deur die woorde „75 persent" vervang was

Vervang paragraaf (6) (c) deur die volgende

(c) Wanneer die weduwee van 'n oorlede jaargeldtrekker wat op of na 1 Desember 1977 opgehou het om 'n lid van die Nuwe Fonds te wees, te sterwe kom, is geen verder voordeel betaalbaar nie

Vervang die laaste voorbehoudsbepaling in paragraaf (7) deur die volgende

Met dien verstande verder dat waar die oorlede jaargeldtrekker op of na 1 Desember 1977 opgehou het om 'n lid van die Nuwe Fonds te wees, geen verder voordeel betaalbaar is nie

1 December 1973, and exercised the option to receive a cash sum on attaining the lower retirement age this paragraph shall be construed as if for the words "66 2/3 per cent" there were substituted the words "75 per cent"

Substitute the following for paragraph (6) (c)

(c) Upon the death of a widow of a deceased annuitant who on or after 1 December 1977 ceased to be a member of the New Fund, no further benefit shall be payable

Substitute the following for the last proviso in paragraph 7

Provided further that where the deceased annuitant on or after 1 December 1977 ceased to be a member of the New Fund, no further benefit shall be payable

DEPARTEMENT VAN SPOORWEE EN HAWENS

No R 130 26 Januarie 1979

Dit het die Staatspresident behaag om kragtens artikel 32 van die Wet op Spoorweg- en Hawedienste 1960 (Wet 22 van 1960) goedkeuring daaraan te verleen dat die Siekefond regulasies van die Suid Afrikaanse Spoorwee en Havens gepubliseer in Goewermentskennisgewing R 635 van 8 September 1961 soos gewysig nou verder gewysig word

SUID-AFRIKAANSE SPOORWEE

SIEKEFONDSREGULASIES

WYSIGINGSLYS

(Van kragtens van 1 Januarie 1978)

REGULASIE 75

Vervang paragraaf (e) deur die volgende

(e) die waarde van enige opgelopende toelage tot 'n tydperk van hoogsteens eenhonderd vyf en vyftig dae word by uitdienstreding weens bereiking van die ouderdomsgrens of weens dood uitbetaal en word onderworpe aan die bepalings van paragraaf (a) bereken op die salaris en toelage wat die spoorwegdokter ontvang het op die datum onmiddellik voor sy uitdienstreding of op die

DEPARTMENT OF RAILWAYS AND HARBOURS

No R 130 26 January 1979

The State President has in terms of section 32 of the Railways and Harbours Service Act 1960 (Act 22 of 1960) been pleased to approve of the South African Railways and Harbours Sick Fund Regulations published in Government Notice R 635 of 8 September 1961 as amended being further amended as follows

SOUTH AFRICAN RAILWAYS

SICK FUND REGULATIONS

SCHEDULE OF AMENDMENT

(Operative from 1 January 1978)

REGULATION 75

Substitute the following for paragraph (e)

(e) the value of any accumulated allowance up to a period of one hundred and fifty-five days shall be paid on retirement on account of attaining the age limit or death and shall subject to the provisions of paragraph (a) be calculated on the salary and allowance of which the railway medical officer was in receipt of

GG 6287

datum van sy afsterwe met dien verstande dat in die geval van dood betaling regstreeks aan die weduwe of as daar geen weduwe is nie aan die boedel van die oorledene gemaak word

DEPARTEMENT VAN VERVOER

No R 108 26 Januarie 1979

WYSIGING VAN DIE REGULASIES BETREFFENDE BEVOEGDHEIDSERTIFIKATE 1976

Die Minister van Vervoer het kragtens artikel 356 (1) van die Handelskeepvaartwet, 1951 (Wet 57 van 1951), soos gewysig die wysiging in die Bylae hiervan uiteengesit, in die Regulasies Betreffende Bevoegdheidsertifikate, 1976 afgekondig by Goewermentskennisgewing R 80 van 16 Januarie 1976 aangebring

BYLAE 1

Regulasie 9 word deur die volgende regulasie vervang

"9 (1) 'n Applikant vir 'n gewaarmerkte afskrif van 'n verlore sertifikaat as reddingsbootman of volle seeman moet aansoek doen op die vorm deur die Sekretaris goedgekeur met vermelding van die nodige besonderhede, en moet dit by die bevoegde beampte indien en terselfdertyd R1 betaal

(2) 'n Verklaring aangaande die omstandighede waaronder die sertifikaat verlore geraak het moet deur die applikant gedoen word voor die bevoegde beampte, wat die aansoekvorm aan die Sekretaris moet deurstuur

(3) 'n Gewaarmerkte afskrif van 'n verlore sertifikaat as reddingsbootman of volle seeman word deur die Sekretaris uitgereik

(4) As die applikant bewys dat die sertifikaat weens skipbreuk of brand aan boord verlore geraak het is geen gelde betaalbaar nie"

on the date immediately preceding his retirement or on the date of his demise provided that in the case of death payment shall be made direct to the widow or, if there is no widow to the estate of the deceased

DEPARTMENT OF TRANSPORT

No R 108 26 January 1979

AMENDMENT OF THE CERTIFICATES OF QUALIFICATION REGULATIONS, 1976

The Minister of Transport has, in terms of section 356 (1) of the Merchant Shipping Act 1951 (Act 57 of 1951), as amended, made the amendment set out in the Schedule hereto to the Certificates of Qualification Regulations 1976, as promulgated under Government Notice R 80 of 16 January 1976

SCHEDULE 1

The substitution for regulation 9 of the following regulation

"9 (1) An applicant for a certified copy of a lost certificate as lifeboatman or able seaman shall apply on the form approved by the Secretary, giving the necessary particulars and shall hand it to the proper officer paying at the same time a fee of R1

(2) A declaration as to the circumstances in which the certificate was lost shall be made by the applicant before the proper officer, who shall transmit the form of application to the Secretary

(3) A certified copy of a lost certificate as lifeboatman or able seaman shall be issued by the Secretary

(4) No fee is chargeable if the applicant shows that the certificate was lost through shipwreck or fire on board ship"

DEPARTEMENT VAN SPOORWEE EN HAWENS

No R 130 — 26 Januarie 1979

Dit het die Staatspresident behaag om kragtens artikel 32 van die Wet op Spoorwee- en Hawedienste 1960 (Wet 22 van 1960) goedkeuring daaraan te verleen dat die Siekefondsregulasies van die Suid-Afrikaanse Spoorwee en Hawens gepubliseer in Goewermentskennisgewing R 635 van 8 September 1961 soos gewysig soos volg verder gewysig word

SUID-AFRIKAANSE SPOORWEE

SIEKEFONDSREGULASIES

WYSIGINGSLYS

(Van krag van 1 Januarie 1978)

REGULASIE 75

Vervang paragraaf (e) deur die volgende

(e) die waarde van enige opgelope toelae tot 'n tydperk van hoogstens eenhonderd vyf en vyftig dae word by uitdienstreding weens bereiking van die ouderdomsgrens of weens dood uitbetaal en word, onderworpe aan die bepalings van paragraaf (a), bereken op die salaris en toelae wat die spoorwegdokter ontvang het op die datum onmiddellik voor sy uitdienstreding of op die datum van sy afsterwe met dien verstande dat in die geval van dood, betaling regstreeks aan die weduwee of, as daar geen weduwee is nie aan die boedel van die oorledene gemaak word

DEPARTMENT OF RAILWAYS AND HARBOURS

No R 130 — 26 January 1979

The State President has in terms of section 32 of the Railways and Harbours Service Act, 1960 (Act 22 of 1960) been pleased to approve of the South African Railways and Harbours Sick Fund Regulations, published in Government Notice R 635 of 8 September 1961 as amended being further amended as follows

SOUTH AFRICAN RAILWAYS

SICK FUND REGULATIONS

SCHEDULE OF AMENDMENT

(Operative from 1 January 1978)

REGULATION 75

Substitute the following for paragraph (e)

(e) the value of any accumulated allowance up to a period of one hundred and fifty-five days shall be paid on retirement on account of attaining the age limit or death, and shall, subject to the provisions of paragraph (a), be calculated on the salary and allowance of which the railway medical officer was in receipt of on the date immediately preceding his retirement or on the date of his demise, provided that in the case of death, payment shall be made direct to the widow or, if there is no widow, to the estate of the deceased

GG 6287

UNIVERSITY OF CAPE TOWN
FACULTY OF ARTS

PRE-UNIVERSITY COURSE : 17 - 19 FEBRUARY 1979

INTRODUCTION:

Enclosed is the programme of the Pre-University Course. The Course aims to assist new students with the transition from school to university, and to help them plan their first year of study as fully as possible. The various sections and activities of the Course are outlined below.

The Faculty of Arts is offering lectures dealing with the content of the courses offered in the Faculty. Students will be able to attend lectures in those subjects of interest to them. This will assist them to make informed decisions as regards their curriculum. In addition, four lectures will be

Spoorweë laai dié soort ryers nou af

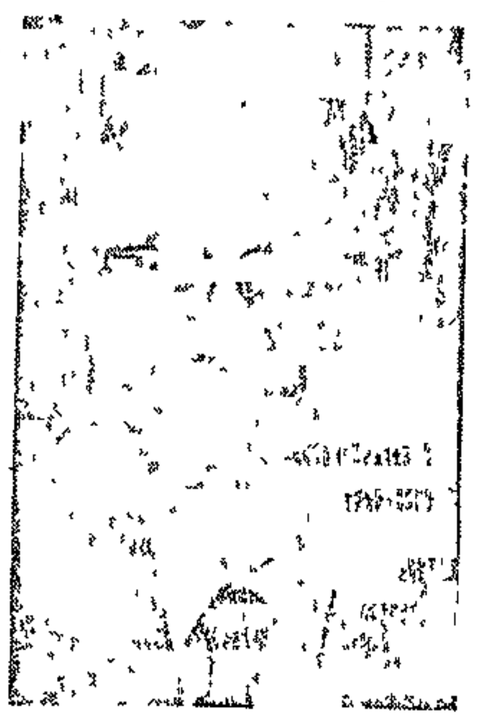
(270)

Deur ALPHONS DU TOIT

MET byna 264 000 mense landwyd in sy diens het die Suid-Afrikaanse Spoorweë nòg tyd nòg plek vir „passasiers" in die geledere van sy personeel.

Die enigste werklike passasiers wat die Spoorwee verwelkom, is die mense wat kaartjies koop en hul rit verder in 'n rytuig geniet

Dit is die stelling van



OPTIMALE BENUTTING
Mnr Koos Verster, assistenthoofbestuurder, mannekrag van die SAS

mnr. Koos Verster, assistenthoofbestuurder van die pas gestigte nuwe afdeling, van die Spoorwee, mannekrag Mnr Verster het aan Sake-Rapport gesê „Die Spoorweë is 'n handelsonderneming waarin doeltreffendheid die hoogste prioriteit geniet Die belangrikste oogmerk van hierdie nuwe afdeling is die optimale benutting van ons mannekrag

Rusplek

„Die dae toe die Spoorwee amper as 'n soort rusplek vir lui en uiters onbevoegde werkmanne beskou kon word, is vir altyd verby Ons het eenvoudig nie plek vir luiaards en onbekwame mense nie Die tyd toe sommige mense wat nêrens werk kon vind nie gesê het „Ag wat, ek sal maar by die Spoorwee geholpe raak," bestaan nie meer nie

aan die Spoorwegkollege en in ie werksituasie, die bestuursontwikkelingsentrums vir senior personeel, die beproefdheidsoordeling en ontwikkeling van junior administratiewe amptenare, en personeelnavorsing op 'n veel hoër vlak te plaas en verder uit te brei

Opleiding

Hierbenewens verg die ontwikkeling en uitbouing van die SAS se werkevalueringsprosesse, die intensiewe opleiding van toesighouers in alle sfere, uitgebreide studies in organisasies en metodes asook die meganisering van die SAS se personeelprosedures veel meer aandag

„Die doel van die afdeling is dus om produktiwiteit deurgaans op 'n veel hoer vlak te plaas om die Spoorwee in staat te stel om met 'n kleiner, maar doeltreffender diens die mas te kan opkom, groter werktevredenheid by ons personeel te skep en te verseker dat die Spoorwee met enige werkgewer op die arbeidsmark sal kan meeding"

Onmoontlik

Mnr Verster het verduidelik dat met byna 264 000 mense in diens van die Spoorwee, dus byna 114 000 blankes en 150 000 swartes, Kleurlinge en Indiers, die SAS se personeelorganisasie se 'n omvang aangeneem het dat dit ondanks die delegering van take oor 'n bree front — vir een man byna onmoontlik geword het om doeltreffende beheer uit te oefen en leiding te gee ten opsigte van die vele aspekte waarmee die Spoorweë feitlik elke dag gemoeid is

„Die nuwe onderverdeling wat nou bewerkstellig is, het meegebring dat roetine-personeelbeleid deur my kollega, mnr Jannie Venter (die assistenthoofbestuurder, personeel) gehanteer word, terwyl ek en my kollegas in die nuwe afdeling na die ander aspekte moet kyk"

Mnr Verster beklemtoon dit dat bevordering op meriete en doeltreffendheid alleen sal afhang „Senioriteit is nie meer 'n bepalende faktor nie Die jong, geesdriftige en produktiewe werknemer is die persoon wat vinniger opwaarts sal beweeg

„Vir die man wat sy senioriteit op sy aantal diensjare alleen wil grond, wag daar 'n groot teleurstelling," sê mnr Verster

Van die nuwe afdeling mannekrag word daar verwag om die keuringsprosesse, die funksionele opleiding van SAS-personeel

'SKATRYK'

KOLLEGAS

Rapport 18/2/79 (~~251~~) (270)

Spoorwegmanne is myle voor met kontant

'N ADJUDANT-OFFISIER in die Spoorwegpolisie, 27 jaar oud en met st. 8, het in Januarie byna dubbel soveel verdien as 'n polisieluitenant, 28 jaar oud, met 'n regsgraad en reeds verder gevorder met verdere regstudie. Só lyk die skerp kontras tussen Suid-Afrika se twee polisiedienste.

Luitenant X, wat RAPPORT versoek het om nie sy naam te publiseer nie, het openhartig gesels. Sy bruto-salaris verlede maand was R549.

Die spoorweg-onderoffisier het ewe openhartig gesels, maar ook versoek dat sy naam nie geplaas word nie. Sy tjek was verlede maand meer as R1 000

Albei werk min of meer 10 jaar vir die polisie, is getroud en het jong kinders. Die spoorwegman sê hy is gelukkig in sy werk. Hy word goed behandel en kry oortydbetaling vir vakansiedae en naweke.

Verlede maand was sy tjek darem vetter as gewoonlik omdat die spoorwee aan al sy amptenare aansporingsbonusse betaal het. Dit wissel tussen R165 en R250.

Die luitenant in die S.A. Polisie sê hy kan nie veel langer so voortgaan nie. Hy is besig om vir hom ander werk te soek.

Sy basiese salaris is R507,50 per maand. Dan kry hy 'n ontberingtoelaag van R30 per maand, 'n dienstoelaag van R5 en 'n staatsdienstoelaagvan R6,50.

Totale aftrekkings is R183,75. Dit beteken die luitenant sit met R365,25 in sy sak waarmee hy vir 'n vrou en twee klein kinders moet sorg.

Toe sy jongste spruit, 'n seuntjie, ses maande oud was, moes sy vrou uitspring en gaan werk, anders het hulle nooit kop bo water kon hou nie.

„Die baba is soggens by 'n bewaarskool saam met sy suster van vier jaar," vertel sy vrou „Ek werk halfdag as sekretaresse en bring elke maand R200 huis toe"

Die egpaar wil bitter graag 'n huis hê, maar kon tot dusver net spaar wanneer die vrou werk Hulle woon op die oomblik in 'n polisiewoonstel wat R16,50 per maand kos Daarsonder sou hulle beslis nie die pyp kon rook nie, sê die luitenant

Hy is dankbaar dat die polisie goedkoop woonstelle beskikbaar stel. Maar 'n mens moet in gedagte hou dat nie alle polisiemanne in sulke woonplekke kan woon nie. Die woonstel is ruim en modern, met drie slaapkamers.

„Dit kos R72 per maand om die kinders in 'n bewaarskool te hou", vertel die egpaar Hulle glo nogtans dis die moeite werd.

Omdat sy werk, was huishoudelike uitgawes verlede maand R380. „Nou kan ons spaargeld vir die kinders wegsit, R10 elk per maand en R30 in 'n spesiale spaarrekening," vertel sy

Daardie geld is 'n deposito vir 'n huis. Sy gaan haar eie spaargeld gebruik wat haar ouers sedert haar skooljare vir haar wegsit, maar dit is nog nie genoeg vir die beskeie huisie wat hulle in gedagte het nie.

Hul vleisrekening was verlede maand R15 en kruideniersware en sigarette R60. Petrol word bereken teen R25 per maand vir die motor wat vyf jaar oud is.

„Sy onderdele, bande en koppelaar moet binnekort vervang word", vertel die luitenant Geld daarvoor moet iewers vandaan kom

Sy skoonouers het destyds die motor vir hulle gekoop en hy het hulle R67 per maand terugbetaal Toe die motor twee-derdes afbetaal was, het sy skoonpa gesê die motor is nou syne.

Volgens die luitenant is hy verplig om tot 'n offisiersklub te behoort. Daarvoor betaal hy R2,50 per maand. Ander „eienaardige" aftrekkings is 'n verpligte 32 sent per maand vir die polisietydskrif Sarp, waarskynlik een van die swakste en ongewildste lyfblaaie in die hele staatsdiens.

„Sedert ek uit kollege is, trek hulle dié bedrag af. Ek gee nie om nie, maar ek het nog nooit die tydskrif ontvang nie!"

Hy was altesame, 'n jaar aan die grens vir sy land. „Ek moes in moeilike omstandighede leer. Dit het al 'n paar keer gebeur dat ek my eksamens moes uitstel omdat ek bos toe is

„Ek werk soms dae aaneen 10 tot 12 uur per dag. Dis werk wat my tot diep in die nag vat. Ek word dikwels twee-uur en drie-uur soggens opgebel om op ondersoeke uit te gaan".

Dis dié dinge, vertel die luitenant, wat hom nou laat besluit het om liewer ander werk te soek. „My tweede graad kry buitendien geen erkenning in die polisie nie"

DIE landdros het Liz Kriel se sersant-man se „redelik swak salaris en geldelike probleme" in ag geneem toe hy vandeesweek sers. Suiker Kriel weer omkopery in 'n dobbelverhoor gevonnis het.

a pamphlet ON FEMINISM - THE WOMEN'S MOVEMENT REPLY

As a group of U.C.T. femin in including the protectio their latest newsletter. illogicalities, misconcep

The description of what a obvious, "A Woman's Movem the woman's position within as the "pass-laws, the res not been explored, even th the writer of this article currently in progress amon that members of the Novem "examining the institution position of women in Sou refers to as "adequate po undeniably bourgeois octa projected "integrated str utopianism, organisation in no way excludes the a in correlating such dive between men and women"

STAATSKOERANT
VAN DIE REPUBLIEK VAN SUID-AFRIKA

REPUBLIC OF SOUTH AFRICA
GOVERNMENT GAZETTE

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GOVERNMENT NOTICE

MINISTERIE VAN VERVOER

No 430] [7 Maart 1979

KOMMISSIE VAN ONDERSOEK NA DIE GESKIL TUSSEN DIE ADMINISTRASIE VAN DIE SUID-AFRIKAANSE SPOORWEE EN HAWENS EN DIE PERSONEELVERENIGING WAT DIENARE GROEP „B" VAN DIE S A S VERTEENWOORDIG

Die verslag van die Kommissie van Ondersoek wat deur die Staatspresident aangestel is soos in *Staatskoerant* No 5939 van 17 Maart 1978 bekend gemaak, word hiermee vir algemene inligting gepubliseer

MINISTRY OF TRANSPORT

No 430] [7 March 1979

COMMISSION OF INQUIRY INTO THE DISPUTE BETWEEN THE ADMINISTRATION OF THE SOUTH AFRICAN RAILWAYS AND HARBOURS AND THE STAFF ASSOCIATION REPRESENTING GROUP "B" S A R SERVANTS

The report of the Commission of Inquiry, appointed by the State President as notified in *Government Gazette* No 5939 of 17 March 1978, is hereby published for general information

VERSLAG VAN DIE KOMMISSIE VAN ONDERSOEK INSAKE 'N GESKIL TUSSEN DIE ADMINISTRASIE VAN DIE SUID-AFRIKAANSE SPOORWEE EN HAWENS EN DIE PERSONEELVERENIGING VERTEENWOORDIGENDE DIENARE GROEP „B" VAN DIE SUID-AFRIKAANSE SPOORWEE EN HAWENS

1 INLEIDING

1 1 [illegible] waardes aan lede van die Suid-Afrikaanse Voetplaatpersoneelvereniging (hierna die „Vereniging" genoem) gedurende die jare 1973 tot 1975 aangebring is, was die lede nie tevrede met hul finansiele toestand nie en het hulle 'n verhoging van 20% geeis

1 2 Daar volg briefwisseling en samesprekings tussen die Minister en die Vereniging die opslag waarvan was dat die Minister op 14 November 1977 te kenne gegee het dat, alhoewel hy die styging in lewensduurte as 'n bewese feit sien, en hy nie daaroor kan argumenteer nie, voldoening aan die Vereniging se versoek sou beteken dat aan alle personeel van die Administrasie so 'n 20% aanpassing gemaak sou moes word Hy voeg by dat die uitgawe wat met 'n salarisverhoging van die orde gepaard gaan, nie in die huidige omstandighede en in landsbelang oorweeg kan word nie

1 3 Op 7 Desember 1977 word aangekondig dat 'n algemene verhoging van 'n 5% salarisaanpassing aan spoorwegpersoneel toegestaan gaan word Die Vereniging reageer daarop deur as volg aan die Minister te skryf

„Voortspruitend uit die samesprekings tussen Sy Edele die Minister van Vervoer en die Uitvoerende Raad van hierdie Vereniging te Pretoria op 14 November en die daaropvolgende aankondiging van 'n 5% salarisaanpassing vir die spoorwegpersoneel op 7 Desember versoek ek graag dat die geskil wat daar tydens die samespreking ontstaan het en slegs vir sover dit 'n aanpassing van 15%, synde die verskil tussen die Vereniging se oorspronklike eis vir 'n 20% aanpassing en die toegestane 5%, betref, nou kragtens Artikel 28 van die Dienswet, 1960 na die Staatspresident verwys word vir die aanstelling van 'n kommissie onder Artikel 28 (3) van genoemde Wet"

1 4 'n Kommissie is daarna deur die Staatspresident aangestel, welke kommissie op 21 Augustus 1978 hersaamgestel is uit die huidige lede

1 5 Die Kommissie het op 11 September 1978 bymekaar gekom om die prosedures waarvolgens dit sou optree te bepaal en is as gevolg daarvan die Vereniging en die Administrasie versoek om hul onderskeie sake skriftelik te stel

1 6 Dit is gedoen en daarna is op 30 November 1978, op versoek van die Vereniging, 'n voorverhoor samespreking gehou om sekere aspekte i v m die vertoe en prosedure verder toe te lig

1 7 Die verhoor van mondelinge vertoe en getuienis het plaasgevind op 16, 17 en 19 Januarie 1979 en die Kommissie is al die partye besondere dank verskuldig vir die bekwame en behulpsame wyse waarop die onderskeie sake voorgelê is

2 GESKIL

2 1 Uit die voorgeskiedenis en die geskrewe vertoe was die Kommissie onder die indruk dat die Vereniging se eis om die 15% salarisverhoging baseer is op die styging in lewensduurte Die Vereniging het egter sy voorleg-

REPORT OF THE COMMISSION OF INQUIRY INTO A DISPUTE BETWEEN THE ADMINISTRATION OF THE SOUTH AFRICAN RAILWAYS AND HARBOURS AND THE STAFF ASSOCIATION REPRESENTING GROUP "B" SERVANTS OF THE SOUTH AFRICAN RAILWAYS AND HARBOURS ADMINISTRATION

1 PREFACE

1 1 [illegible] salaries and salary structures as well as changes in the service conditions of the members of the South African Footplate Staff Association (hereafter referred to as the "Association") were made during the years 1973 to 1975, the members were not satisfied with their financial position and submitted a claim for a 20% salary increase

1 2 Following upon correspondence and discussions between the Minister and the Association, the Minister, on 14 November 1977, announced that although he regarded the rise in the cost of living as an established fact and could not argue against it, compliance with the Association's request would mean that a 20% adjustment would have to be made to all the staff in the employ of the Administration He added that the expenditure involved in a salary increase of this order could not be favourably considered, having regard to the present circumstances and the interests of the country

1 3 On 7 December 1977 it was announced that a general increase of 5% in salaries would be awarded to Railway staff The Association reacted thereupon by writing to the Minister as follows

"Voortspruitend uit die samesprekings tussen Sy Edele die Minister van Vervoer en die Uitvoerende Raad van hierdie Vereniging te Pretoria op 14 November en die daaropvolgende aankondiging van 'n 5% salarisaanpassing vir die spoorwegpersoneel op 7 Desember versoek ek graag dat die geskil wat daar tydens die samespreking ontstaan het en slegs vir sover dit 'n aanpassing van 15%, synde die verskil tussen die Vereniging se oorspronklike eis vir 'n 20% aanpassing en die toegestane 5% betref, nou kragtens Artikel 28 van die Dienswet, 1960, na die Staatspresident verwys word vir die aanstelling van 'n kommissie onder Artikel 28 (3) van genoemde Wet"

1 4 Thereafter a commission was appointed by the State President, which commission was reconstituted on 21 August 1978, comprising the present members

1 5 The Commission met on 11 September 1978 to decide on the procedure which it would follow and as a result the Association and the Administration were requested to state their respective cases in writing

1 6 This was done and subsequently, at the request of the Association, a preliminary discussion was held on 30 November 1978 to clarify certain matters with regard to representation and procedure

1 7 The hearing of oral representations and evidence took place on 16, 17 and 19 January 1979 and the Commission wishes to express special thanks to both parties for the efficient and helpful manner in which their respective cases were presented

2 DISPUTE

2 1 Judging from past history and having regard to the written representations, the Commission was of the view that the Association's claim for a 15% salary increase was based solely on the rise in the cost of living The Association, however, couched its submis-

ging op so 'n wyse gedoen dat dit die indruk gelaat het dat dit wel ander bykomstige aspekte van die werksomstandighede van sy lede by wil bring by die beslegting van die geskil

2 2 Om duidelikheid hieroor te kry is die Vereniging tydens die voorverhoor samespreking versoek om sy standpunt duidelik te stel Ons haal aan uit die notule van daardie samespreking

, REGTER

Daar is sekere dinge waaroor ons ook duidelikheid wil hê en ek wil veral van die Vereniging weet is hulle saak gebaseer uitsluitlik op die styging in lewenskoste of soos dit wil voorkom uit die voorlegging, of dit ook ten dele gebaseer is op aanpassings en veranderings in hulle werksomstandighede

Ek dink die Administrasie het van die standpunt uitgegaan dit is suiwer 'n kwessie van aanpassing met die lewensduurte maar die voorlegging van die Vereniging skyn ook die ander sakies by te bring en daaroor sal ons helderheid moet hê

MNR COMBRINCK

Mnr die Voorsitter, soos wat ek vir u voorgelees het gaan ons geskil oor paragraal 5 op bladsy 2 In die memorandum wat ons ontvang het van die Administrasie is dit dan bladsy 16—in ons eerste memorandum Jammer—gaan dit oor bladsy 16, paragrawe 6 1, 6 3 en 6 4 Dit verteenwoordig op wat ek vanmôre hier vir u gesê het *(a)* *(b)* en *(c)*

REGTER

Ek weet nie eintlik of dit my vraag beantwoord nie Baseer u dit uitsluitlik op die styging in die lewensduurte of gaan u ook gebruik maak van enige verandering in die werksomstandighede

MNR COMBRINCK

Nee, nie op werksomstandighede nie, net lewensduurte "

2 3 Die Vereniging het verder te kenne gegee dat dit voortgaan met sy eis, ten spyte van 'n aankondiging wat op 22 November 1978 gemaak is dat spoorwegpersoneel se salarisse vanaf 1 April 1979 met 10% verhoog gaan word Aan die einde van die verhoor het die Vereniging gestel dat dit 'n salarisaanpassing van 15% eis vanaf die Januarie 1979 betaalmaand

2 4 Die geskil waaroor ons dus uitsluitsel moet gee is of die Administrasie aan lede van die Vereniging 'n salarisverhoging van 15%, geldig vanaf die Januarie 1979 betaalmaand, moet betaal al dan nie

2 5 Dit dien opgemerk te word dat die Vereniging verteenwoordigend is van slegs 'n gedeelte van die bedryfspersoneel van die Spoorwegadministrasie Die Vereniging self stel dit as volg

„Die Vereniging verteenwoordig die volgende grade van personeellede bekend as Dienare Groep B van die Suid-Afrikaanse Sporwee en Hawens

(i) SENIOR INSPEKTEUR (LOKOMOTIEFPLIGTE)

(ii) SENIOR INSPEKTEUR (TOETSE EN SPESIALE PLIGTE)

(iii) LOKOMOTIEFINSPEKTEUR (BEDRYFSVEILIGHEID)

(iv) SENIOR LOKOMOTIEFINSPEKTEUR (*Persoonlik tot Bekleer)

(v) LOKOMOTIEFINSPEKTEUR

(vi) SENIOR LOKOMOTIEFLOODSVOORMAN

sion in such terms that the impression was created that it intended introducing additional aspects regarding the working conditions of its members into the dispute for settlement

2 2 In order to obtain clarity the Association was requested during the preliminary discussion to state its attitude clearly We quote from the minutes of the discussion

"RIGTER

Daar is sekere dinge waaroor ons ook duidelikheid wil hê en ek wil veral van die Vereniging weet is hulle saak gebaseer uitsluitlik op die styging in lewenskoste, of soos dit wil voorkom uit die voorlegging, of dit ook ten dele gebaseer is op aanpassings en veranderings in hulle werksomstandighede

Ek dink die Administrasie het van die standpunt uitgegaan dit is suiwer 'n kwessie van aanpassing met die lewensduurte, maar die voorlegging van die Vereniging skyn ook die ander sakies by te bring en daaroor sal ons helderheid moet hê

MNR COMBRINCK

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REGTER

Ek weet nie eintlik of dit my vraag beantwoord nie Baseer u dit uitsluitlik op die styging in die lewensduurte of gaan u ook gebruik maak van enige verandering in die werksomstandighede

MNR COMBRINCK

Nee, nie op werksomstandighede nie, net lewensduurte "

2 3 The Association advised further that it was continuing with its claim notwithstanding the announcement made on 22 November 1978 that the salaries of Railway staff would be increased by 10% as from 1 April 1979 At the end of the hearing the Association stated that it claims a 15% salary adjustment as from the January 1979 paymonth

2 4 The dispute which we are required to decide is whether or not the Administration should be called upon to pay the members of the Association a 15% salary increase to take effect from the January 1979 paymonth

2 5 It should be observed that the Association is representative of only a portion of the operating staff of the Railway Administration The Association described itself as follows

' Die Vereniging verteenwoordig die volgende grade van personeellede bekend as Dienare Groep B van die Suid-Afrikaanse Spoorwee en Hawens

(i) SENIOR INSPEKTEUR (LOKOMOTIEFPLIGTE)

(ii) SENIOR INSPEKTEUR (TOETSE EN SPESIALE PLIGTE)

(iii) LOKOMOTIEFINSPEKTEUR (BEDRYFSVEILIGHEID)

(iv) SENIOR LOKOMOTIEFINSPEKTEUR (*Persoonlik tot Bekleer)

(v) LOKOMOTIEFINSPEKTEUR

(vi) SENIOR LOKOMOTIEFLOODSVOORMAN

(vii) LOKOMOTIEFLOODSVOORMAN

(viii) DRYWER (STOOM/ELEKTRIES/DIESEL)

(ix) LOODSMAN

(x) LOKOMOTIEFSMEERDER

(xi) SENIOR STOKER/DRYWERSASSISTENT

(xii) AANTEKENAAR (Lokomotiefonderhoud)

(xiii) KETELUITWASSER

(xiv) STOKER/DRYWERSASSISTENT

(xv) LOODSASSISTENT

Die Vereniging het 'n vrywillige lidmaatskap van *9343* lede wat neerkom op ongeveer 92,91% van die moontlike lidmaatskap van 10 055 werklike personeellede in diens soos in September 1978

3 DIE ADMINISTRASIE SE HOUDING

3 1 Ons het reeds daarop gewys dat die Minister reeds op 14 November 1977 die eis van die hand gewys het, om die volgende redes (soos geformuleer deur die Vereniging)

„(i) Indien aan die Vereniging se versoek voldoen sou word sal dieselfde salarisaanpassing aan alle Spoorwegpersoneel toegestaan moet word Dit sal 'n aansienlike bykomende uitgawe vir die Spoorwee meebring

(ii) Die Spoorwee kan, onder huidige omstandighede, nie sodanige aansienlike bykomende uitgawe bekostig nie"

3 2 Dit was dan ook die houding van die Administrasie tydens die verrigtinge voor ons

3 3 Die Administrasie antwoord as volg op die aangehaalde deel van die Vereniging se voorlegging

„(i) Die Administrasie is van mening dat daar geen ander uitweg is nie as om te aanvaar dat watter verligting ook al aan lede van die Vereniging toegestaan word dit ook aan al die ander personeel van die Administrasie gegee sal moet word, omdat 'n faktor soos die styging in lewensduurte elke personeelgroep raak

(ii) Benewens die styging in die lewensduurte is daar ook ander faktore wat in aanmerking geneem moet word by die toekenning van salarisaanpassings soos die finansiele stand van die Spoorwee en die vermoe van die landsekonomie om 'n tariefverhoging te absorbeer wat noodwendig uit so 'n salarisaanpassing moet voortspruit"

3 4 Die Vereniging probeer hierdie houding afwend op die volgende wyse

„Die Vereniging voer aan dat, by oorweging van sy versoek, voormelde redes—

(i) nie ter sake is nie,

(ii) of nie deurslaggewend behoort te wees nie,

(iii) of nie van oorwegende belang behoort te wees nie

Alternatiewelik, aanvaar die Vereniging in elk geval nie,

(i) dat, indien aan sy versoek voldoen sou word, dieselfde salarisaanpassing aan alle Spoorwegpersoneel toegestaan sal moet word nie,

(vii) LOKOMOTIEFLOODSVOORMAN

(viii) DRYWER (STOOM/ELEKTRIES/DIESEL)

(ix) LOODSMAN

(x) LOKOMOTIEFSMEERDER

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3 THE ADMINISTRATION'S ATTITUDE

3 1 We have already drawn attention to the fact that the Minister dismissed the claim on 14 November 1977, for the following reasons (as formulated by the Association)

"(i) Indien aan die Vereniging se versoek voldoen sou word, sal dieselfde salarisaanpassing aan alle Spoorwegpersoneel toegestaan moet word Dit sal 'n aansienlike bykomende uitgawe vir die Spoorwee meebring

(ii) Die Spoorwee kan, onder huidige omstandighede, nie sodanige aansienlike bykomende uitgawe bekostig nie'

3 2 This was then also the attitude of the Administration during the hearing before us

3 3 The Administration replied as follows to the quoted portion of the Association's submission

"(i) Die Administrasie is van mening dat daar geen ander uitweg is nie as om te aanvaar dat watter verligting ook al aan lede van die Vereniging toegestaan word dit ook aan al die ander personeel van die Administrasie gegee sal moet word, omdat 'n faktor soos die styging in lewensduurte elke personeelgroep raak

(ii) Benewens die styging in die lewensduurte is daar ook ander faktore wat in aanmerking geneem moet word by die toekenning van salarisaanpassings soos die finansiele stand van die Spoorwee en die vermoe van die landsekonomie om 'n tariefverhoging te absorbeer wat noodwendig uit so 'n salarisaanpassing moet voortspruit"

3 4 The Association attempted to parry this attitude as follows

"Die Vereniging voer aan dat, by oorweging van sy versoek, voormelde redes—

(i) nie ter sake is nie,

(ii) of nie deurslaggewend behoort te wees nie,

(iii) of nie van oorwegende belang behoort te wees nie

Alternatiewelik, aanvaar die Vereniging in elk geval nie,

(i) dat, indien aan sy versoek voldoen sou word, dieselfde salarisaanpassing aan alle Spoorwegpersoneel toegestaan sal moet word nie,

(ii) of dat indien dieselfde salarisaanpassing aan alle Spoorwegpersoneel toegestaan sou word dit 'n bykomende uitgawe sal meebring wat die Spoorwee nie, onder huidige omstandighede, kan bekostig nie

4 KOMMISSIE SE KOMMENTAAR

4 1 Ons vind dit gerieflik om eers die vraag of 'n toekenning van 'n salarisverhoging om te vergoed vir die styging in lewensduurte aan lede van die Vereniging noodwendig sal meebring dat 'n soortgelyke toekenning aan alle ander personeellede gemaak sal moet word

4 2 As aanvaar word dat die salarisaanpassing waarvoor gevra word bloot is omdat die reele waarde van ons geldeenheid gedaal het weens inflasie—soos trouens deur almal voor ons aanvaar is—sou dit as aksiomaties beskou kan word dat aan alle personeel dieselfde verhoging toegestaan moet word om te vergoed vir daardie vermindering in die koopkrag van die Rand Binne 'n bepaalde bree inkomstegroep sal die een lid se rand net soveel—of so min—koop as 'n ander lid s'n Die feit dat die een meer rande het as die ander kan nooit ter sake wees nie

4 3 Die Vereniging het egter volgehou dat sy lede eiesoortig is en dus nadeliger geraak word deur die daling in die koopkrag van die Rand as die ander personeellede Hiervoor het dit staatgemaak op sulke faktore soos—

(a) hul lewe en ongereelde werksure, wat meebring dat hulle baie uithuisig is,

(b) die afgelee plekke waar baie van hulle moet werk,

(c) die feit dat nog hulle nog hul gades bykomstige werk kan doen om hul koopkrag aan te vul, en

(d) die aard van hul opleiding en ondervinding is sulks dat hulle nie maklik toegang tot die algemene arbeidsmark het nie—hulle het dus 'n besondere swak bedingingsmag

4 4 Vir ons gaan geen een van hierdie redes op nie Die aansienlike veranderings wat in die werksomstandighede en besoldiging van die lede van hierdie Vereniging in die afgelope paar jaar gemaak is toon geen tekens van 'n swak bedingingsmag nie Die lys wat die Vereniging self opgestel het is nogal indrukwekkend

1 *VERANDERINGE IN GROEP B POSPLIGTE EN PRODUKTIWITEIT*

1 1 *Kondukteurlose treine*

Kondukteurlose treine is ingestel gedurende 1965 en lede van die Vereniging het die treine sonder vergoeding gewerk tot Oktober 1972 toe daar ooreengekom is dat aan voetplaatpersoneel 'n toelae van 10% van die omskepte basiese maandelikse loon in uurlikse skale aan dienare betaal sal word vir die totale aantal ure wat hulle gedurende 'n betaalmaand op tweemantreine gewerk het

Hierdie verandering het meegebring dat die pligte van die kondukteur (invul van treinjoernale, beskerming, veilige loop van die trein, rangeerwerk onder buitengewone omstandighede ens) aan die drywer en die assistent oorgedra is

(ii) of dat indien dieselfde salarisaanpassing aan alle Spoorwegpersoneel toegestaan sou word, dit 'n bykomende uitgawe sal meebring wat die Spoorwee nie, onder huidige omstandighede, kan bekostig nie "

4 THE COMMISSION'S COMMENTS

4 1 We find it convenient first to deal with the question whether the award of a salary increase to members of the Association to compensate for the rise in the cost of living would necessarily result in a similar award having to be made to all the other members of the staff

4 2 If it be accepted that the salary adjustment which has been claimed is merely because the real value of our monetary unit has decreased as a result of inflation—as indeed was accepted by all before us—it could be regarded as axiomatic that all the staff would have to be granted the same increase to compensate for that decrease in the purchasing power of the Rand Within a particular broad income group one member's rand will buy just as much—or just as little—as that of any other member The fact that the one has more rands than the other can never be relevant

4 3 The Association, however, insisted that its members occupied a unique position and that they were more adversely affected than the other staff members, by a decrease in the purchasing power of the Rand For this contention it relied on such factors as—

(a) their way of living and irregular working hours which resulted in their being away from home a lot,

(b) the out-of-the-way places where many of them are required to work,

(c) the fact that neither they nor their wives were able to supplement their buying power by performing other work, and

(d) the nature of their training and experience is such that they cannot readily enter the general labour market—they, therefore, possess a particularly weak bargaining power

4 4 As far as we are concerned none of these reasons is valid The considerable changes which were brought about in the working conditions and salaries of the members of this Association during the preceding few years do not reflect signs of weak bargaining powers The list which the Association itself compiled is quite impressive

1 *"VERANDERINGE IN GROEP B POSPLIGTE EN PRODUKTIWITEIT*

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Hierdie verandering het meegebring dat die pligte van die kondukteur (invul van treinjoernale, beskerming, veilige loop van die trein, rangeerwerk onder buitengewone omstandighede, ens) aan die drywer en die assistent oorgedra is

1 2 *Assistentlose werking*

Assistentlose werking in rangeerterreine is ingestel gedurende 1966 en is gedurende 1970 uitgebrei na opelyne 'n Toelae van 25% van basiese loon was aan drywers betaal maar die persentasie is gedurende Oktober 1972 na 10% (tweemantrein-toelaag) verminder

Die tweemantrein-toelaag word betaal om die drywer te vergoed vir die ekstra verantwoordelikheid (sien S1(5) 178/1/160 van 16 Oktober 1974)

1 3 *Koolmanne*

Koolmanne op rangeerlokomotiewe (stoom) is ingestel gedurende Januarie 1975 en die drywers ontvang 'n koolmantoelaag

Die koolman vervul nie presies dieselfde funksie as die van 'n stoker nie en 'n aantal verantwoordelikhede word gevolglik op die drywer geplaas waarvoor die koolmantoelaag betaal word

1 4 *Stokerstoelaag*

Stokers wat treine oor opelyne werk ontvang vanaf die inwerkingtreding van die koolmanskema 'n toelae van 5c per uur

1 5 *Langer en Swaarder Vragte*

Die tendens is dat vragte al swaarder en langer word wat 'n groter las en stremming op die voetplaatpersoneel plaas, wat noodwendig groter vaardigheid en intensiewer opleiding vereis Meer lokomotiewe word onder beheer van een drywer geplaas wat weer eens groter verantwoordelikheid op die voetplaatpersoneel plaas en tot verhoogde produktiwiteit bydra

1 6 *Ritwerking*

Ritwerking is ingestel gedurende Desember 1972 en geleidelik uitgebrei na verskillende depots en Afdelings Dit was 'n metode waarvolgens sekere goederetreine 'n aantal ure toegelaat is tussen 'n beginstasie en 'n eindstasie met addisionele tydtoelatings vir werk wat onderweg verrig moet word Hiervolgens het elke trein 'n sogenaamde ritwaarde verkry Treine wat die eindbestemming voor die bepaalde ritwaarde bereik was met die volle ritwaarde gekrediteer

Ritwerking is op 28 Augustus 1978 afgeskat

2 *VERANDERINGE IN GROEP B DIENSVOORWAARDES*

2 1 *Gesalarieerde Status*

Op 16 Februarie 1975 is gesalarieerde status aan voetplaatgrade toegestaan

Op 16 Mei 1975 is gesalarieerde status aan alle ander lede van die Vereniging toegestaan

Gepaardgaande met gesalarieerde status het die volgende veranderings ingetree

(i) Die S L A toelae is gekonsolideer

(ii) Gewysigde verlofvoorwaardes het ingetree

(iii) 'n Salarisaanpassing is aan sekere grade gemaak

(iv) Alle openbare vakansiedae het lede toegeval en

(v) Vanaf 16 Mei 1975 is die diensure verhoog van 199 ure per maand na 208 ure per maand

2 2 *Jaarkerwe*

Die salarisvorderingskerwe in die drywer se salarisstruktuur is vanaf 16 Julie 1976 verander met die gevolg dat drywers, wat voorheen tussen 17 en 18 jaar geneem het om die topskaal te bereik, nou na 8 jaar die topkerf kan bereik Vordering gaan gepaard met die afle van toetse, mediese ondersoeke en beroepskundige evaluasies

1 2 *Assistentlose werking*

Assistentlose werking in rangeerterreine is ingestel gedurende 1966 en is gedurende 1970 uitgebrei na opelyne 'n Toelae van 25% van basiese loon was aan drywers betaal maar die persentasie is gedurende Oktober 1972 na 10% (tweemantrein-toelaag) verminder

Die tweemantrein-toelaag word betaal om die drywer te vergoed vir die ekstra verantwoordelikheid (sien S1(5) 178/1/160 van 16 Oktober 1974)

1 3 *Koolmanne*

Koolmanne op rangeerlokomotiewe (stoom) is ingestel gedurende Januarie 1975 en die drywers ontvang 'n koolmantoelaag

Die koolman vervul nie presies dieselfde funksie as die van 'n stoker nie en 'n aantal verantwoordelikhede word gevolglik op die drywer geplaas waarvoor die koolmantoelaag betaal word

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Ritwerking is op 28 Augustus 1978 afgeskaf

2 *VERANDERINGE IN GROEP B DIENSVOORWAARDES*

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2 3 *Drywer op Rangeer*

Drywers op rangeer kon nie verby die salarisskaal van R5 280 per jaar (destyds) vorder nie omrede hulle nie aan die vereiste hoeveelheid opelynwerk voldoen het nie Vanaf 16 September 1976 is 'n toegewing gemaak dat sodanige drywers ook na die topskaal (destyds R5 940 p j) kan vorder onder sekere voorwaardes

2 4 *Anomalie*

Vanaf September 1978 betaalmaand is sekere veranderings in anomalie wat bestaan, gemaak, bv

(i) die klasse 1 en 2 loodsmanne is afgeskaf en die graad loodsman is geskep met vyf salariskerwe onderhewig daaraan dat loodsmanne voortaan ook, net soos in die geval van drywers, driejaarliks aan 'n hersieningstoets mediese ondersoek en beroepskundige onderhoud onderworpe is Die topskaal is aangepas en loodsmanne langer as 12 maande maar minder as 24 maande op die salarisskaal van R3 882 per jaar word na die tweede kerf van R4 158 per jaar aangepas en diegene langer as 24 maande op R3 882 word op die kerf R4 575 per jaar aangepas '

(ii) Salariskerwe van drywers is van 8 na 7 verminder met 'n aanpassing op die ses onderste kerwe terwyl die topkerf onaangeraak gelaat is

(iii) Salarisaanpassings is gemaak in die seniorgrade wat deur die Vereniging verteenwoordig word, t w Lokomotiefloodsvoorman Seniorlokomotiefloodsvoorman, lokomotiefinspekteur, seniorlokomotiefinspekteur (persoonlik tot bekleer) lokomotiefinspekteur (Bedryfsveiligheid) Seniorinspekteur (toetse en spesiale pligte) Seniorinspekteur (Lokomotiefpligte)

3 *ALGEMENE VERANDERINGE (ALLE DIENARE)*

3 1 *Betaling van Waarde van Verlof*

Betaling van die waarde van verlof wat tot sy krediet staan by 'n dienaar se uitdienstrede het verbeter vanaf Oktober 1974

3 2 *Reisgeriewe vir studente*

Reisgeriewe vir kinders van dienare wat studeer is verbeter vanaf Februarie 1975

3 3 *Behuising*

Gedurende April 1975 is die Behuisingskema met Pensioenfondssteun deur die Administrasie goedgekeur

3 4 *Siekefonds*

Die verbeterde bystandskema is op 1 April 1975 goedgekeur waar beter en meer voordele aan lede beskikbaar gestel is soos bv tandheelkundige dienste, oogheelkunde, verbeterde kraamvoordele, ens

3 5 *Gesalarieerde Status*

Gesalarieerde status is op 16 Mei 1975 aan alle werksmanne in die Diens toegestaan

3 6 *Reisgeriewe vir Weduwees*

Verbeterde reisgeriewe vir weduwees is toegestaan gedurende Mei 1975

3 7 *Algemene Salarisverhoging*

'n 10% Algemene aanpassing is vanaf Julie 1976 ingestel

3 8 *Lugreiskonsessies*

Lugreiskonsessies op binnelandse vlugte van die S A L is toegestaan gedurende Augustus 1978

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3 8 *Lugreiskonsessies*

Lugreiskonsessies op binnelandse vlugte van die S A.L is toegestaan gedurende Augustus 1978

3 9 *Militêre Verlof*

Betaalbare militêre verlof vir dienare wat nie as Offisiere of Onderoffisiere in die Burgermag of kommando's dien nie is goedgekeur vanaf Mei 1977

3 10 *Lugreiskonsessies*

'n Toegewing aan dienare is gemaak gedurende Desember 1977 om na minstens 30 jaar diens een keer voor aftrede 'n lugreis te onderneem op internasionale vlugte

3 11 *Pensioen*

Weduweepensioene is op 1 Desember 1977 verbeter

3 12 *Algemene Salarisverhoging*

'n 5% Algemene aanpassing is vanaf Januarie 1978 ingestel

3 13 *Kosteskale*

Verbeterde kosteskale het gedurende Januarie 1978 ingetree

3 14 *Lugreiskonsessies vir Pensioenarisse*

Gedurende April 1978 is lugreiskonsessies vir pensioenarisse goedgekeur op binnelandse vlugte en gedurende Augustus 1978 uitgebrei na internasionale vlugte, onder bepaalde voorwaardes

3 15 *Vakansiebonus*

Nie alle lede van die Vereniging deel noodwendig in al hierdie verbeterde voordele nie"

4 5 Uit hierdie lys val iets besonder op Dit wil voorkom asof daar van tyd tot tyd deur die werknemers 'n indirekte verbetering van hul finansiele posisie verkry is deur, in plaas van 'n verhoging in werklike besoldiging, hulle sekere voordele bekom het Tydens betoog is die indruk geskep dat die lede wat wel sulke voordele gekry het, nou slegter daaraan toe is—hulle kry nou minder geld en die geld se waarde kwyn

4 6 Maar hierdie betoog verloor uit die oog dat die voorreg wat die werknemer ontvang het destyds vir hom geldwaarde gehad het (hy sou dit trouens nie anders in ruil vir 'n salarisverhoging aanvaar het nie) en nou nog het Verder verloor hy uit die oog dat die reele waarde van daardie voorreg styg namate die waarde van die geldeenheid daal Deur die genot van daardie voordeel word hy, tot die mate wat dit geldwaarde besit, outomaties vergoed as die waarde van sy Rand daal Om maar een voorbeeld te neem, as 'n werknemer as voordeel inwoning van 'n huis geniet, sal die waarde van daardie inwoning styg namate die geld se waarde daal As hy 'n huis moes huur, sal sy huur telkens verhoog word om vir die verswakking van die geld waarmee daardie huur betaal word te vergoed

4 7 As ons verder na die redes wat die Vereniging voorgelê het kyk, sien ons dat meeste van die faktore waarop sy lede staatmaak vir hul eis van eiesoortigheid ontstaan uit die aard van hul werk en het dit met die styging of daling van die waarde van ons geld niks te doen nie As daardie faktore hulle werk eiesoortig maak, verskillend van ander werknemers, is dit faktore wat in aanmerking geneem moet word —en ons vertrou wel so geneem is—by die bepaling van die salarisstruktuur van die besondere lede As die huidige struktuur nie afdoende rekening hou met hierdie faktore nie is dit 'n saak vir onderhandeling om daardie struktuur reg te stel 'n Eis baseer op die styging in lewensduurte kan nie so 'n verandering meebring nie

3 9 *Militêre Verlof*

Betaalbare militêre verlof vir dienare wat nie as Offisiere of Onderoffisiere in die Burgermag of kommando's dien nie is goedgekeur vanaf Mei 1977

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3 15 *Vakansiebonus*

Nie alle lede van die Vereniging deel noodwendig in al hierdie verbeterde voordele nie"

4 5 This list reveals a significant fact It appears that the employees, from time to time, achieved indirect improvements in their financial positions in that they were granted certain benefits instead of actual increases in salary During the argument the impression was created that the members who had in fact received such benefits were now worse off—they now receive less money, the value of which is dwindling

4 6 This argument loses sight of the fact that the concession which the employee received had in fact monetary value at that time (he would not otherwise have accepted it instead of a salary increase), and it still has such value Furthermore, sight is also lost of the fact that the real value of those benefits rises in proportion to the decrease in the value of the monetary unit By enjoying those benefits he is, to the degree that it possesses monetary value, automatically compensated as the value of the Rand decreases To quote only one example, if an employee enjoys the occupation of a house as a benefit, the value of that occupation would increase in proportion to the decrease in the value of the money If, instead, he had to rent a house, the rental would have to be increased from time to time to compensate for the weakening of the money with which that rental is paid

4 7 If we look further at the reasons advanced by the Association, we see that most of the factors on which it relied in support of its claim regarding the unique position of its members, arise out of the nature of their work and this aspect has nothing to do with the increase or the decrease in the value of money If these factors make this group unique and different from other employees, then these factors must be taken in account —and we trust that they were—in determining the salary structure of the particular members If the present structure does not adequately take into account these factors then this is a matter which should be negotiated so that the structure can be rectified A claim based on the rise in the cost of living cannot result in such a change

4 8 Hier mag ons ook op 'n ander aspek wys wat, na ons mening, verkeerdelik bygebring is Daar is gepoog om te bewys dat die lede van die Vereniging agter geraak het wat besoldigng betref deur vergelyk te probeer tref tussen die salarisindeks en die lewensduurte-indeks Weer eens is dit 'n poging om dit wat nie vergelykbaar is nie, te vergelyk

4 9 Die salarisindeks dui tog maar aan hoe die inkomste van 'n werknemer verander het met verloop van tyd Alhoewel toelaes vir styging in lewensduurte daarin opgeneem mag wees, is daar baie ander faktore wat ook daarin weerspieel word—so bv is daar normale salarisverhogings, buitengewone aanpassings weens verandering in werksomstandighede verbetering in kwalifikasies, ondervinding, e d m

4 10 As salarisindeks wel 'n aanduiding sou wees van die toelae vir styging in lewensduurte, dan sal aan elke werker 'n eie toelae betaal moet word Aan ons is 'n staat van die salarisindeks vir dienare in Groep B (d w s lede van die Vereniging) voorgelê wat nogal insiggewend is Desember 1972 is as datum maand geneem, en dit strek tot September 1978

4 11 Daaruit blyk, bv , dat 'n lokomotiefsmeerder se salarisindeks tussen die twee datums gestyg het van 100 tot 139,3, terwyl dié van loodsman, klas 2, van 100 tot 199,2 gestyg het In dieselfde tydperk het die verbruikersprysindeks gestyg van 117,4 tot 222,8, 'n styging van 90% Dit beteken dat, as ons aanpassings op salarisindeks moet maak, moet die lokomotiefsmeerder 'n verhoging kry van 36,40%, terwyl die loodsman, klas 2, 'n verhoging moet kry van 5,54%

4 12 Die voorlegging het inderdaad die gemiddelde salarisindeks van die groep geneem, nl 151,9, wanneer die aanpassing 25% moet wees Maar dit werk deur ten nadeel van die werkers wie se salarisindeks stadiger gestyg het En tog het sy geld net soveel gedaal in waarde as sy meer bevoorregte medelid

5 KOMMISSIE SE AANBEVELINGS

5 1 Die Kommissie het dus eenparig besluit dat die betoog van die Vereniging dat sy lede op 'n éiesoortige basis vergoed moet word vir die styging in die lewensduurte, nie aanvaar kan word nie en stem saam met die sienswyse van die Administrasie dat enige salarisaanpassing *wat bloot op die styging in lewensduurte beraam is*, vir alle amptenare gemaak sal moet word

5 2 Alhoewel daar 'n geskil was in die wyse waarop die salarisindeks opgestel is, was die partye dit eens dat daar tans 'n agterstand is wat betref vergoeding vir lewensduurte In antwoord op n vraag van hoe die agterstand bereken moet word het adv Streicher, namens die Vereniging as volg geantwoord

„Meneer die Voorsitter die Vereniging se houding is dat hoewel hy voel dat hy geregtig sal wees om sy eis te stel vanaf 8 Desember 1977 toe die eis aanvanklik aanhangig gemaak is—toe die Minister versoek is dat die eis ooreenkomstig artikel 28 van die Spoorwegwet behandel moet word—alhoewel hy voel dat hy daarop geregtig is, is hy wel bereid om 'n opoffering te maak in landsbelang en vra die Vereniging dat die aanpassing in salarisse gemaak word vanaf die Januarie 1979 betaalmaand Meneer die Voorsitter die Vereniging versoek spesifiek dat by die bepaling van 'n salarisverhoging indien enige, dit deur die Kommissie in ag geneem moet word dat indien die salarisverhoging eers in Januarie—ten opsigte van Januarie 1979 betaalmaand toegestaan word daar alreeds 'n aansienlike opoffering deur lede van die Vereniging gemaak is

4 8 Here we might refer to another aspect which in our view was incorrectly included An attempt was made to prove that the members of the Association lagged behind, in so far as salaries are concerned, by trying to draw a comparison between the salary index and the cost of living index Once again this is an attempt to compare what is incomparable

4 9 The salary index reflects how the income of an employee has changed with the passage of time Although allowances in respect of the rise in the cost of living may have been included therein, many other factors are also included—e g normal salary increases, extraordinary adjustments due to changing circumstances, improvements in qualifications, experience, etc

4 10 If the salary index were in fact to be an indication of the allowances to be made for the rise in the cost of living, then it would be necessary to pay each employee an individual allowance A statement reflecting the salary index in respect of Group B servants (viz members of the Association), was placed before us which is rather illuminating December 1972 was accepted as the datum month and the index extends to September 1978

4 11 From this it appears, e g that a locomotive lubrication attendant's salary index rose from 100 to 139,3 during the period in question, while that of a shedman, class 2, rose from 100 to 199,2 In the same period the consumer price index rose from 117,4 to 222,8 an increase of 90% This means that if we were to make an adjustment in terms of the salary index, the locomotive lubrication attendant would receive an increase of 36,40% whilst the shedman, class 2, would receive an increase of 5,54%

4 12 In the submission the average salary index for the group, viz 151,9, was in fact used, on which basis the adjustment should have been 25% But this would be detrimental to the employee whose salary index rose slowly, although the value of his money decreased just as much as that of his more privileged fellow member

5 THE COMMISSION'S RECOMMENDATIONS

5 1 The Commission has, therefore, unanimously decided that the argument of the Association that its members should be compensated on a unique basis for the rise in the cost of living cannot be accepted, and agrees with the view of the Administration that any salary adjustment, calculated merely on the rise in the cost of living, should be made to all officers

5 2 Although there was a dispute regarding the manner in which the salary index was compiled, both parties agreed that there was a backlog in so far as compensation for the rise in the cost of living was concerned In reply to a question as to how the backlog should be calculated, Adv Streicher replied as follows on behalf of the Association

"Meneer die Voorsitter die Vereniging se houding is dat hoewel hy voel dat hy geregtig sal wees om sy eis te stel vanaf 8 Desember 1977 toe die eis aanvanklik aanhangig gemaak is—toe die Minister versoek is dat die eis ooreenkomstig artikel 28 van die Spoorwegwet behandel moet word—alhoewel hy voel dat hy daarop geregtig is, is hy wel bereid om 'n opoffering te maak in landsbelang en vra die Vereniging dat die aanpassing in salarisse gemaak word vanaf die Januarie 1979 betaalmaand Meneer die Voorsitter die Vereniging versoek spesifiek dat by die bepaling van n salarisverhoging indien enige, dit deur die Kommissie in ag geneem moet word dat indien die salarisverhoging eers in Januarie—ten opsigte van Januarie 1979 betaalmaand toegestaan word daar alreeds 'n aansienlike opoffering deur lede van die Vereniging gemaak is"

5 3 Ons het dus aanvaar dat as uitgangspunt geneem kan word dat daardie agterstand 15% op 1 Januarie 1979 was

5 4 Die wesentlike geskilpunt wat nou oorbly is of die Administrasie aangesê moet word om so 'n aanpassing te maak

5 5 Die Administrasie het betoog dat dit nie so 'n opdrag moet kry nie want dit kan nie die benodigde fondse verkry nie

5 6 Onthou sal word dat daar reeds 'n salarisaanpassing van 10% wat op 1 April 1979 sal intree aangekondig is Die huidige personeelsterkte bestaan uit 113 617 Blankewerkers en 149 993 Nie-Blankes, 'n totaal van 263 610 Om die salarisaanpassing van 10% te maak, sal 'n ekstra R125-miljoen benodig word Om 'n verdere 5% verhoging te gee, soos die Vereniging vereis, sal volgens die Administrasie se voorlegging 'n verdere R63-miljoen verg

5 7 Op die oomblik word verwag dat die nuwe begroting wat opgestel staan te word 'n tekort van R210-miljoen sal toon, as voorsiening gemaak word vir die 10% salarisaanpassing, maar as voorsiening vir 'n 15% aanpassing gemaak moet word, sal die tekort opskuif na R275-miljoen

5 8 Die Administrasie het op verskeie faktore gewys wat die beramings ernstig mag beinvloed, soos bv die kortlewering van olie uit die Midde Ooste, die moontlikheid van 'n olieboikot, en die moontlikheid dat die spoorroetes na sommige van die naburige Swartstate gesluit of weer gesluit sal word Sulke gebeure sal die Spoorwee se inkomstes aansienlik beinvloed Daar is verder die onsekerheid in verband met vanjaar se oeste veroorsaak deur die droogte wat groot dele van die land die afgelope paar maande geteister het Derhalwe is die Administrasie van plan om die tariewe reserwefonds, wat tans op R61-miljoen staan verder te vergroot tot ongeveer R100-miljoen, wat aan die Administrasie 'n speling van ongeveer 3% sal gee indien die verwagte inkomstes sou daal weens die wisselwerking van een of ander van die genoemde faktore

5 9 Die Administrasie gaan uit van die standpunt dat die Spoorwee, ingevolge die bepalings van die Grondwet, Nr 32 van 1961, sy begroting moet laat klop Daar sal dus of verdere besnoeiing moet plaasvind of die inkomste sal moet aangevul word Verder het die Spoorwee 'n beleid aanvaar om te beweeg na 50% bruto selffinansiering wat beide die vervanging van bates en die afskaffing van addisionele bates betref, wat sou beteken ongeveer 'n 20% netto-selffinansiering Tans word nog maar „hier so onder die 10%' aldus verkry

5 10 Volgens die voorlegging van die Administrasie is een probleem dat dit sekere dienste lewer teen baie hoe verliese Hierdie verliese word goedgemaak deur 'n sogenaamde kruis-subsidiering Die winste op ander dienste word aangewend om eersgenoemde verliese te vergoed Alhoewel die voorneme is om sake so te beheer dat hierdie kruis-subsidiering al hoe minder word kan dit uit die aard van die saak nooit onder die huidige stelsel uitgeskakel word nie, want sekere van die dienste kan nooit selfbetalend gemaak word nie

5 11 Artikel 103 van die Grondwet bepaal nou wel dat „Die Spoorwee en Hawens van die Republiek word volgens handelsbeginsels bestuur ", wat sou beteken dat

5 3 We have, therefore, accepted, as a starting-point, that the backlog was 15% on 1 January 1979

5 4 The actual point in dispute which now remains is whether the Administration should be called upon to effect such an adjustment

5 5 The Administration argued that it should not be so instructed because it could not obtain the necessary funds

5 6 It will be remembered that it has already been announced that a salary increase of 10% will operate with effect from 1 April 1979 The present staff establishment consists of 113 617 White workers and 149 993 Non-Whites, a total of 263 610 In order to effect a 10% salary adjustment an extra R125 million will be required To grant a further 5% increase, as claimed by the Association, will, according to the Administration's submission, require an additional R63 million

5 7 It is anticipated that the present budget which is being compiled will reflect a deficit of R210 million if provision is made for a 10% salary increase, but if provision were to be made for a 15% adjustment, the deficit would increase to R275 million

5 8 The Administration pointed out that various factors could seriously influence the estimates, such as e g the short supply of oil from the Middle East, the possibility of an oil boycott, and the possibility that the rail routes to some of the neighbouring Black states could be closed or reclosed Such events would considerably influence the income of the Railways There is also uncertainty in regard to this year's crops caused by the drought which has ravaged large areas of the country during the past few months The Administration, therefore, proposes to increase the Rates Equalization Fund, which at present stands at R61 million, to approximately R100 million Such a step would allow the Administration a latitude of approximately 3% should the anticipated revenue not materialize due to the interaction of one or other of the factors mentioned

5 9 The Administration's point of view is that the Railways must balance its books in terms of the provisions of the Constitution Act No. 32 of 1961 It follows, therefore, that further savings must be made or that revenue must be supplemented Furthermore, the Administration has accepted as policy a move towards 50% bruto self financing in so far as the replacement of assets and the abolition of additional assets are concerned, which means approximately 20% nett self financing At present only "hier so onder die 10%" has been achieved

5 10 According to its submission, the Administration faces the problem that certain services are rendered at considerably high losses These losses are off-set by means of a so-called cross-subsidization. The profits derived from other services are utilized to off-set the aforementioned losses Although it is the intention to arrange matters so that cross-subsidization will progressively be reduced, it can by the very nature of things never be eliminated under the present system, because certain of the services can never be made self supporting

5 11 Clause 103 of the Constitution Act lays down that "The railways, ports and harbours of the Republic shall be administered on business principles ", which

die Administrasie gesonde sakebestuur aan die dag moet lê en sorg dat sy uitgawes nie sy inkomstes oortref nie, maar gaan dan onmiddellik verder en bepaal wat deur die bestuur gedoen moet word—

„met behoorlike inagneming van die ontwikkeling van die landbou en nywerheid in die Republiek en die bevordering, deur goedkoop vervoer, van die vestiging van 'n landbou- en nywerheidsbevolking in die binnelandse gebiede van al die provinsies

5 12 Uit die aard van die saak kan hierdie deel van die opgedrae werksaamhede van die Administrasie nie winsgewend gemaak word nie Die jongste syfers toon aan dat op passasiersvervoer die Spoorwee 'n verlies van R286-miljoen gely het Dit is dus nodig om tariewe op ander soorte vervoer hoog te hou om hierdie nie-lonende dienste te finansier

5 13 Alhoewel die Spoorwee basies as 'n sake-onderneming gesien moet word ly dit geen twyfel dat dit belangrike sogenaamde sosio-ekonomiese dienste verrig Sosio-ekonomiese dienste is gedefinieer as

„dienste wat nie vir die leweransier van die diens ekonomies is nie, maar wat wel ekonomies is uit die oogpunt van die gemeenskap as geheel "

(Sien die referaat Die Sosio-ekonomiese Deel van die Suid-Afrikaanse Spoorwee, gelewer deur die Hoofbestuurder, dr J G H Loubser, aan die Randse Afrikaanse Universiteit op 11 Oktober 1978)

5 14 Dat die Spoorwee belangrike sosio-ekonomiese dienste lewer en wel op 'n wye vlak ly geen twyfel nie, en tot op die huidige is hierdie dienste finansier deur winste op ander dienste te probeer maak Die taak word egter bemoeilik dat dit juis op die meer lonende dienste is wat die Administrasie met sterk konkurrensie te doen kry van die privaat vervoerleweransiers Die konkurrensie is nou nog sterker vanwee die bepalings van die onlangse Wet op Padvervoer, Nr 74 van 1977

5 15 Dit is noodsaaklik dat daar indringend gekyk word na die rol wat die Spoorwee op die gebied van sosio-ekonomiese dienste verrig en hoe hierdie dienste bes gefinansier kan word Ons verneem dat daar reeds onderhandelinge met die nodige instansies aan die gang is en ons wil aanbeveel dat uitsluitsel hieroor so gou doenlik verkry word

5 16 Tereg, na ons mening, het die Vereniging daarop gewys dat sy lede deur die ontsegging van salarisaanpassings om te vergoed vir die styging in lewensduurte, tot 'n mate die nie-lonende dienste van die Spoorwee subsideer

5 17 Om die nodige inkomste te kry om die verwagte tekort van R210-miljoen te delg, stel die Administrasie 'n tariefverhoging van gemiddeld 8% voor Dit is nie nodig om op die besonderhede in te gaan nie, maar dit moet gemeld word dat die skema van verhogings soos uitgewerk gedoen is in die lig van die Administrasie se beleid om die sogenoemde kruis-subsidering te verminder—elke afdeling moet in al groter mate self voorsienend word Vanselfsprekend is dit 'n beleid wat maar geleidelik uitgevoer kan word

5 18 Die Administrasie is van mening dat so 'n tariefverhoging deur ons landsekonomie absorbeer kan word sonder noemenswaardige nadelige gevolge

5 19 Om egter die tekort van R275-miljoen, wat sal ontstaan as 'n 15%-salarisverhoging toegestaan word te dek, sal

means that the Administration should apply sound business methods to ensure that its expenditure does not exceed its revenue, but immediately thereafter it stipulates what the management should do—

"due regard being had to agricultural and industrial development within the Republic and the promotion by means of cheap transport, of the settlement of an agricultural and industrial population in the inland portions of all provinces"

5 12 From its nature this instruction cannot be made profitable The most recent figures reflect that the railway passenger transport services have incurred a loss of R286 million It is, therefore, necessary to keep tariffs high on other classes of transport in order to finance the non-profitable services

5 13 Although the Railways is basically seen as a business venture, there is no doubt that it performs important so-called socio-economic services Socio-economic services are defined as

"dienste wat nie vir die leweransier van die diens ekonomies is nie, maar wat wel ekonomies is uit die oogpunt van die gemeenskap as geheel"

(See the lecture Die Sosio-ekonomiese Deel van die Suid-Afrikaanse Spoorwee, delivered by the General Manager, Dr J G H Loubser, at the Randse Afrikaanse Universiteit on 11 October 1978)

5 14 That the Railways render important socio-economic services on a broad plane leaves no doubt, and up to the present these services have been financed by endeavouring to make profits on other services The task is, however, made more difficult because it is with the more profitable services that the Administration is faced with strong competition from private conveyors The competition is now even stronger by reason of the provisions of the recent Motor Transport Act, No 74 of 1977

5 15 It is necessary that an in-depth study be made of the role played by the Railways in providing socio-economic services and how best these services can be financed We understand that negotiations are already underway with the instances involved and would recommend that finality in this matter be reached as soon as possible

5 16 The Association stressed, correctly in our view, that by their not being granted salary adjustments to compensate for the rise in cost of living, its members were subsidizing the non-paying services of the Railways

5 17 To obtain the necessary income to meet the expected deficit of R210 million the Administration proposes a tariff increase averaging 8% It is not necessary to go into detail, but it must be pointed out that the system of increases has been calculated in accordance with the Administration's policy of reducing the so-called cross-subsidization—every branch must, ever increasingly, become self-sufficient This policy, obviously, is one that can only be implemented gradually

5 18 The Administration is of the opinion that such a tariff increase can be absorbed by the Country's economy without any marked adverse effects

5 19 However, to cover the deficit of R275 million that would arise were a 15% salary increase to be accorded,

die tariewe met 'n gemiddeld van 10,2% verhoog moet word Volgens die Administrasie sal so 'n verhoging 'n nadelige uitwerking hê op die land se ekonomie Veral is beklemtoon dat die uitvoer van minerale ernstig benadeel kan word, gesien die dalende neiging van die minerale markte oorsee

5 20 Verder sal die Spoorwee se mededingingsposisie wat betref die lonende binnelandse vervoer (veral van fabrieksware) benadeel word Kort gestel, die Administrasie vrees dat 'n te hoe verhoging in die tariewe, die omset van sy vervoer sal benadeel en kan dit lei tot 'n vermindering aan inkomste, in plaas van die beoogde verhoging

5 21 'n Ekonoom, mnr M Dagut, wat namens die Vereniging getuig het, het in bree trekke saamgestem Hy was dit eens dat 'n verhoging van 10% van salaris, met die gepaardgaande tariefaanpassing nie nou nadelig sou inwerk nie, en het gesê dat 'n verhoging van soveel as 20% wel nadelig sou wees Hy wou homself egter nie bind oor waar die „breekpunt" sou lê nie Dit is, sê hy, 'n saak van subjektiewe oordeel Dit was juis die Administrasie se saak dat daardie breekpunt met n 15%-salarisaanpassing bereik sou word

5 22 Al die ekonome was dit eens dat 'n verhoging van salarisse (wat, volgens hulle aan die hele openbare sektor toegestaan sal moet word), 'n stimulerende uitwerking op die ekonomie sou hê Maar as daarmee gepaard gaan 'n styging in die Spoorwegtariewe, met sy uitkringende newewerking, kan die inspuiting van die addisionele geld nie die verlangde uitwerking hê nie

5 23 Mnr Dagut het betoog dat die gewensde effek verkry kan word deur òf 'n klein tariefverhoging, òf deur die instel van die verhoogde tariewe vir 'n wyle te vertraag Maar hy het ruiterlik bygevoeg

„But I put in a proviso that it would be foolish to do this to the detrimental sound financing of South Africa's major public utility

5 24 En juis daar lê die knoop! As salarisverhogings toegestaan moet word, moet die geld daarvoor gevind word

5 25 Die Vereniging het verskeie maniere voorgestel waarop die verhoging van salarisse gefinansier kan word, naamlik,

5 25 1 VERHOGING VAN TARIEWE

Die Vereniging se houding was dat die Administrasie in alle geval geld moet vind om sy ander stygende bedryfskoste te dek, en kan dus dan ook die styging in salarisse dek deur die tariewe genoegsaam te verhoog

5 25 2 LEEN VAN GELD

Die Vereniging het betoog dat as dit dan nie anders kan nie, die Administrasie die nodige geld moet leen

5 25 3 TARIEWERESERWEFONDS

Die Vereniging het gewag gemaak van die feit dat daar 'n bedrag van R61-miljoen in die tariewereserwefonds is en gesê dat dié geld gebruik kan word om die verhogings in salaris te betaal

5 25 4 SELFFINANSIERINGSKAPITAAL

Aangesien die Administrasie so lank uitsluitlik met geleende kapitaal gewerk het, kan dit nog, so meen die Vereniging, so voortgaan en die bestaande self-

the tariffs would have to be increased by an average of 10,2% According to the Administration such an increase would have an adverse effect on the economy of the Country Stress was particularly laid on the adverse effect it would have on the export of minerals considering the downward trend revealed in the overseas mineral market

5 20 Furthermore, the competitive position of the Railways with regard to the profitable inland transport (particularly that of factory wares) will be jeopardized In brief, the Administration is afraid that too high an increase in tariffs would jeopardize the turnover in its transport which could lead to a reduction in revenue instead of the anticipated increase

5 21 An economist, Mr M Dagut who testified on behalf of the Association, agreed in broad terms He concurred that a 10% increase in salary, coupled with a tariff increase would not have a detrimental influence, and stated that an increase of as much as 20% would well be detrimental He would not, however, bind himself as to where the "breaking point" would be That, he said, would be a matter for subjective consideration The Administration took the stand that the breaking point would be reached with a 15% salary increase

5 22 All the economists were unanimous that an increase in salaries (which, according to them would have to be granted to the whole of the public sector) would have a stimulating effect on the economy If, however, the increase were to be coupled to a rise in Railway tariffs, with its ripple effect, the injection of this additional money might not have the desired result

5 23 Mr Dagut argued that the desired effect could be obtained either by a small tariff increase or by delaying the implementation of the increased tariffs for a while However, he candidly added

"But I put in a proviso that it would be foolish to do this to the detrimental sound financing of South Africa's major public utility"

5 24 This is where the very problem lies! If salary increases are to be granted, the money must be found therefor

5 25 The Association suggested various methods by which the increase in salaries could be financed, namely,

5 25 1 INCREASE IN TARIFFS

The Association's attitude was that the Administration would in any event have to find money to cover its other rising operating costs, and could, therefore, also cover the rise in salaries by increasing the rates sufficiently for this purpose

5 25 2 BORROWING OF MONEY

The Association argued that if there was no alternative the Administration should borrow the necessary money

5 25 3 RATES EQUILIZATION FUND

The Association made mention of the fact that there was an amount of R61 million in the rates equilization fund and said that this money could be used to fund the increases in salaries

5 25 4 SELF FINANCING CAPITAL

Considering that the Administration has worked for so long with borrowed capital, the Association is of the opinion that it can continue to do so, and the

finansieringsfonds en die bestaande toevoeging daar-[illegible]

5 25 5 AFSKRYWING VAN RENTE

Die Vereniging het voorgestel dat gesien die Spoorwee meeste, indien nie al sy kapitaal, verkry het met behulp van lenings van die Staat, die rente daarop, wat tans ongeveer R400-miljoen beloop, deur die Staat afgeskaf moet word Hulle het as presedent verwys na Artikel 14 van Wet No 48 van 1977, waarin die Spoorwee vrygestel word van betaling van rente op 'n bedrag wat bereken is as die kapitaal wat in die Spoorwee belê was op 31 Mei 1910

5 25 6 STAATSHULP

Die Vereniging het betoog dat dit tyd geword het dat die Staat ingryp en die Spoorwee help Dit het daarop gewys dat die Staat reeds vervoer vir sekere instansies subsidieer, en het verwys na Artikel 106 van die Grondwet wat lees

"106 *Vergoeding van tekorte in Spoorweg- en Hawefonds in sekere gevalle* —Indien daar deur die Staatspresident of kragtens 'n Parlementswet of beslut van die Senaat en van die Volksraad van die raad vereis word om dienste of fasiliteite te verskaf of gratis of teen 'n tarief wat nie die koste van die verskaffing van bedoelde dienste of fasiliteite dek nie lê die raad aan die einde van elke boekjaar aan die Parlement 'n rekening voor wat deur die Kontroleur en Ouditeur-generaal goedgekeur is en so na as moontlik die bedrag van die verlies aantoon wat as gevolg van die verskaffing van bedoelde dienste of fasiliteite gely is, en die bedrag word uit die Gekonsolideerde Inkomstefonds in die Spoorweg- en Hawefonds gestort"

6 DIE KOMMISSIE SE BESKOUINGS OOR HIERDIE VOORSTELLE SOOS VOLG

6 1 VERHOGING VAN DIE TARIEWE

Ons is van mening dat as 'n salarisaanpassing van 15% gemaak word en as die enigste wyse waarop dit gefinansier kan word die onverwylde instelling van die beraamde tariefverhoging van gemiddeld 10,2% sou wees, dit ongunstig op die landsekonomie sou inwerk

Dit is twyfelagtig of ons ekonomie so 'n verhoging sonder ernstige nadeel kan absorbeer Waar ons ekonomie, behalwe die inherente probleme geskep deur inflasie, verder bedreig word deur moontlike olie- en ander boikotte sal dit ongerade wees om nog verdere binnelandse druk daarop uit te oefen So 'n tariefverhoging sou alleenlik aanvaarbaar wees as—

(i) dit vir 'n wyle uitgestel kan word, in welke geval die salarisverhoging uit ander bronne gefinansier sal moet word, of

(ii) daar van Staatswee opgetree word, bv deur die algemene verbruikersaanvraag genoegsaam te verhoog om die kosteverhogings uitwerking (inflasionêre uitwerking) van die verhoogde tariewe teen te werk, met dien verstande dat so 'n verhoging in die verbruikersaanvraag nie sodanig sal wees dat dit kostedrukinflasie of vraaginflasie in werking sal stel nie

6 2 DIE LEEN VAN GELD

Na ons mening is dit uiters ongesonde sakebestuur om geld te leen om salarisse te betaal Dit is trouens buite die bevoegdheid van die Administrasie, gesien die bepalings van Artikel 16 van Wet 48 van 1977 Die Vereniging het voorgestel dat die Spoorwee deur wet-

present self financing fund and the proposed addition thereto [illegible] be used to fund their claim

5 25 5 WRITING OFF OF INTEREST

The Association suggested that, in view of the fact that the Railway obtains most, if not all, of its capital by means of loans from the State, the interest thereon, which at present amounts to approximately R400 million, should be written off by the State As a precedent they referred to Section 14 of Act No 48 of 1977, whereby the Railway was exempted from paying the interest on an amount which was deemed to be the capital which was invested in the Railway on 31 May 1910

5 25 6 STATE AID

The Association argued that the time had arrived for the State to intervene and to help the Railway It pointed out that the State already subsidizes transport in respect of certain commodities and reference was made to section 106 of the Constitution Act which reads as follows

"106 *Making good of deficiencies in Railway and Harbour Fund in certain cases* —If the board is required by the State President or under any Act of Parliament or resolution of the Senate and of the House of Assembly to provide any services or facilities either gratuitously or at a tariff which is insufficient to meet the costs involved in the provision of such services or facilities, the board shall at the end of each financial year present to Parliament an account approved by the Controller and Auditor-General, showing, as nearly as can be ascertained, the amount of the loss incurred by reason of the provision of such services or facilities, and such amount shall be paid out of the Consolidated Revenue Fund to the Railway and Harbour Fund"

6 THE COMMISSION'S VIEW OF THESE SUGGESTIONS IS THE FOLLOWING

6 1 INCREASE IN TARIFFS

We are of the opinion that should a salary adjustment of 15% be made and if the only means of financing it results in the immediate implementation of the estimated average increase in tariffs of 10,2%, it would have an adverse effect on the economy of the country

It is doubtful whether our economy would be able to absorb such an increase without serious consequences Where our economy, in addition to the inherent problems created by inflation, is further threatened by possible oil and other boycotts, it would be inadvisable to exert further internal pressure thereon Such an increase in tariffs would only be acceptable if—

(i) it could be postponed for a while, in which case the salary increase will have to be financed from other sources, or

(ii) action by the Government were to be forthcoming, e g by increasing sufficiently the general consumer demand so as to counter the effects of the cost rises (inflationary effect) of the increased tariffs, provided that such an increase in the consumer demand would not be such that it would generate cost, push inflation or demand inflation

6 2 THE BORROWING OF MONEY

In our view the borrowing of money to pay salaries would be extremely unsound business management As a matter of fact it would be beyond the powers of the Administration, regard being had to the provisions of Section 16 of Act 48 of 1977 The Association suggested that the Railways be given the power by legisla-

gewing magtiging verkry om sodanige lenings aan te gaan Gesien die ongesonde aard van sulke lenings, kan ons so 'n stap nie aanbeveel nie

6 3 GEBRUIK VAN DIE TARIEWE RESERWEFONDS

Die tariewe reserwefonds is daargestel om korttermynskommelinge in tariewe, wat deur onverwagte gebeure veroorsaak word, te voorkom Daar moet eers daarop gewys word dat die tariewereserwefonds 'n enkele fonds is vir al die dienste deur die Administrasie gelewer, nl Spoorwee, Lugdiens, Hawens en Pyplei-ding Gesien die omset van die Spoorwee (ongeveer R2 700-miljoen gedurende die boekjaar 1977-1978) is die huidige reserwe na ons mening veels te klein en behoort dit nie vir ander doeleindes gebruik te word nie

6 4 GEBRUIK VAN DIE SELFFINANSIERINGSKAPITAAL

Soos reeds aangedui, is die Spoorwee besig om al hoe meer sy eie kapitaaluitgawes te finansier Vir die doel is tans R100-miljoen opsy gesit Die selffinansieringsproses is ons insiens so belangrik dat dit nie vertraag of uitgestel behoort te word bloot om onmiddellike salariseise te dek nie Ons kan dus nie goedkeur dat enige bestaande fondse of beoogde toevoegings tot hierdie fonds gebruik word soos deur die Vereniging voorgestel nie

6 5 AFSKRYF VAN RENTE

Die presedent waarna die Vereniging verwys is 'n besondere geval—daardie betrokke bedrag kan nie beskou word as afkomstig van die Suid-Afrikaanse Regering nie Daar bestaan geen rede waarom die Spoorwee onthef moet word van sy verpligting om rente op geleende geld te betaal nie Dit is in elk geval 'n saak van staatsoptrede en val buite ons opdrag

6 6 STAATSHULP

6 6 1 Dit is duidelik dat die bepalings van artikel 106 slegs van toepassing is waar 'n diens of fasiliteit in opdrag gelewer of verskaf word Dit geld vandag slegs vir 'n paar dienste Die meeste van die sogenoemde sosio-ekonomiese dienste wat die Spoorwee vandag lewer het ontstaan uit of tradisie of deur evolusionêre ontwikkelings of veranderings

6 6 2 Omdat hulle nie lonend is nie, beteken dit dat die Spoorwee sulke dienste moet finansier uit fondse verkry van ander dienste Nou gebeur dit dat die lading op daardie ander dienste reeds so is dat hulle beswaarlik verhoog kan word Die Spoorwee ondervind dan moeilikheid om sy begroting te laat klop Die Vereniging betoog dat die Staat behoort op 'n soortgelyke basis soos beoog in Artikel 106 by te dra vir hierdie sosio-ekonomiese dienste

6 6 3 Volgens gegewens aan ons voorgelê blyk die volgende

Vervoerdiens	*Wins*	*Verlies*
Goedere	R205 miljoen	
Pyplyne	R107 miljoen	
Hawens	R 42 miljoen	
Pakkette	R 4 miljoen	
Lugdiens	R 2 miljoen	
Passasiers		R286 miljoen
Lewende Hawe		R 7 miljoen
Steenkool		R 11 miljoen
Bykomstige dienste		R 20 miljoen
	R360 miljoen	R324 miljoen

tion to negotiate such loans In view of the unsoundness of such loans, such a step cannot be recommended

6 3 USE OF THE RATES EQUILIZATION FUND

The Rates Equilization Fund was established to prevent short-term adjustments in tariffs caused by unforeseen events It must first be pointed out that the Rates Equilization Fund has been established for all the services rendered by the Railways viz, Railways, Airways, Harbours and Pipelines Regard being had to the turnover of the Railways (approximately R2 700 million during the financial year 1977-78) the present reserve, in our view, is far too small and ought not to be used for other purposes

6 4 USE OF THE SELF FINANCING CAPITAL

As already indicated, the Railways is increasingly financing its own capital expenditure—for this purpose R100 million has at present been set aside In our view the self financing process is so important that it should not be delayed nor postponed merely to cover immediate salary claims We cannot, therefore, approve of any existing funds or contemplated additions to this Fund being used as proposed by the Association

6 5 WRITING OFF OF INTEREST

The precedent referred to by the Association is a particular instance—the amount involved can hardly be regarded as having been derived from the South African Government No reason exists why the Railways should be absolved from its obligation to pay interest on borrowed money This is, in any event, a matter for State action and does not fall within our terms of reference

6 6 STATE AID

6 6 1 It is clear that the provisions of Section 106 are only applicable where a service or facility is provided on instruction This, today, is valid only in respect of a few services Most of the so-called socio-economic services rendered by the Railways nowadays had their origin in either tradition or evolutionary developments or changes

6 6 2 Because they are not viable, it means that the Railways must finance such services out of funds obtained from other services But the load on those other services is already such that they hardly can be increased The Railways is consequently finding it difficult to balance its books The Association argues that the State should compensate for those socio-economic services on a basis similar to that envisaged in Section 106

6 6 3 The following figures were laid before us

Transport Service	*Profit*	*Loss*
Goods	R205 million	
Pipelines	R107 million	
Harbours	R 42 million	
Parcels	R 4 million	
Airways	R 2 million	
Passengers		R286 million
Livestock		R 7 million
Coal		R 11 million
Subsidiary Services		R 20 million
	R360 million	R324 million

Die verliese op passasiersvervoer is as volg ontleed

Hooflyn	1ste klas	R 47 miljoen
	2de klas	R 67 miljoen
	3de klas	R 22 miljoen
Pendel	1ste klas	R 84 miljoen
	3de klas	R 66 miljoen
		R286 miljoen

6 6 4 Dit val dadelik op dat juis daardie dienste wat 'n sosiale vereiste verskaf, onlonend is

6 6 5 Dit volg dus dat daar met alle ernst met die Staat onderhandel moet word sodat die Spoorwee uit die penarie uitgehelp kan word Soos alreeds opgemerk (par 5 15) is die Administrasie reeds geruime tyd besig met onderhandelinge om hierdie ongesonde toestand reg te stel

6 6 6 Die Kommissie kom dan voor die dilemma te staan enersyds is dit duidelik dat die Vereniging, sowel as die ander spoorwegamptenare, met reg aanspraak maak op 'n salarisaanpassing Andersyds is ons van mening dat die Spoorwee onder sy huidige bedeling nie die nodige fondse kan bekom sonder om die landsekonomie as geheel te skaad nie

7 SLOT

7 1 Opsommend blyk dit dus dat die Administrasie nie die agterstand op die lewensduurte wat inderdaad bestaan kan betaal nie omdat dit nie oor die nodige fondse beskik nie, en nie daardie fondse uit eie bronne kan bekom nie sonder om die landsekonomie skade te berokken nie

7 2 Aan die ander kant betoog die Vereniging dat sy lede, tot die mate wat hulle die ontbering van die lewensduurte moet dra, die sosio-ekonomiese dienste subsidieer Opsigtelik is dit onbillik

7 3 Die Kommissie het kennis geneem van die feit dat die Administrasie aangekondig het dat 'n algemene 10% salarisaanpassing vanaf 1 April 1979 gemaak gaan word

7 4 Die geskil het dus vernou tot die volgende

(i) 'n Eis van 15% verhoging vir die tydperk 1 Januarie 1979 tot 31 Maart 1979, en

(ii) 'n eis vir 'n verder 5% verhoging vanaf 1 April 1979

7 5 Uit die bespreking hierbo is dit duidelik dat ons van mening is dat die Administrasie nie op sy eie die nodige maatreels kan tref om die eise soos nou geformuleer na te kom nie sonder om nadelig op die ekonomie in te werk nie

7 6 Dit sou egter vir die Administrasie moontlik wees om dit te doen as die Staat optree, op een of ander wyse soos aangedui, en na ons mening sou dit nie onredelik wees om sodanige optrede van die Staat te verwag nie

7 7 Tot tyd en wyl daar wel sodanige optrede is, kan ons nie aanbeveel dat die voornoemde eise toegestaan word nie

7 8 Die onbesliste slotsom waartoe die Kommissie geraak het, het na ons insiens, ontstaan omdat optrede deur die

The losses on passenger services have been analysed as follows

Main Line	1st class	R 47 million
	2nd class	R 67 million
	3rd class	R 22 million
Commuter	1st class	R 84 million
	3rd class	R 66 million
		R286 million

6 6 4 It immediately becomes apparent that the non-paying services are precisely those providing a social service

6 6 5 It follows that urgent negotiations with the State are called for in order to assist the Railways in meeting this difficulty As remarked (para 5 15) the Administration has for some time now been negotiating to rectify this unhealthy position

6 6 6 The Commission is therefore, confronted with the dilemma, on the one hand it is clear that the Association, as well as the other Railway servants, can rightly lay claim to a salary adjustment On the other hand, we are of the opinion that the Railways in its present state cannot obtain the necessary funds without harming the Country's economy as a whole

7 CONCLUSION

7 1 In summarising it appears, therefore, that the Administration cannot pay the backlog in the cost of living that does in fact exist because it does not have the necessary funds, and cannot obtain these funds from its own sources without harming the Country's economy

7 2 On the other hand the Association argues that its members have to subsidize the socio-economic services to the extent that they have to carry the burden of the cost of living

7 3 The Commission has taken cognizance of the fact that the Administration has announced that a general salary adjustment of 10% will be made with effect from 1 April 1979

7 4 The dispute has therefore narrowed down to the following

(i) A claim for a 15% increase for the period 1 January 1979 to 31 March 1979, and

(ii) A claim for a further 5% increase from 1 April 1979

7 5 Arising out of the above discussion it is clear that we are of the opinion that the Administration cannot, on its own, take the necessary steps to meet the claims as now formulated, without detrimental effect on the economy

7 6 It would, however, be possible to do so if the State were to act in one way or another as indicated, and in our view it would not be unreasonable to expect such action on the part of the State

7 7 Until such time as such action has been taken, we cannot recommend that the aforementioned claims be met

7 8 The indecisive conclusion to which the Commission has come arose because action on the part of the

Administrasie, minstens gedurende tye soos die huidige waar die landsekonomie in 'n delikate toestand verkeer, nie eensydig of onsydig kan wees nie Die belange van die Staat en die hele gemeenskap word daardeur geraak en 'n aanbeveling van 'n kommissie kan so sterk op die ekonomie inwerk dat Staatsoptrede verpligtend word In effek sou dit beteken dat onder sulke omstandighede 'n Kommissie die Staat kan bind tot sekere optrede Hierdie Kommissie het dit as buite sy opdrag en sy bevoegdhede beskou om enige aanbeveling te maak wat so 'n gevolg sal he, veral as in gedagte gehou word dat die Staat nie 'n party tot die geding voor ons was nie

7 9 Die Kommissie betuig hiermee sy opregte dank aan die sekretariaat vir die bekwame en onvermoeide wyse waarop hulle die Kommissie bygestaan het

T H VAN REENEN (Voorsitter)

G RUSCOE (Lid)

R L KRAFT (Lid)

M VILJOEN (Sekretaris)

JOHANNESBURG
7 Februarie 1979

Administration cannot be unilateral or impartial, at least during times such as the present where the economy of the country is in a delicate situation The interests of the State and of the community as a whole are affected thereby and a recommendation from a commission can have such a strong influence on the economy that intervention on the part of the State becomes obligatory In effect, it means that under these circumstances a commission can bind the State to certain actions This Commission considered it to be outside its terms of reference and beyond its power to make any recommendation which would have such consequences, particularly when regard is had to the fact that the State was not a party to the dispute before us

7 9 The Commission hereby expresses its sincere thanks to the secretariate for the efficient and untiring manner in which it assisted the Commission

JOHANNESBURG
7 February 1979.

INHOUD

Ministerie van Vervoer

GOEWERMENTSKENNISGEWING

CONTENTS

Ministry of Transport

GOVERNMENT NOTICE

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Railmen not to get 15pc rise

Star 7/3/79 (270)

By Hugh Leggatt, Political Correspondent

A wage arbitration board has turned down a 15 percent wage increase claimed by railway footplatemen

The footplatemen — drivers and stokers — will get a 10 percent pay increase in line with rises of the same percentage for other railwaymen

The general manager of the railways, Mr Kobus Loubser, said today the outcome of the arbitration between the Railways and the footplatemen was being gazetted today.

He said the arbitration board had recognised the railways' case that wage increases should be in line with what the country could bear

GAP NARROWS

In his Railway Budget speech in Parliament today, the Minister of Transport, Mr Muller, said the previously announced increase of 10 percent in wages and salaries for railwaymen would be effective from April 1

The whites' increase would be 10 percent, but to narrow the wage gap coloured and Indian railwaymen would get 12,5 percent and blacks 15 percent

The Minister also announced that he had decided to increase annuities payable to all railway pensioners by 10 percent from April 1

National servicemen who have completed their initial 24 months' training would be given merit pay increases and seniority as if they had entered the railways service before their military training

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Vita

Dio

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d'objet direct quand celui-ci est place *avant* le verbe *L'accord depend donc de la place du complement d objet direct*

En français, le complement d'objet direct est place le plus souvent *après* le verbe, dans ce cas, le participe passe reste invariable

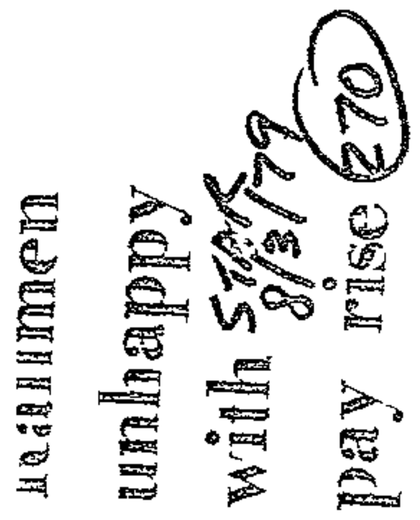
- Exceptions Le complément d'objet direct est place *avant* le verbe

1 Dans le cas des pronoms le, la, l', les, que

Ou sont les fraises? —Les enfants les ont mangees
Pourquoi as-tu ouvert la fenetre? —Tu te trompes, je l'ai fermee
Sais-tu tes leçons? —Oui, je les ai apprises
Pourquoi as-tu ferme la fenêtre? —Tu te trompes, je l'ai ouverte
La pêche que vous avez cueillie etait delicieuse
Les lettres que j'ai reçues venaient de France
La lettre que j'ai ecrite a Jacques est partie hier
Les dispositions que vous avez prises sont insuffisantes

2 Dans le cas des phrases interrogatives commençant par quel

Quels livres de Sartre avez-vous lus?



unhappy with staff pay rise

By Sieg Hannig, Labour Reporter

Hopes that hard pressed railway workers might get more than the 10 percent pay rise due on April 1 have been dashed by the rejection of yet another pay claim

"Our members are very dissatisfied with their salaries which will be trailing the cost of living by about 35 percent after the April pay increase," said Mr Fred Roodt, general secretary of the Footplate Staff Association

He spoke after yesterday's news that a claim for a 20 percent rise, submitted in December 1977 and later scaled down to five percent was rejected by a Commission appointed to arbitrate in the pay dispute

ENTITLED

"The commission found that although the staff was entitled to increases, the railways' finances did not permit increases (beyond those already announced)," Mr Roodt said

He said the matter would receive further attention at his association's congress in Kimberley next week

The law prevents railway workers from going on lawful strike, and compels them to take disputes to arbitration

Last April another commission rejected a similar pay demand from the African Staff Association

Elle s'est coupee en epluchant des pommes de terre
Vingt et une etudiantes se sont inscrites au cours de phonetique
Ils se sont reveillés trop tard et ont manqué l'avion
Elles se sont mises a chanter et à danser

2 Avec le complement d'objet direct (seulement quand celui-ci est place *avant* le verbe)

La blessure qu'il s'est faite n'est pas grave
Les verites qu'ils se sont dites ont aggrave la situation

- Sauf [illegible] le complement d'objet direct est place *apres* le verbe le participe passe reste invariable

Elle s'est casse la jambe en faisant du ski
Elles se sont lave les mains avant d'aller a table

PARTICIPE PASSE INVARIABLE

Le participe passe avec avoir reste *invariable*

A. S'il n'a pas de complement d'objet direct

Ils ont parle
Ils ont parlé à un groupe d'etudiants

B Si le complément d'objet est place *apres* le verbe

Les enfants ont mangé des fraises
Jacques a ouvert la fenêtre puis il a fermé la porte

C Quand il est precedé par le pronom en

[illegible] mangé des fraises? —Oui, ils en ont mangé
[illegible] velles de Marc? —Oui, j'en ai reçu recemment

[illegible] suivi d'un infinitif

[illegible] vous auriez dû suivre etaient claires
[illegible] res que Marc a laissé vendre constituaient sa fortune

[illegible] cipe passe du verbe être, est toujours *invariable*

[illegible] ontents de notre voyage
[illegible] reuse toute sa vie

I Mettez les verbes entre parentheses au participe passe et faites les accords necessaires (exercice ecrit)

Quand nous sommes (arriver)_____ au theâtre hier soir, la piece etait a peine (commencer)_____ Comme elle (avoir)_____ de mauvaises critiques, peu de spectateurs s'etaient (deranger)_____ pour la voir, ils avaient (penser)_____ qu'elle n'etait pas bonne Nous avons été (enchanter)_____ de notre soirée C'est une œuvre de qualite qui est (interpreter)_____ par de bons acteurs Nous l'avons (recommander)_____ a nos amis qui, a leur tour, l'ont (recommander)_____ a leurs amis Tous sont

Wage gap closes

270

HOUSE OF ASSEMBLY — Blacks, Coloureds and Indian staff are to receive a higher percentage wage increase than their white colleagues in April in order to narrow the wage gap.

Mr Muller said the increases, announced at the end of last year, were to compensate Railway personnel to some extent for the rise in the cost of living

White wages are to be increased 10 per cent, Coloureds and Indians 12,5 per cent and blacks 15 per cent — SAPA

STAR 8/3/79 (270)

Railways buffer the cost of living for employees

THE ASSEMBLY — With a view to narrowing the wage gap, blacks, coloureds and Indian railways staff are to receive a higher percentage increase in their wages/salaries than their white colleagues in April

Introducing the Railways Budget, the Minister of Transport, Mr Louwrens Muller, said the increases were to compensate to some extent for the rise in the cost of living

"In the case of whites the increase will be 10 per cent, and with a view to the narrowing of the wage gap, 'the increase would be 12,5 per cent for coloureds and Indians and 15 per cent for blacks."

The railways staff as a whole, as well as the various staff associations, had responded positively and in view of the success achieved in reducing labour costs without loss of productivity, the staff were compensated by way of a saving bonus at the end of January

The amount paid to individuals was calculated as a percentage of their fixed remuneration, the highest percentage going to the lower income groups

"In order to keep pace with developments in the field of human sciences, and because of the need to intensify the identification of potential, develop managerial skills and provide functional as well as higher level training, a manpower section with full managerial status was created on January 1 this year," Mr Muller said

Its principal function would, among other things, be the evaluation, development and training of personnel. — Sapa.

RAILWAY WAGES

Shunted aside

270

FM 9/3/79

Railwaymen's pay hopes took a knock this week An arbitration tribunal has rejected the claims of the SA Footplate Staff Association

The tribunal found that the claim for a 15% increase was justified, but that without raising tariffs SAR could not afford any more than the 10% promised by government late last year The railwaymen will get the 10% on April 1, but FSA general secretary Piet Roodt says his members "are still lagging 35% behind rises in the Consumer Price Index"

"It's an open secret that the tribunal's no-increase stance is a cabinet decision," said Roodt Unions have argued in the past that government favours an unofficial ceiling on wage awards

The unions will shortly discuss their reaction The Artisan Staff Association was planning a wage demand, but that now seems a forlorn hope.

Roodt rejects the idea that Railways cannot afford to pay more "The Railways are still not run on proper business lines There are uneconomic services and as usual labour is expected to subsidise them If the services are being run for the public, then the public must pay for them," he says

349

PARLIAMENT

Rail apartheid is to avoid friction—Muller

Nat MP says homes, not hostels

STAR 15/3/76 (28)

Political Staff

THE ASSEMBLY — A Nationalist MP called on the Government in the Assembly last night to house black railway workers with their families instead of in single quarters as planned in government policy

Mr V A Volker (NP Klip River) referring to projects for black railworkers at Durban harbour and Maritzburg, said hostels and recreation facilities estimated to cost about R50-million were to be established in the kwaZulu region

A hostel scheme for 3 700 at Umlazi would cost about R28-million and the other scheme would cost R22-million

This meant a cost of about R7 600 a head, whereas family houses could be built for R5 000 each.

The hostel schemes could be converted to a family housing scheme at lower cost, enabling workers to live with their families Smaller single-quarter hostels could be built for unmarried workers

Mr Volker said it was accepted that the Western Cape was a labour preference area for brown workers It should, therefore, also be accepted that Durban was a black preference area for workers from kwaZulu and they should be provided with proper family housing

This would help labour stability

Political Staff

THE ASSEMBLY — The Minister of Transport, Mr Muller yesterday rejected Opposition pleas for him to take a lead in removing apartheid from the Railways.

Speaking during the committee stage debate on the Railways Budget, the Minister said that where apartheid measures were necessary to avoid friction between the race groups they would be retained

There was such a vast difference between the National Party and the official Opposition on the matter it was not worth saying much about it, Mr Muller added

EXAMPLE

Dr Alex Boraine (PFP, Pinelands) have called on the Minister to spell out a programme for the removal of discrimination on the railways The railways should follow the example of the Post Office which had had the courage to remove all discriminatory signs from its premises

"The only area in the Minister's department where anything has been done is in the airways which has removed apartheid signs at airports

"Is this only to impress overseas visitors? I can't believe the Minister is either so cynical or insincere," Dr Boraine said

The number of apartheid signs at the average railway station clearly illustrated the Government's obsession with race "Hundreds of thousands of people have to witness these signs every day and they are reminded that they are not first class citizens in the land of their birth," he said

Mr Rupert Lorimer (PFP Orange Grove) said that apartheid on the Railways was costing South Africa a fortune and wasting valuable energy resources

The shunting of racially segregated coaches made South Africa a laughing stock

"I would like to have an assurance from the Minister that this sort of nonsense is going to stop," he said.

"The time is absolutely ripe to start phasing in complete integration of our rail services

"I am not asking him to do it overnight, but I believe he must make a start now by phasing it in," Mr Lorimer said

'South Africa cannot afford that it should continue either morally or for economic reasons"

Mr Lorimer said that facilities for black passengers on some main line services were inadequate He said the problem was particularly bad in the Eastern Cape

He appealed to the Minister to devote more attention to black commuter traffic which was the most profitable part of the Railways' passenger operations.

Mr Lorimer also called on the Minister to integrate second-class rail accommodation

"The promise of fast and clean trains in the second-class category will attract a multi-racial clientele who will be sufficiently impressed by the standards set not to think about race differences"

The Minister said contrary to Opposition arguments about 'irritating" measures still in force on the Railways, many examples could be cited of changes that had been made The Government had created possibilities for bringing about such changes.

Where apartheid measures were necessary to avoid friction between different groups, these measures would stay.

Footplate men going to court

STAR 16/3/79

(270)

By Sieg Hannig, Labour Reporter

The congress of the Railways Footplate Staff Association has decided to refer its rejected pay claim to the Supreme Court

This was announced today by Mr Piet Roodt, general-secretary of the association which represents about 9 500 drivers and firemen

He said it would be contended that the rejection of the association's claim by an arbitration commission was based on considerations which were irrelevant to the claim

The association put in a claim for a 20 percent increase when it declared its dispute at the end of 1977

The railmen got a five percent rise in January 1978 and a 10 percent rise is due in April But they claim their wages have fallen by up to 35 percent behind the cost of living

The Railways Artisan Staff Association, also unhappy with the pay of its 22 500 members, is to submit a new pay claim later in the year

PAY CLAIM

This was announced at the annual congress of the association in Pretoria by RASA president Mr Jimmy Zurich

He told delegates the congress had decided to make the pay claim in the light of the increased fuel, fertiliser and other prices which would have filtered through to consumer prices by the end of the year

Mr Zurich said it was also unlikely that SAR would use the R201-million deficit for which the Minister had budgeted

The Minister would therefore clearly be in a strong position and could entertain wage claims

Mr Zurich said the congress had sent a telegram of appreciation to the Minister for the R159 7-million he had set aside for housing loans this year

The system manager of the Eastern Cape, Mr D. Butler, hands over the keys of the first house built in East London under the SAR's Coloured home ownership scheme to Mrs Anna Cloete.

SAR man gets a home

EAST LONDON — A senior railways bedding assistant yesterday received the keys to his new home in Pefferville, the first to be built in East London under the SAR's Coloured home ownership scheme

The keys to the home, which cost R10 300 to build, were handed over to Mr Piet Cloete and his wife Anna by the System Manager of the Eastern Cape Mr D M J Butler

Mr Butler said he and his staff were very proud of the 3 bedroomed home which was the first of many which are to be built in the area

He said he felt it was important for employees to be happy at home if they were to be happy at work, and that was why the railways strived to improve housing conditions for it's employees

"The railways is to spend R173 million on housing in the coming financial year, which will be used to make and keep the staff happy," Mr Butler said

"Of the 141 Coloured staff in the Eastern Cape, 90 are based in East London We aim to provide all of them with houses if they want them

The railways has already bought 7 houses for local Coloured staff members under the home ownership scheme announced recently, but Mr Cloete's is the first to be built expressly for a Coloured staff member. —DDR

Railmen say job bars serve no purpose

PRETORIA — Railway at [illegible] decided it then com[illegible] here that job [illegible] no longer [illegible] useful purpose.

[illegible] president of the A[illegible] Staff Association Mr [illegible] Zurich said the job [illegible] agreed with him [illegible] job reservation was [illegible] a dead piece of [illegible] lation.

[illegible] Zurich said the white worker must [illegible] by becom[illegible] skilled [illegible] to be com[illegible] in the labour [illegible] standard of [illegible] trades must be raised. The education standards of apprentices must be fixed at a minimum of Standard 8 with maths.

In any case, Mr Zurich said, workers should be protected by the collective efforts of trade unions and not by discriminatory laws.

There possibly was a good case for job reservation when it was introduced in the late 50s, but with the passage of time it fell into increasingly disuse, and fewer and fewer determinations were made. — DDC

It's

Being a ground hostess for South African Airways is not all the glamour it is said to be Staff work long hours, have few amenities and poor salaries TONY DAVIS reports on conditions of employment for ground hostesses working at Jan Smuts Airport.

(270) Star 4/5/79

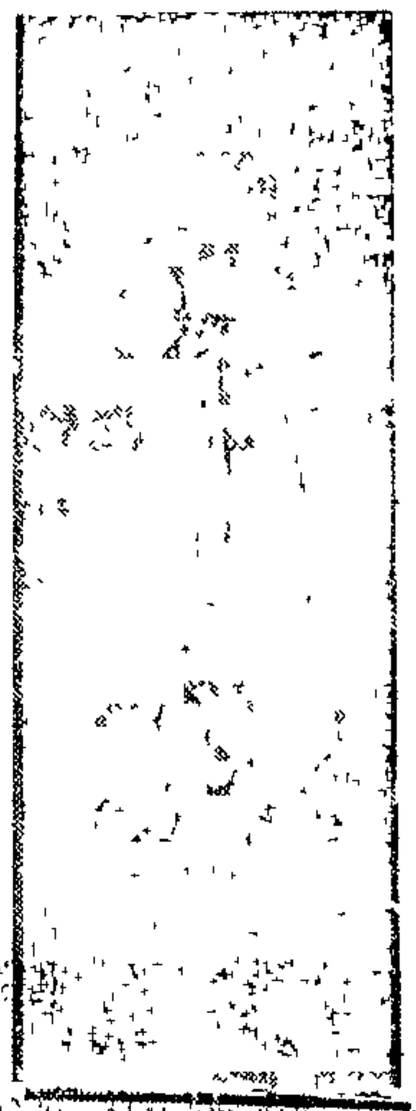
The front-line staff of South African Airways — the ground hostesses whose duty is to be glamorous and keep passengers happy — are the Cinderellas of the airline industry

They work long hours for salaries which are miserly compared to their counterparts in other airlines

They complain bitterly about their conditions under money-spinning SAA and even their union has tried to help them out — so far with no results

A Star investigation found that

- the starting salary for SAA ground hostesses without experience was less than half the salary paid to local employees of foreign airlines,
- the lack of any staff amenities at Jan Smuts Airport for ground hostesses,
- no subsidised meals and sometimes staff go without any meal breaks on busy work-days, and
- staff have to work "four-day" weekends, from Friday at 1 00 pm until Monday 1.00 pm, every other weekend, with no compensatory time off



When you've worked a 14-hour shift a lot of the glamour of being a ground hostess is gone.

"Girls have such great ideas about becoming a ground hostess," one SAA employee with several years' experience told The Star.

"If they can last the first six months, they will stay on, but many leave," she said

Ground hostesses at Jan Smuts are employed in several different positions: as international hostesses, domestic hostesses, interline hostesses and runway hostesses

While many ground hostesses were unanimous in their complaints, they were reluctant to be named, because they feared reprisals from SAA management

The starting salary for a ground hostess is R2 358 a year, or about R113 a month with standard 8. The starting salary with standard 10 is R2 640 a year and R3 882 with a degree. A chief ground hostess is paid R5 544 a year

A survey of other foreign airlines operating from Jan Smuts showed they paid their ground hostesses more than twice the starting salary for a school-leaver without experience.

Lufthansa has a starting salary of R360 a month plus money for meal and shift allowances, British Airways at R318 a month and even Air Malawi has a starting salary of R300-plus a month.

One of the major complaints of SAA ground hostess staff was the long working hours with no compensatory time off

Ground hostess staff

. . . not so glamorous after all

The Cinderellas of Jan Smuts

STAR 19/3/79

in the international section, for example, work four day shifts every other weekend with no compensatory time off and sometimes without breaks during the day

The four-day "weekend" runs from Friday at 1 pm until Monday at 1 pm

Saturday and Sunday shifts can be changed by staff supervisors Saturday shifts generally run from 6 am to 6 pm, 8 am to 10 pm and 7 am to 9 pm

On Sundays, staff are paid overtime wages of R1.89 an hour

The weekday working hours are divided into two shifts 6 am to 1 pm and 1 pm to 9 pm

Staff are allowed 30 days a year for sick leave with SAA medical approval, but for the first two years of their employment, staff on sick leave are paid only part of their normal salary

Paid holidays for a ground hostess with one year's experience is 17 days, and 20 days after two years After 10 year's experience, staff receive 27 days' paid leave

In the evenings, direct transport to employees homes is provided by a [illegible]

South African Airways officials at Jan Smuts refused to comment on allegations made by ground hostess staff. SAA's personnel director, Mr C P Barnard, described the complaints as a "domestic matter"

"This is a matter between staff and management," Mr Barnard said, declining to make any further comment

The work schedule of one international ground hostess during the week of February 19-25 worked out at 64 hours

Monday	1 00 pm	— 9 pm	8 hrs
Tuesday	6 00 am	— 1.00 pm	7 hrs
Wednesday	1 00 pm	— 9.00 pm	8 hrs
Thursday:	6.00 am	— 1.00 pm	7 hrs
Friday	1 00 pm	— 9 00 pm	8 hrs
Saturday.	7 00 am	— 9.00 pm	14 hrs
Sunday:	11 00 am	— 11.00 pm	12 hrs
			64 hrs

try procedure of transfer is necessary for such a change There is a ground hostess hierarchy junior, senior, assistant chief, and chief ground hostess

Staff complaints are usually forwarded to a chief ground hostess and [illegible] for the [illegible]

ground hostesses

A spokesman for the SALSTAFF division at Jan Smuts told The Star that SAA management had promised an investigation into ground hostess complaints last August but they have since [illegible] no suitable [illegible]

"We were told investigations were completed in January, but we have still seen no results of these investigations," the SALSTAFF spokesman said

SAA is reportedly introducing a new shift schedule for ground hostesses next month although it [illegible]

WORKING HOURS

The benefits ground hostesses do receive are a free uniform and other articles of clothing, one free domestic air fare after one years employment and 25 percent off railway fares, as well as 10 percent off foreign airline flights

After a years employment staff can take advantage of international SAA flights at half-fare two years' employment at 25 percent of the total fare and after three years, 10 percent of the total fare.

What would staff like to see improved?

We really want better working conditions and at least some subsidised food,' hostesses told The Star

The ground hostesses recognise that because of the nature of their job they must work irregular hours but they can see no reason why they should not enjoy better working conditions and salaries

(Last November, the Minister of Transport, Mr S L Muller, announced a 10 percent pay increase [illegible]

one year's employment (

these buses because of late-arriving flights.

Another major complaint was the utter lack of staff facilities. The ground hostess staff "lounge" is only a small room without windows, and only recently have facilities for staff dining been provided.

Food is not subsidised and there are no nearby shops for staff to buy food from. Only coffee, apparently, is subsidised — at half-price — for 16c, "and it tastes awful."

Ground hostesses were particularly upset that they received no subsidised meals when they worked full days at the weekends. And on some busy weekends there are no scheduled meal breaks, they claim.

In the international departures terminal at Jan Smuts there is no air-contitioning where staff work at the check-out counters.

While personnel is the concern of SAA, matters such as installing air-conditioning and providing staff lounges are the domain of the Department of Transport's Division of Civil Aviation.

Ground hostesses sign two-year contracts with SAA and receive in-class training.

Being a ground hostess is not an easy avenue to air hostessing, and a leng-

Star 19/3/79

Action on SAA staff conditions

Star 20/3/79

(270)

The Progressive Federal Party's opposition spokesman on transport, Mr Rupert Lorimer, MP for Orange Grove, will take up the issue of poor salaries and working conditions of South African Airways ground hostesses with the Minister of Transport, Mr S L Muller.

Mr Lorimer said today he had heard of complaints about work and pay conditions, not only from ground staff, but also from air crews as well.

LOWER

An investigation by The Star revealed that SAA paid staff lower wages than foreign airlines at Jan Smuts Airport, the lack of staff amenities, no subsidised food, and long working hours with no compensatory time off.

In yesterday's report it was incorrectly said the monthly starting salary for ground hostess staff with no experience was R113. The correct salary is R196.

RDM 22/3/79 (1) 270 (2)

New wave of wage demands

Pretoria Bureau

THE Minister of Transport, Mr Louwrens Muller, can brace himself for a new wave of wage demands from his 116 000 white workers later in the year

The seven railway unions are expected to ask for another 10 % from the end of September this year

They will tell the Minister that the 10 % increase they and all other public sector workers will get from April 1 will be wiped out by inflation by the middle of the year

The Artisan Staff Association has already warned the Minister of a further demand

The president of the ASA, Mr Jimmy Zurich, says the timing of the demand will be determined by the impact of higher power, fuel, coal, and other charges on consumer prices

The secretary of the Federal Consultative Council of Railway Staff Associations, Mr Johan Benade, confirmed in his annual report that new wage demands were on the way

The report, released at the FCC's annual conference in Johannesburg this week, claims that the April 1 increase is only interim relief.

Meanwhile, other labour leaders have warned that claims for wage adjustments because of spiralling living costs will be made by a large number of unions throughout the private sector later in the year

Stressing this yesterday the general secretary of the Trade Union Council of South Africa, Mr Arthur Grobbelaar, and the president of the SA Confederation of Labour, Mr Attie Nieuwoudt, both appealed to the Minister of Finance, Senator Owen Horwood, to exempt all basic foodstuffs and commodities from the General Sales Tax in his budget of March 28.

Mr Grobbelaar said the expected increases in basic food prices would hit the lower income groups hardest

"As an insurance against labour instability it would be a wise move to remove the GST, especially if the economy fails to respond to Government's intended stimulatory measures, and unemployment continues to rise," he said.

THE ARGUS, MONDAY MARCH 26 1979

Coloured 'clippies' on trains

THE policy of replacing whites with blacks to serve 'their own people' is continuing apace on the railways in the Peninsula

There are now 159 coloured ticket collectors serving black commuters on suburban trains in positions formerly held by whites

Africans and coloured people are also employed as barrier attendants at Cape Town and at certain suburban stations

African and coloured booking clerks have also been appointed at several stations 'where the number of African and coloured passengers warranted such a step'

'The position at other stations is being monitored continually and the necessary changes will be implemented as the need arises,' a railway spokesman said.

This has developed to the extent that some stations will soon be entirely manned by Africans with a coloured person in charge

Other fields in which coloured people have replaced whites include that of train marshallers in the shunting yards at Table Bay harbour, Maitland and Bellville and also as drivers of cartage vehicles and fork lift trucks in the harbour area and city

At present there are 373 coloured train marshallers and 311 coloured drivers with a further 44 in training

DEPARTEMENT VAN SPOORWEË EN HAWENS

No R 660 30 Maart 1979

Dit het die Staatspresident behaag om kragtens artikel 32 van die Wet op Spoorweg- en Hawedienst, 1960 (Wet 22 van 1960), goedkeuring daaraan te verleen dat die Personeelregulasies van die Suid-Afrikaanse Spoorwee, gepubliseer in Goewermentskennisgewing R 1045 van 15 Julie 1960, soos gewysig, soos volg verder gewysig word

SUID-AFRIKAANSE SPOORWEE

PERSONEELREGULASIES

WYSIGINGSLYS

(Van krag van 6 Oktober 1978)

REGULASIE 66

Vervang paragraaf (1) deur die volgende

(1) (a) 'n Dienaar wat lid is van 'n lugbemanning, bepaalde ander dienare wat gedurende vlugte in 'n vliegtuig moet werk, asook bepaalde dienare in die Lugdiensdepartement wat in die uitvoering van hulle

(270) **DEPARTMENT OF RAILWAYS AND HARBOURS**

No R 660 30 March 1979

The State President has, in terms of section 32 of the Railways and Harbours Service Act, 1960 (Act 22 of 1960), been pleased to approve of the South African Railways Staff Regulations, published in Government Notice R 1045 of 15 July 1960, as amended, being further amended as follows

SOUTH AFRICAN RAILWAYS

STAFF REGULATIONS

SCHEDULE OF AMENDMENT

(Operative from 6 October 1978)

REGULATION 66

Substitute the following for paragraph (1):

(1) (a) A servant who is a member of an aircrew, certain other servants who are required to carry out duties within an aircraft during flight as well as certain servants in the Airways Department when they are required to travel by air in the course of their duties

GG 6379

pligte per vliegtuig moet reis, word vir sodanige bedrae en in sodanige omstandighede verseker as waartoe die Minister van tyd tot tyd mag besluit

(b) 'n Dienaar word, indien hy in die uitvoering van sy pligte te sterwe kom of blywende arbeidsongeskiktheid opdoen regstreeks vanwee ondermynende, terroristiese of politiek geïnspireerde bedrywighede of sabotasie, vir sodanige bedrae en in sodanige omstandighede verseker as waartoe die Minister van tyd tot tyd mag besluit

No R 661 30 Maart 1979

Dit het die Staatspresident behaag om kragtens artikel 32 van die Wet op Spoorweg- en Hawediens, 1960 (Wet 22 van 1960), goedkeuring daaraan te verleen dat die Siekefondsregulasies van die Suid-Afrikaanse Spoorwee en Hawens, gepubliseer in Goewermentskennisgewing R 635 van 8 September 1961, soos gewysig soos volg verder gewysig word

SUID-AFRIKAANSE SPOORWEE

SIEKEFONDSREGULASIES

WYSIGINGSLYS

(Van krag van 1 Desember 1978)

REGULASIE 45A

Vervang paragraaf (1) deur die volgende

(1) Behalwe in sodanige omstandighede en onderworpe aan sodanige voorwaardes as wat die Sentrale Raad of die Uitvoerende Komitee van tyd tot tyd mag bepaal, moet 'n lid 'n heffing van R1,00 betaal ten opsigte van die eerste vier items en 'n bykomende heffing van 50c ten opsigte van elke item wat meer as vier per voorskrif is wat uitgereik word vir artsenymiddels, medisyne 'en geneeskundige toestelle (behalwe ortopediese en heelkundige toestelle) en wat op koste van die Siekefonds opgemaak word vir homself of enigeen van sy afhanklikes wat ingevolge hierdie regulasies op voordele geregtig is

REGULASIE 81

In paragraaf (1) (c) vervang "R10,00" deur "R15,00"

No R 662 30 Maart 1979

Dit het die Staatspresident behaag om kragtens artikel 32 van die Wet op Spoorweg- en Hawediens, 1960 (Wet 22 van 1960), goedkeuring daaraan te verleen dat die Personeelregulasies van die Suid-Afrikaanse Spoorwee, gepubliseer in Goewermentskennisgewing R 1045 van 15 Julie 1960, soos gewysig, soos volg verder gewysig word

SUID-AFRIKAANSE SPOORWEE

PERSONEELREGULASIES

WYSIGINGSLYS

(Van krag van 1 Desember 1978)

REGULASIE 10

In paragraaf (4) (a) (ii) vervang "assistent-skeepsingenieuroffisier (ongediplomeer) (elektrotegnies)" en "assistent - skeepsingenieuroffisier (ongediplomeer)" onderskeidelik deur "skeepsingenieuroffisier (elektrotegnies)" en "assistent-skeepsingenieuroffisier"

will be insured for such sums and under such conditions as may be decided upon from time to time by the Minister

(b) A servant will, if he dies or suffers permanent disablement in the course of his duties as a direct result of subversive, terrorist or politically inspired activities, or sabotage, be insured for such sums and under such conditions as may be decided upon from time to time by the Minister

No R 661 30 March 1979

The State President has, in terms of section 32 of the Railways and Harbours Service Act, 1960 (Act 22 of 1960), been pleased to approve of the South African Railways and Harbours Sick Fund Regulations, published in Government Notice R 635 of 8 September 1961, as amended, being further amended as follows

SOUTH AFRICAN RAILWAYS

SICK FUND REGULATIONS

SCHEDULE OF AMENDMENT

(Operative from 1 December 1978)

REGULATION 45A

Substitute the following for paragraph (1):

(1) Except under such circumstances and subject to such conditions as may be laid down by the Central Board or the Executive Committee from time to time, a levy of R1,00 in respect of the first four items and an additional levy of 50c in respect of each item exceeding four per prescription, issued in respect of drugs, medicines and medical appliances (excluding orthopaedic and surgical appliances), shall be payable by a member on each prescription dispensed at the expense of the Sick Fund on behalf of himself or any of his dependants entitled to benefits in terms of these regulations

REGULATION 81

In paragraph (1) (c) substitute "R15,00" for "R10,00"

No R 662 30 March 1979

The State President has, in terms of section 32 of the Railways and Harbours Service Act, 1960 (Act 22 of 1960), been pleased to approve of the South African Railways Staff Regulations, published in Government Notice R 1045 of 15 July 1960, as amended, being further amended as follows

SOUTH AFRICAN RAILWAYS

STAFF REGULATIONS

SCHEDULE OF AMENDMENT

(Operative from 1 December 1978)

REGULATION 10

In paragraph (4) (a) (ii) substitute "marine engineer-officer (electrical)" and "assistant marine engineer-officer" for "assistant marine engineer-officer (uncertificated) (electrical)" and "assistant marine engineer-officer (uncertificated)" respectively.

No. R 663 30 Maart 1979

Dit het die Staatspresident behaag om kragtens artikel 3 van die Konsolidasiewet op die Beheer en Bestuur van Spoorwee en Hawens, 1957 (Wet 70 van 1957), goedkeuring daaraan te verleen dat die Vrypasregulasies van die Suid-Afrikaanse Spoorwee en Hawens, gepubliseer in Goewermentskennisgewing R 1883 van 25 November 1960, soos gewysig, soos volg verder gewysig word

SUID-AFRIKAANSE SPOORWEE

VRYPASREGULASIES

WYSIGINGSLYS

(Van krag van 1 Januarie 1979)

REGULASIE 54

Vervang paragraaf (4) deur die volgende

Aan dienare, gepensioeneerdes en weduweepensioentrekkers en hulle gesinslede wat met vakansievrypasse, voorreg- of konsessiekaartjies vakansie- of ander reise onderneem wat nie met die Administrasie se diens in verband staan nie, en fietse, motorfietse (met of sonder syspan), kinderwaentjies, kinderkarretjies, honde en sodanige ander artikels of troeteldiere as waarop van tyd tot tyd besluit mag word, met hulle wil saamneem, kan vragbriewe toegestaan word waarkragtens hierdie artikels as oormassabagasie teen 'n kwart van die gewone pakkettetarief vervoer kan word oor die Suid-Afrikaanse Spoorwee en vreemde spoorlyne (die Malawiese Spoorwee uitgesonder) (Uitsondering Dienare, gepensioeneerdes en weduweepensioentrekkers en hulle gesinslede wat met vakansievrypasse reis, kan hierdie artikels as vrybagasie laat vervoer, mits die toegestane vrybagasiemassa nie oorskry word nie)

No. R 663 30 March 1979

The State President has, in terms of section 3 of the Railways and Harbours Control and Management (Consolidation) Act, 1957 (Act 70 of 1957), been pleased to approve of the South African Railways and Harbours Free Pass Regulations, published in Government Notice R 1883 of 25 November 1960, as amended, being further amended as follows

SOUTH AFRICAN RAILWAYS

FREE PASS REGULATIONS

SCHEDULE OF AMENDMENT

(Operative from 1 January 1979)

REGULATION 54

Substitute the following for paragraph (4)

Servants, pensioners and widow pensioners and members of their families in possession of holiday free passes or privilege tickets or concession tickets travelling on holiday or other purposes, and not on the service of the Administration, desiring to take with them bicycles, motor-cycles (with or without side cars), perambulators, children's mail-carts, dogs, and such other articles or pets as may be decided from time to time, may be granted over the South African Railways and foreign lines (excluding the Malawi Railways forwarding notes authorising such to be carried as excess luggage at a quarter of the ordinary parcels rates (Exception Servants, pensioners and widow pensioners and members of their families holding holiday free passes may have these articles included in their free luggage provided that the free luggage mass is not exceeded)

to stringent liabilities in carrying out the trusts which they assume.[84]

The same rules and liabilities apply to banks,[85] many of which have trust departments and which administer a large sum of trust money.

But, though England and to a lesser extent Scotland is the historical source of the trust as a South African institution, it is another matter to assert that the rules of South African trust law are derived from English law. The truth is that there has been only a partial reception of English trust law.[86] which has been taken over is that to public control A trustee has citizen and one as an administr office as a trustee for misconduct cases he either automatically los or possession of the trust property heir retains his right to his priva trustee's private property from th plete in South African law than i a dual capacity is recognized in b rules about the duties and hal influenced by the English law differences.

Other aspects of South Afri un-English. In the first place t is governed by Roman-Dutch most characteristic features of t a beneficiary need not accept i have been consciously rejected [8] with the common-law rules concerning testam donations and contracts, including contracts for the benefit of a third person. They must also be revoked in accordance with the Roman-Dutch rules Secondly, the rights both of beneficiaries and of creditors in relation to the trust property are different in South Africa and England English law, as a result of a gradual historical evolution which is summarized below, favours the trust beneficiary by giving him a right to the trust property to the exclusion of the trustee's private creditors if the latter is bankrupt.[88] It also gives him the powerful right of following the trust property into the hands of those to whom it is improperly alienated except in case of a transfer of the legal title to a bona fide purchaser for value without

[84] Act 56 of 1964 ss 2, 3

[85] Viz to banking institutions registered under the Banks Act 1965, see Act 56 of 1964 s 1(*b*)

[86] Coertze 133, C P Joubert in (1954) 17 *THR-HR* 304.

[87] §§ 291–294

[88] Bankruptcy Act 1914 s 38, *Re A Solicitor* [1952] Ch 328; M Hunter *Williams' Law and Practice in Bankruptcy* 17 ed 264–83, Keeton op cit 192–3, *Taylor* v *Plumer* (1815) 3 M & S 562

notice of the breach of trust.[89] In South African law there is uncertainty as to the cases in which the trust beneficiary is entitled to exclude the trustee's private creditors in insolvency. Nor has the beneficiary any greater right than the ordinary unsecured creditor to follow the trust property into the hands of an alienee to whom the trustee has improperly parted with it Vis-à-vis the beneficiary the trustee is simply bound by a contractual obligation and the ordinary incidents of such an obligation apply, whereas in England he has a form of ownership, the 'equitable ownership' of the trust property.[90]

The problem of the trustee's insolvency has been settled in certain areas of South African law by statute. By the Attorneys Admission Act 1934 a special regime was set up, differing from the common-law regime, for the trust accounts of notaries, attorneys and conveyancers [91] Such accounts are protected against the private creditors of the notaries, attorneys and conveyancers[92] and to this extent the English rules have been received by statute. When the trust is a financial institution special rules apply.[93] The custom of registering or endorsing a reference to trusts of land against the title deeds of the immovable property has become ingrained and the beneficiaries or objects of such registered or endorsed trusts are in effect as completely protected as if they held a mortgage or servitude over the land. The law of agency[94] can also be used to circumvent the weakness of the beneficiary's position.

The rules of South African trust law are thus a mixture of English, Roman-Dutch and indigenous South African rules There is nothing in them flatly inconsistent with Roman-Dutch principles; analytically they can be reconciled with and shown to be natural developments of such ancient institutions as the fideicommissum, the *fiducia*, the *stipulatio alteri*, the Dutch administrator and so on But historically the rules of trust law have at least these three main sources It is also true that South African trust law, while it bears a general resemblance to the trust law of Scotland and Quebec, is markedly different both, as we have seen, from the trust law of England and from the fiduciary institutions of those civil-law countries such as France and Germany where the words 'trust' and 'trustee' have not taken root For these reasons it seems on the whole justifiable to say that the fascinating structure which the South African courts, officials and legislators have built up is a truly South African and not either an English

[89] Keeton op cit 336–45, S J Bailey in (1944) 8 *Cambridge LJ* 36

[90] It has repeatedly been held that the English law of equitable interests in property is not part of our law *Lucas' Trustee* v *Ismail & Amod* 1905 TS 239, 247, *Princess Estate* v *Registrar of Mining Titles* 1911 TPD 1066, 1078, *CIR* v *Est Crewe* 1943 AD 656, 673. See, however, §§ 338–340

[91] Act 23 of 1934 s 33

[92] Ibid s 33(3), as substituted by Act 18 of 1956 s 17(*a*), Act 63 of 1964 s 17

[93] §§ 169, 339

[94] §§ 41–53, 346

(2) 3/5/79 3/5/79

SAR under fire over labourers

KING WILLIAM S TOWN — Employers of contract labourers from the homelands were slammed yesterday and the Ciskei Government was urged to appoint a commission to investigate working conditions of the labourers

The South African Railways, according to Chief L W Maqoma, was obtaining labour from the Ciskei and Mrs F F Matiyase, who represents Victoria East in the Ciskei Legislative Assembly, said "Following complaints by inmates at the SAR compound in Cape Town, the urban representative, some members of certain tribal authorities and I, visited the compound and some of the things we saw there are not fit to be related to this House."

The food the men were served was not fit for human consumption, she said

Mrs Matiyase also revealed some contract labour employers had a tendency of dismissing their employees long before their contracts were due to expire

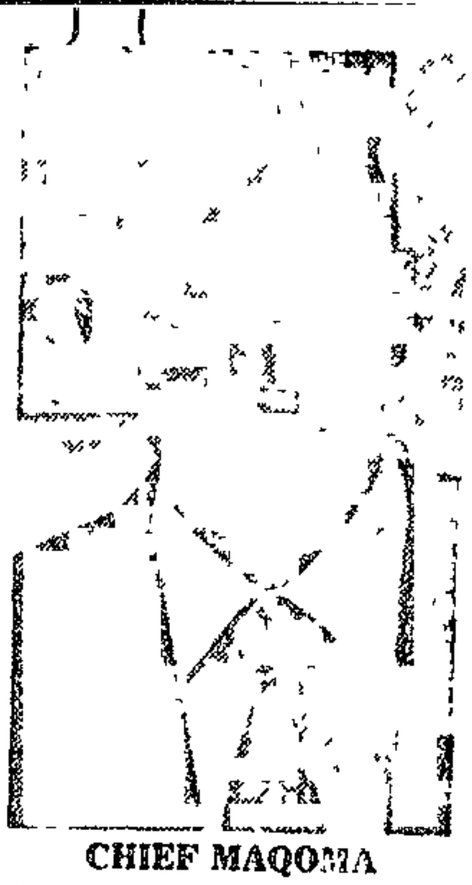
"The Ciskei Government should appoint a commission of inquiry to investigate the conditions of service involved in the whole deplorable system of contract work," she said

While delivering his policy speech earlier in the day, Chief Maqoma, Minister of Interior, said negotiations with the SAR had resulted in that administration severing links with its previous supplier of labour and was concentrating on obtaining labour from the Ciskei

During 1974, the railways employed 253 Ciskeian workers and during 1977, 476 were employed and as a result of the negotiations with the railways, the figure jumped to 1 776 last year

"A special appeal is made to chiefs and all concerned to co-operate and ensure the workers required by the railways every year always were drawn from the Ciskei," Chief Maqoma said

He also revealed 13 Ciskeians up to last year had obtained artisan status by passing trade tests and trade diplomas were issued to them for passes in motor mechanics (2), painting and glazing (3), carpentry (4), tractor mechanics (1), welding (1), plumbing (1) and diesel mechanics — DDR



CHIEF MAQOMA

Maqoma: industry priority

KING WILLIAM'S TOWN — The Ciskei Government was giving special attention to the economic development of the territory, members of the Ciskei Legislative Assembly were told yesterday by Chief L W Maqoma, Minister of Interior, when he delivered his policy speech

And the most important undertaking was the establishment of industries in the Ciskei, the Minister said

"The industrial development of Dimbaza and Middledrift is important and makes a very great contribution towards the development of the area," Chief Maqoma said.

Despite the prevailing economic conditions, a reasonable amount of success had been attained in establishing factories at Dimbaza, where 20 existed, with three more coming into operation soon and a further six in the pipeline

"The Sada complex comprises four factories with a few others in the process of being established.

He still had confidence in the continued growth of Dimbaza and the development of Middledrift and Alice despite the prevailing economic conditions

A breakdown of the existing businesses in the Ciskei, which were doing "extremely well", showed there were 287 general dealers, 92 fresh produce dealers, four garages, 12 butcheries, 25 restaurants, five hotels, 13 bottle stores and three restaurants with liquor, all owned by Ciskeians — DDR

Interior gets new function

KING WILLIAM'S TOWN — The new function of civil defence has been allocated to the Ciskei Department of Interior, it was learnt at the Ciskei Legislative Assembly yesterday

The new service was announced by Chief L W Maqoma, Minister of Interior, when he delivered his department's policy speech.

After explaining what civil defence entailed, Chief Maqoma said, "While serious natural disasters do not often occur in South Africa, we have experienced flood conditions, tornadoes and earth tremors in the past decade in various parts of the country which require civil action"

Communities in a position to act immediately in cases of disaster were in the best position to overcome the disasters

"Civil defence is not only the responsibility of the government, but also of all sections of the private sector, each community and each individual"

His department would take the initiative in the new project but a favourable response was expected from chiefs, headmen, township councillors and others when they had been approached to render services relating to the project — DDR

CT. 14/5/79

Skilled men still short in docks

(270)

By TONY JACKMAN, Shipping Staff

WHILE Cape Town is experiencing a minor boom in ship repair work, it may be well to remember that repair yards are largely dependent on skilled manpower, of which there is a shortage in South Africa at present

Ship repairers in Cape Town share the major problem of those all over the world — that of having to endure peaks and troughs — and whenever local yards have a major repair job in store, advertisements are placed in newspapers for welders, fitters and other skilled workers

They cannot assure these skilled men of permanent employment, however, because once the job has been done there is no work for them — unless another major repair job has come in in the meantime.

Mr Bob Hughes, managing director of Globe Engineering, told the Cape Times that repair workshops are unable to level off the continuity of work for the men with any degree of rationality

"South Africa's shortage of skilled manpower will continue," he said "We might temporarily have a good welder who finds a permanent job with, say, Sasol, who also need skilled workers and who offer premium rates

"The result is that we have a loss here, and if we should have a peak once he has moved there, we cannot entice him back anyway

"We are thus in a worse position than most types of companies, for we cannot guarantee continuity of employment And we will face this situation for quite some time yet," Mr Hughes said.

A more positive aspect of the numbers of tankers repairing at the Cape is that the superintendents who are flown in from all over the world while work is in progress, are full of praise for the high standard of workmanship in South Africa

Lending

Not only do they praise the workmanship, but they are impressed with South Africa itself They leave us with a new idea of what this country is like," Mr Hughes said

Recently a ship repair company in Bremen began "lending" skilled workers to a company in another industry where business is good, during slack periods The men are on loan for a year, but can be recalled at any time, provided they give the interim employer one month's notice

This would not be feasible for local yards, however

"That company is operating on a long-term basis, but it would not work here because we cannot give a temporary employee a month's notice We could not operate on such a basis" Mr Hughes said

Workers flee tanker blast

(270) DD 16/5/79

DURBAN — More than 120 railway workers were evacuated from their huts along the Tinley Manor stretch of line after three derailed diesel tankers exploded

By the light of the 30 m flames they scrambled to safety and away from another 27 tankers filled with volatile fuels

The drama began when the train derailed at 3 30 am on the North Coast line

Thirteen of the 30 tanks bound for Richards Bay with petrol, furnace oil anhydrous ammonia, high octane fuel and diesel left the lines, wrecking the overhead system and rails

Three tanks of diesel caught fire on impact

At dawn the thick pall of smoke from the burning diesel could be seen from more than 20 km away

Within 30 minutes of the accident the Tongaat security crew had arrived and evacuated the area

They spray-cooled a 50 000 l tanker coupled with one of the burning tanks until water supplies ran out

Railways, Durban Central and Durban North firemen were at the fire

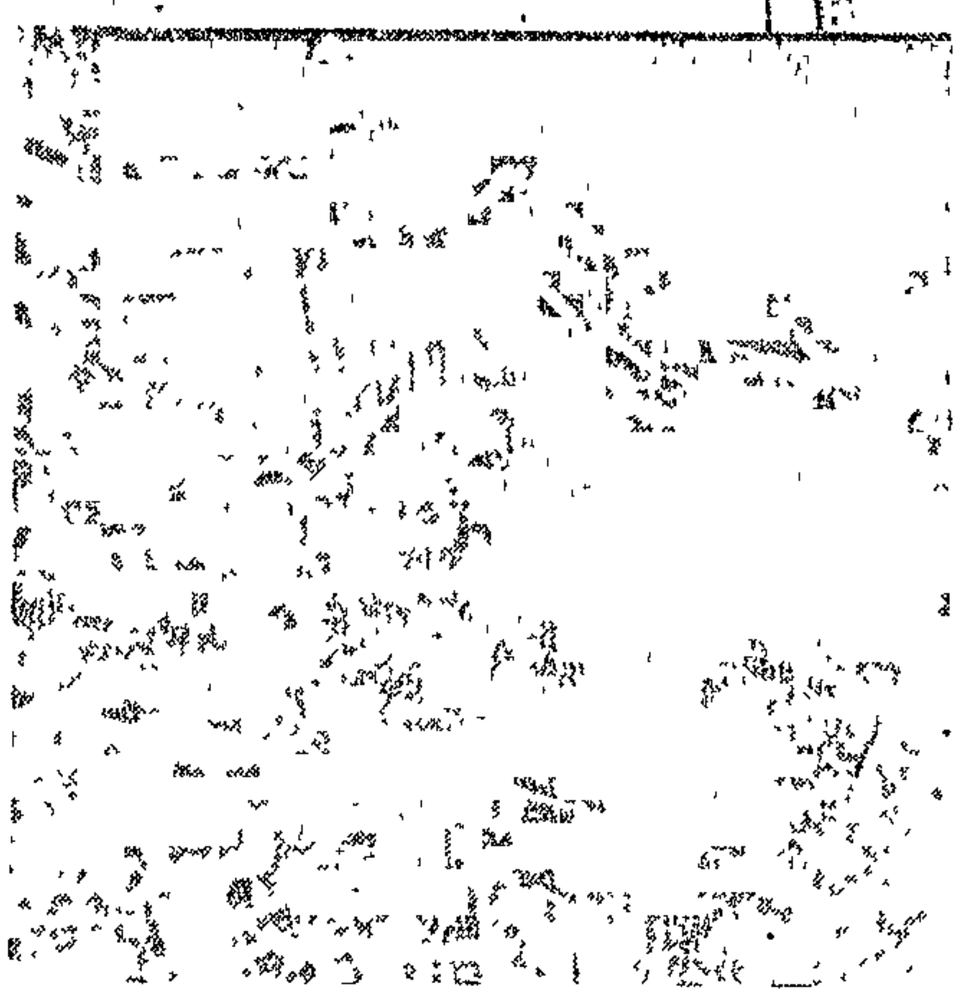
Overhead electricity was cut off for 1,5 km on either side of the derailment

Eventually water was brought by rail and when foam hoses were connected at 8 45 am the fire was rapidly brought under control

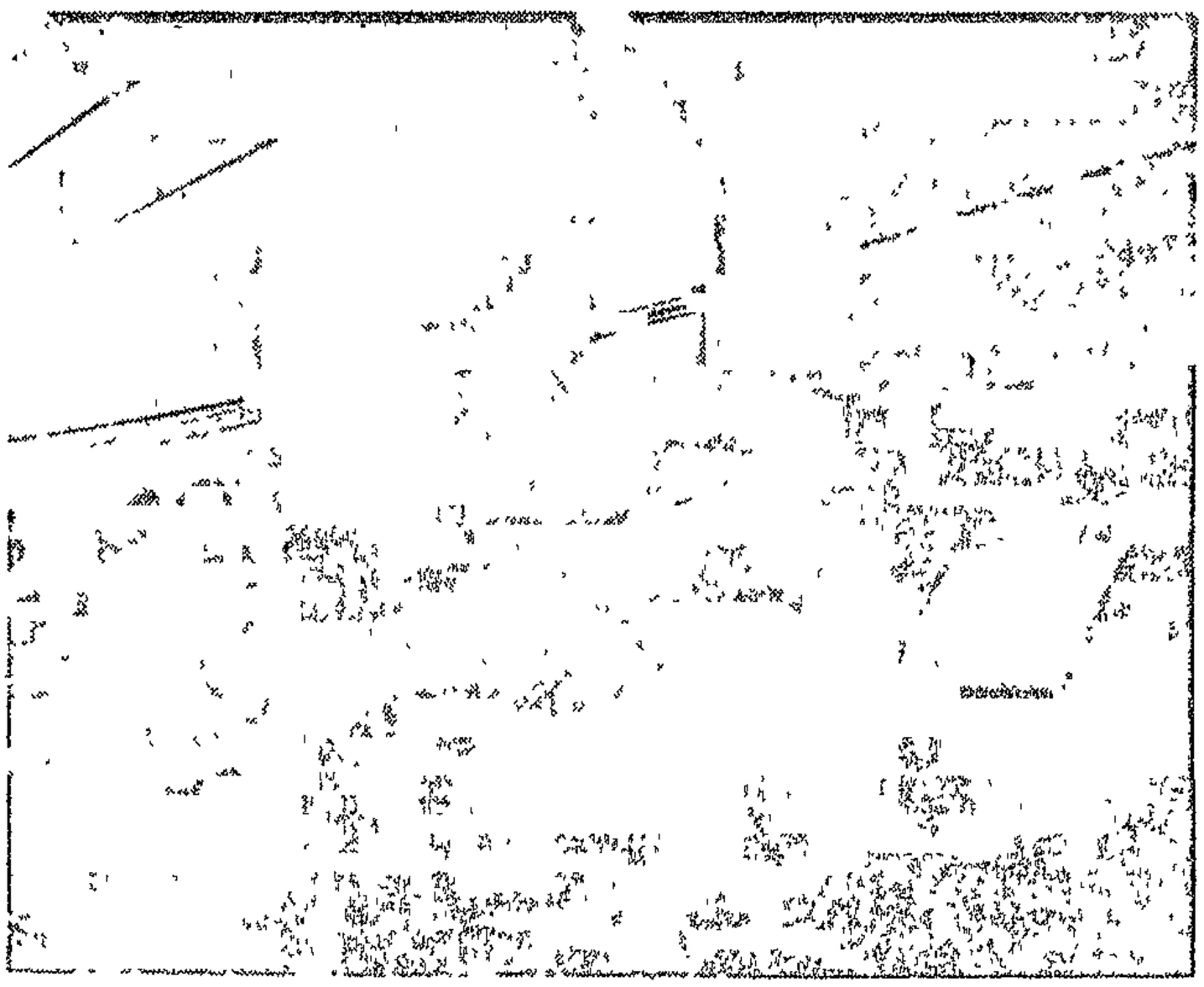
The leaking tanks were filled with foam

About 80 000 l of leaking petrol and diesel soaked into surrounding canefields, which were also sprayed with foam

Officials expected clearing-up to take at least 24 hours — DDC



An aerial view of the crash scene



A fireman directs water onto a locomotive while smoke and flames rise from a burning tanker in the background

DEPARTMENT OF RAILWAYS AND HARBOURS

No. R 1041 18 May 1979

Under the powers vested in me by section 4 (3) of the Railways and Harbours Pensions Act 1971 (Act 35 of 1971), I, Stefanus Louwrens Muller Minister of Transport, do hereby, after consultation with the Railways and Harbours Board, approve of the Pension Regulations, published in Government Notice R 859 of 28 May 1971 as amended, being further amended as follows with effect from 1 April 1979

REGULATION 24

Substitute the following for paragraph 2 *(i)* (ii) (10)

(10) From 1 April 1978 to 31 March 1979—298 per cent on (3).

Insert the following paragraph 2 *(i)* (ii) (11)

(11) From 1 April 1979—315 per cent on (3).

REGULATION 48

Renumber paragraphs (12) and (13) to read (13) and (14) and insert the following new paragraph (12)

(12) The annuities which became payable before or on 1 April 1979, of all annuitants including widow annuitants, of all funds shall with effect from 1 April 1979, be enhanced by a further 8 per cent Provided that—

(a) in the case of a member who retires after 1 April 1979, the annuitant shall not receive a lesser annuity than would have been payable had the member retired on 1 April 1979 and received the benefit of the 8 per cent enhancement on annuity

(b) in the case of a member who dies on or after 1 April 1979 the widow annuitant shall not receive a lesser annuity than would have been payable had the member died on 31 March 1979 and the widow received the benefit of the 8 per cent enhancement on annuity

DEPARTEMENT VAN SPOORWEË EN HAWENS

270

No R 1041 18 Mei 1979

Ingevolge die bevoegdheid wat aan my verleen is by artikel 4 (3) van die Spoorweg- en Hawepensioenwet, 1971 (Wet 35 van 1971), verleen ek, Stefanus Louwrens Muller Minister van Vervoer, na raadpleging met die Spoorweg- en Haweraad, goedkeuring daaraan dat die Pensioenregulasies, gepubliseer in Goewermentskennisgewing R 859 van 28 Mei 1971, soos gewysig, soos volg verder gewysig word met ingang van 1 April 1979

REGULASIE 24

Vervang paragraaf (2) *(i)* (ii) (10) deur die volgende

(10) Vanaf 1 April 1978 tot 31 Maart 1979—298 persent op (3)

Voeg die volgende paragraaf 2 *(i)* (ii) (11) by.

(11) Vanaf 1 April 1979—315 persent op (3).

REGULASIE 48

Hernoemmer paragrawe (12) en (13) om te lui (13) en (14) en voeg die volgende nuwe paragraaf (12) in:

(12) Die jaargelde van alle jaargeldtrekkers, met inbegrip van weduweejaargeldtrekkers, van alle fondse wat voor of op 1 April 1979 betaalbaar geword het, word vanaf 1 April 1979 met 'n verder 8 persent verhoog Met dien verstande dat—

(a) in die geval van 'n lid wat na 1 April 1979 uittree, die jaargeldtrekker nie minder by wyse van 'n jaargeld sal ontvang nie as die bedrag wat betaalbaar sou gewees het indien die lid op 1 April 1979 uitgetree het en die voordeel van die toevoeging van die 8 persent tot jaargeld ontvang het;

(b) in die geval van 'n lid wat op of na 1 April 1979 te sterwe kom die weduweejaargeldtrekker nie minder by wyse van 'n jaargeld sal ontvang nie as die bedrag wat betaalbaar sou gewees het indien die lid op 31 Maart 1979 te sterwe gekom het en die weduwee die voordeel van die toevoeging van die 8 persent tot jaargeld ontvang het.

GG6449

No. R. 1042 18 May 1979

Under the powers vested in me by section 3 of the Railways and Harbours Pensions for Non-Whites Act, 1974 (Act 43 of 1974), I, Stefanus Louwrens Muller, Minister of Transport of the Republic of South Africa, do hereby, after consultation with the Railways and Harbours Board, approve of the Pension Regulations for Non-Whites published in Government Notice R 303 of 14 February 1975, as amended, being further amended as follows with effect from 1 April 1979.

REGULATION 32A

Renumber paragraphs (3) and (4) to read (4) and (5) and insert the following new paragraph (3).

(3) The annuities of all annuitants which became payable before or on 1 April 1979, shall, with effect from 1 April 1979, be enhanced by a further 10 per cent. Provided that a member who retires after 1 April 1979 shall not receive a lesser annuity than would have been payable had the member retired before or on 1 April 1979, and received the benefit of the 10 per cent enhancement on annuity

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No R 1043 18 May 1979

The State President has, in terms of section 32 of the Railways and Harbours Service Act, 1960 (Act 22 of 1960), been pleased to approve of the South African Railways Staff Regulations, published in Government Notice R 1045 of 15 July 1960, as amended, being further amended as follows

SOUTH AFRICAN RAILWAYS

STAFF REGULATIONS—SCHEDULE OF AMENDMENT

(Operative from 1 January 1979)

REGULATION 1

In paragraph (2), under the heading "sub-head of department", add "the Personnel Director", "a Deputy Personnel Director", "an Assistent Personnel Director", "the Director (Manpower)", "a Deputy Director in the Manpower Section" and "an Assistant Director in the Manpower Section"

REGULATION 2

In paragraph (2) (c), add "the Personnel Director", "the Director (Manpower)", "a Deputy Director in the Manpower Section" and "an Assistant Director in the Manpower Section" and substitute "a Deputy Personnel Director" and "an Assistant Personnel Director" for "the Deputy Chief Superintendent (Staff)" and "an Assistant Chief Superintendent (Staff)" respectively

REGULATION 3

In paragraph (2), add "the Personnel Director", "the Director (Manpower)", "a Deputy Director in the Manpower Section" and "an Assistant Director in the Manpower Section" and substitute "a Deputy Personnel Director" and "an Assistant Personnel Director" for "the Deputy Chief Superintendent (Staff)" and "an Assistant Chief Superintendent (Staff)" respectively

No R 1042 18 Mei 1979

Ingevolge die bevoegdheid wat aan my verleen is by artikel 3 van die Wet op Spoorweg- en Hawepensioene vir Nie-Blankes, 1974 (Wet 43 van 1974), verleen ek, Stefanus Louwrens Muller, Minister van Vervoer van die Republiek van Suid-Afrika, na raadpleging met die Spoorweg- en Haweraad, goedkeuring daaraan dat die Pensioenregulasies vir Nie-Blankes gepubliseer in Goewermentskennisgewing R 303 van 14 Februarie 1975, soos gewysig, soos volg verder gewysig word met ingang van 1 April 1979:

REGULASIE 32A

Hernommer paragrawe (3) en (4) om te lui (4) en (5) en voeg die volgende nuwe paragraaf (3) in:

(3) Die jaargelde van alle jaargeldtrekkers wat voor of op 1 April 1979 betaalbaar geword het, word vanaf 1 April 1979 met 'n verder 10 persent verhoog: Met dien verstande dat 'n lid wat na 1 April 1979 uittree nie minder by wyse van jaargeld sal ontvang nie as die bedrag wat betaalbaar sou gewees het indien die lid voor of op 1 April 1979 uitgetree het en die voordeel van die toevoeging van die 10 persent tot jaargeld ontvang het

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No R 1043 18 Mei 1979

Dit het die Staatspresident behaag om kragtens artikel 32 van die Wet op Spoorweg- en Hawediens, 1960 (Wet 22 van 1960), goedkeuring daaraan te verleen dat die Personeelregulasies van die Suid-Afrikaanse Spoorweë, gepubliseer in Goewermentskennisgewing R. 1045 van 15 Julie 1960, soos gewysig, soos volg verder gewysig word

SUID-AFRIKAANSE SPOORWEË

PERSONEELREGULASIES.—WYSIGINGSLYS

(Van krag van 1 Januarie 1979)

REGULASIE 1

In paragraaf (2), onder die opskrif "departementsonderhoof", voeg by "die Personeeldirekteur", "'n adjunk-personeeldirekteur", "'n assistent-personeeldirekteur", "die Direkteur (mannekrag)", "'n adjunkdirekteur in die afdeling mannekrag" en "'n assistentdirekteur in die afdeling mannekrag".

REGULASIE 2

In paragraaf (2) (c), voeg by "die Personeeldirekteur", "die Direkteur (mannekrag)", "'n adjunk-direkteur in die afdeling mannekrag" en "'n assistent-direkteur in die afdeling mannekrag" en vervang "die Adjunk-hoofsuperintendent (personeel)" en "'n assistent-hoofsuperintendent (personeel)" onderskeidelik deur "'n adjunkpersoneeldirekteur" en "'n assistent-personeeldirekteur"

REGULASIE 3

In paragraaf (2), voeg by "die Personeeldirekteur", "die Direkteur (mannekrag)", "'n adjunk-direkteur in die afdeling mannekrag" en "'n assistent-direkteur in die afdeling mannekrag" en vervang "die Adjunkhoofsuperintendent (personeel)" en "'n assistent-hoofsuperintendent (personeel)" onderskeidelik deur "'n adjunk-personeeldirekteur" en "'n assistent-personeeldirekteur"

REGULATION 155

In paragraph (1), under the heading "General Manager's Department", add "the Personnel Director", "the Director (Manpower)" "a Deputy Director in the Manpower Section" and "an Assistant Director in the Manpower Section" and substitute "a Deputy Personnel Director" and "an Assistant Personnel Director" for "the Deputy Chief Superintendent (Staff)" and "an Assistant Chief Superintendent (Staff)" respectively

REGULATION 179

In paragraph (1), under the heading *"Officer whose decision appealed against"* within the bracket opposite "the General Manager" add "the Personnel Director", "the Director (Manpower)", "a Deputy Director in the Manpower Section" and "an Assistant Director in the Manpower Section" and substitute "a Deputy Personnel Director" and "an Assistant Personnel Director" for "the Deputy Chief Superintendent (Staff)" and "an Assistant Chief Superintendent (Staff)" respectively

REGULASIE 155

In paragraaf (1), onder die opskrif "die Hoofbestuurder se Departement", voeg by "die Personeeldirekteur", "die Direkteur (mannekrag)", "'n adjunkdirekteur in die afdeling mannekrag" en "'n assistentdirekteur in die afdeling mannekrag" en vervang "die Adjunk-hoofsuperintendent (personeel)" en "'n assistent-hoofsuperintendent (personeel)" onderskeidelik deur "'n adjunk-personeeldirekteur" en "'n assistent-personeeldirekteur"

REGULASIE 179

In paragraaf (1), onder die opskrif *"Amptenaar teen wie se beslissing daar geappelleer word"*, binne die hakie teenoor "die Hoofbestuurder", voeg by "die Personeeldirekteur", "die Direkteur (mannekrag)", "'n adjunkdirekteur in die afdeling mannekrag" en "'n assistentdirekteur in die afdeling mannekrag" en vervang "die Adjunk-hoofsuperintendent (personeel)" en "'n assistent-hoofsuperintendent (personeel)" onderskeidelik "'n adjunk-personeeldirekteur" en "'n assistent-personeeldirekteur"

Air girl Asha quits after her dream job crashes

Star 20 30/5/78

Own Correspondent

DURBAN — Miss Asha Singh (22), one of SAA's first Indian ground hostesses, has resigned in protest against working conditions and alleged discrimination

When Asha got the job it was like a "dream." She joined the Louis Botha Airport ground staff in November 1977, with three other Indian girls

However, they were disappointed by conditions there and three months ago sent a letter to the SAA head office in Johannesburg, stating their grievances.

Three months later there was still no visible change and "as a gesture of impatience," Asha resigned

So far the other three girls have no plans to move Miss Pat Govender (20) said they had another few months on contract and would make a decision after that expired.

The problems listed in their letter to head office included salary disparity between the Indian and white girls, medical and pension benefits for the white girls and none for the Indians, lower bonuses and fewer promotion possibilities

The SAA, public relations officer, Mr J A Houbert, said the matter was under investigation by the management.

5/6/79 270

Rail men to call for more pay

PRETORIA — The president of the Artisan Staff Association, Mr Jimmy Zurich, said here yesterday that strong demands for further pay rises would come from his association later in the year.

He said the 10-per-cent increase granted Railway workers from the beginning of April had been neutralised by recent prize rises.

"The 10 per cent has disappeared — swallowed up by inflated prices, and from now on our living standards will again start to fall."

Members of the association from all parts of South Africa had begun to apply pressure on the ASA's executive for compensation for the shrinking buying power of their earnings.

Mr Zurich said he had received a telegram from the ASA's Cape Town branch protesting at recent price rises. He would address the branch next week. — DDC.

489
4/7

DEPARTMENT OF RAILWAYS AND HARBOURS

No. R 1175 66 6489 8 June 1979

The State President has, in terms of section 32 of the Railways and Harbours Service Act, 1960 (Act 22 of 1960), been pleased to approve of the South African Railways Staff Regulations, published in Government Notice R 1045 of 15 July 1960, as amended, being further amended as follows:

SOUTH AFRICAN RAILWAYS

STAFF REGULATIONS

SCHEDULE OF AMENDMENT

(Operative from 1 April 1979)

REGULATION 1

In paragraph (2), under the heading "head of department", substitute "a Chief Technical Officer" for "the Chief Technical Officer"

REGULATION 2

In paragraph (2) (c), substitute "a Chief Technical Officer" for "the Chief Technical Officer"

REGULATION 3

In paragraph (2), substitute "a Chief Technical Officer" for "the Chief Technical Officer".

REGULATION 155

In paragraph (1), under the heading "General Manager's Department", substitute "a Chief Technical Officer" for "the Chief Technical Officer"

REGULATION 179

In paragraph (1), under the heading "*Officer whose decision appealed against*" within the bracket opposite "the General Manager", substitute "a Chief Technical Officer" for "the Chief Technical Officer"

No. R 1176 8 June 1979

The State President has, in terms of section 32 of the Railways and Harbours Service Act, 1960 (Act 22 of 1960), been pleased to approve of the South African Railways and Harbours Sick Fund Regulations,

DEPARTEMENT VAN SPOORWEË EN HAWENS

No. R. 1175 8 Junie 1979

Dit het die Staatspresident behaag om kragtens artikel 32 van die Wet op Spoorweg- en Hawediens, 1960 (Wet 22 van 1960), goedkeuring daaraan te verleen dat die Personeelregulasies van die Suid-Afrikaanse Spoorwee, gepubliseer in Goewermentskennisgewing R. 1045 van 15 Julie 1960, soos gewysig, soos volg verder gewysig word:

SUID-AFRIKAANSE SPOORWEË

PERSONEELREGULASIES

WYSIGINGSLYS

(Van krag van 1 April 1979)

REGULASIE 1

In paragraaf (2), onder die opskrif "departementshoof", vervang "die Tegniese Hoofamptenaar" deur "'n tegniese hoofamptenaar".

REGULASIE 2

In paragraaf (2) (c), vervang "die Tegniese Hoofamptenaar" deur "'n tegniese hoofamptenaar".

REGULASIE 3

In paragraaf (2), vervang "die Tegniese Hoofamptenaar" deur "'n tegniese hoofamptenaar".

REGULASIE 155

In paragraaf (1), onder die opskrif "die Hoofbestuurder se Departement", vervang "die Tegniese Hoofamptenaar" deur "'n tegniese hoofamptenaar".

REGULASIE 179

In paragraaf (1), onder die opskrif "*Amptenaar teen wie se beslissing daar geappelleer word*", binne die hakie teenoor "die Hoofbestuurder", vervang "die Tegniese Hoofamptenaar" deur "'n tegniese hoofamptenaar".

No. R. 1176 8 Junie 1979

Dit het die Staatspresident behaag om kragtens artikel 32 van die Wet op Spoorweg- en Hawediens, 1960 (Wet 22 van 1960), goedkeuring daaraan te verleen dat die Siekefondsregulasies van die Suid-Afrikaanse

published in Government Notice R. 635 of 8 September 1961, as amended, being further amended as follows·

SOUTH AFRICAN RAILWAYS

SICK FUND REGULATIONS

SCHEDULE OF AMENDMENT

(Operative from 1 April 1979)

REGULATION 45

Substitute the following for paragraph (6) (b)

(b) Claims in terms of this paragraph must be submitted on the prescribed form to a District Secretary

In paragraph (13) (a) (vi), substitute "R50" for "R20".

Substitute the following for paragraph (13) (d)·

(d) Claims in terms of this paragraph must be submitted on the prescribed form to a District Secretary.

REGULATION 48

Substitute the following for paragraph (8)·

(8) Claims in terms of this regulation must be submitted on the prescribed form to a District Secretary

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No. R. 1177 8 June 1979

The State President has, in terms of section 32 of the Railways and Harbours Service Act, 1960 (Act 22 of 1960), been pleased to approve of the South African Railways Staff Regulations, published in Government Notice R 1045 of 15 July 1960, as amended, being further amended as follows

SOUTH AFRICAN RAILWAYS

STAFF REGULATIONS

SCHEDULE OF AMENDMENT

(Operative from 1 June 1979)

REGULATION 1

In paragrph (2), under the heading "sub-head of department" delete "the Director (Non-White Affairs)"

REGULATION 2

In paragraph (2) (c), delete "the Director (Non-White Affairs)"

REGULATION 3

In paragraph (2), delete "the Director (Non-White Affairs)"

REGULATION 155

In paragraph (1), under the heading "General Manager's Department", delete "the Director (Non-White Affairs)"

REGULATION 179

In paragraph (1), under the heading *"Officer whose decision appealed against"* within the bracket opposite "the General Manager", delete "the Director (Non-White Affairs)"

Spoorwee en Hawens, gepubliseer in Goewermentskennisgewing R 635 van 8 September 1961, soos gewysig, soos volg verder gewysig word

SUID-AFRIKAANSE SPOORWEË

SIEKEFONDSREGULASIES

WYSIGINGSLYS

(Van krag van 1 April 1979)

REGULASIE 45

Vervang paragraaf (6) (b) deur die volgende:

(b) Eise ingevolge hierdie paragraaf moet op die voorgeskrewe vorm by 'n distriksekretaris ingelewer word.

In paragraaf (13) (a) (vi), vervang "R20" vir "R50".

Vervang paragraaf (13) (d) deur die volgende:

(d) Eise ingevolge hierdie paragraaf moet op die voorgeskrewe vorm by 'n distriksekretaris ingelewer word.

REGULASIE 48

Vervang paragraaf (8) deur die volgende:

(8) Eise ingevolge hierdie regulasie moet op die voorgeskrewe vorm by 'n distriksekretaris ingelewer

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No. R 1177 8 Junie

Dit het die Staatspresident behaag om kragtens artikel 32 van die Wet op Spoorweg- en Hawediens, 1960 (Wet 22 van 1960), goedkeuring daaraan te heg, dat die Personeelregulasies van die Suid-Afrikaanse Spoorwee, gepubliseer in Goewermentskennisgewing R 1045 van 15 Julie 1960, soos gewysig, soos volg verder gewysig word

SUID-AFRIKAANSE SPOORWEË

PERSONEELREGULASIES

WYSIGINGSLYS

(Van krag van 1 Junie 1979)

REGULASIE 1

In paragraaf (2), onder die opskrif "departement onderhoof", skrap "die Direkteur (Nie-Blankesake)".

REGULASIE 2

In paragraaf (2) (c), skrap "die Direkteur (Nie-Blankesake)".

REGULASIE 3

In paragraaf (2), skrap "die Direkteur (Nie-Blankesake)".

REGULASIE 155

In paragraaf (1), onder die opskrif "die Hoofbestuurder se Departement", skrap "die Direkteur (Nie-Blankesake)".

REGULASIE 179

In paragraaf (1), onder die opskrif *"Ampsenaar wie se beslissing daar geappelleer word"*, binne die haakie teenoor "die Hoofbestuurder", skrap "die Direkteur (Nie-Blankesake)".

GG 6601

DEPARTEMENT VAN SPOORWEË EN HAWENS

No. R. 1620 27 Julie 1979

Dit het die Staatspresident behaag om kragtens artikel 32 van die Wet op Spoorweg- en Hawediens, 1960 (Wet 22 van 1960), goedkeuring daaraan te verleen dat die Personeelregulasies van die Suid-Afrikaanse Spoorwee, gepubliseer in Goewermentskennisgewing R. 1045 van 15 Julie 1960, soos gewysig, soos volg verder gewysig word:

SUID-AFRIKAANSE SPOORWEË

PERSONEELREGULASIES

WYSIGINGSLYS

(Van krag van die betaalmaand Februarie 1979)

REGULASIE 130

Vervang paragraaf (3) deur die volgende:

(3) *Kosteskale*

DEPARTMENT OF RAILWAYS AND HARBOURS

No. R. 1620 27 July 1979

The State President has, in terms of section 32 of the Railways and Harbours Service Act, 1960 (Act 22 of 1960), been pleased to approve of the South African Railways Staff Regulations, published in Government Notice R. 1045 of 15 July 1960, as amended, being further amended as follows:

SOUTH AFRICAN RAILWAYS

STAFF REGULATIONS

SCHEDULE OF AMENDMENT

(Operative from the February 1979 paymonth)

REGULATION 130

Substitute the following for paragraph (3):

(3) *Expenses tariffs*

Salaris [uitgesonder departementshoofde soos bepaal in regulasie 1 (2)]	Uurlikse skaal	Akkommodasiekoste vir verblyf in 'n hotel, ander geregistreerde woonplek of departementele personeelwoning gestaaf deur die nodige bewys van betaling	Akkommodasiekoste wanneer daar nie in 'n hotel, ander geregistreerde woonplek of departementele personeelwoning tuisgegaan word nie en departementele akkommodasie nie voorsien word nie
	c		
Minder as R12 210 p.j.	30	Werklike uitgawe onderworpe aan 'n minimum van R3,30 en 'n maksimum van R12 per nag	R3,30 per nag
R12 210 p.j. of meer, maar minder as R19 200 p.j.	34	Werklike uitgawe onderworpe aan 'n minimum van R3,30 en 'n maksimum van R13,50 per nag	R3,30 per nag
R19 200 p.j. of meer	34	Werklike uitgawe onderworpe aan 'n minimum van R3,50 en 'n maksimum van R15 per nag	R3,50 per nag

Salary [excluding heads of departments as defined in regulation 1 (2)]	Hourly rate	Accommodation expense for residence in a hotel, other registered abode or departmental staff residence supported by the requisite proof of payment	Accommodation expense when not accommodated in a hotel, other registered abode or departmental staff residence and departmental accommodation is not provided
	c		
Less than R12 210 p.a.	30	Actual expenses subject to a minimum of R3,30 and a maximum of R12 per night	R3,30 per night
R12 210 p.a. or more, but less than R19 200 p.a.	34	Actual expenses subject to a minimum of R3,30 and a maximum of R13,50 per night	R3,30 per night
R19 200 p.a. or more	34	Actual expenses subject to a minimum of R3,50 and a maximum of R15 per night	R3,50 per night

2.7 Library Instruction Course

An overwhelming majority of the sample were extremely enthusiastic about the library course and found the librarians very helpful.

2.8 Academic Advice

In indicating whose advice they had primarily sought in planning their university curriculum, the sampe indicated as follows:

UNION OUST WHITE FROM DRIVER'S SEAT

MEMBERS of the African Transport Workers Union decided to dismiss their white secretary general after he had locked them out of their meeting office and forced them to hold a meeting on the pavement of a Johannesburg street.

After the ousting of Mr Gert van der Walt Mr A Mkhonza, formerly an organiser of the union, was appointed as acting general secretary

According to the president of the union, Mr Joseph Mavi, union members were dissatisfied with the treatment they received from Mr van der Walt

Mr Mavi claimed that:

- He was made to sign more than 30 blank cheques a month by Mr van der Walt.
- Mr van der Walt refused to inform the executive committee of the union's financial position.
- Mr van Der Walt threatened to influence companies to withdraw stop-order facilities to the union, should he be dismissed

Mr van der Walt was also accused of being uninterested and negligent in handling the affairs of the union. The union members claimed he was not sympathetic to their problems.

Some said he had in fact written to their new employers testimonials in which he spoke badly of the bearer and spoiled their chances of employment.

Union members felt that if their problems were to be satisfactorily attended to, they should appoint or elect a fellow black driver. This, they said would make it easier for them to explain their problems.

They strongly objected to having white officials because these could not experience the same kind of difficulties as they did.

PROMISES

To support their argument some of the drivers who were dismissed from their employment told the meeting of the promises made by Mr van der Walt after he had held meetings with the expelled drivers. that the union would negotiate on their behalf. They had not heard from Mr van der Walt ever since.

The president of the union was himself subjected to this type of treatment from the secretary general. He said they had attended a drivers' meeting together with Mr van der Walt, after which they both had to go and meet the management alone and only informed the chairman of the outcome of the meeting.

One of the thorny issues mentioned at the meeting was a petition which was sent to the president suggesting that the entire union demand the immediate expulsion of the president.

On contesting the petition the president was later informed that the decision had been withdrawn.

At the meeting all those present were surprised to hear of such a petition. They unanimously agreed that the president continue with his work.

Mr Mkhonza will assume his new duties with immdiate effect.

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versiteit van Kaapstad
professor G F R Ellis en mede-professor D J [illegible]
Biskop A.W Habelgaarn verteenwoordig die lede van die Maatskappy

Terwyl professor G.F R Ellis met navorsing- en studieverlof is, dien dr Robert Schrire as sy plaasvervanger op die Akademiese Adviesskomitee en die Raad van Beheer

PERSONEEL

Die vaste personeel bestaan uit die Direkteur, professor Hendrik W. van der Merwe, M.A (Stellenbosch), Ph D (Kalifornie), die Administratiewe Assistente, mev H. Albertyn en 'n deeltydse sekretaresse, mev. B J Chapman.

Gedurende die jaar is mejj Morna Cornell en Ruth Rutherford as tydelike klerklike assistente en mej. Judith Cornell, B.A. (Universiteit van Kaapstad) as deeltydse navorsingsassistente in diens geneem. Twee ere-

Hendrik W. van der Merwe
Direkteur

Desember 1978

Pay dispute at Kaserne

Drivers on strike

ABOUT 1 000 delivery cartage drivers went on strike yesterday over a pay dispute at the Kaserne depot in [illegible], near Johannesburg.

Trouble started when the drivers were told their pay was not ready yesterday and that they would be paid today.

The drivers said they are used to getting paid on the 27th of every month but this time were notified very late about the delay.

Mr Ben Zulu, a representative for the drivers, said they came to work yesterday hoping to get paid and were only told at about 11 am that the date has been changed to today.

Workers decided to strike and said they would only resume duties if they got paid

Work came to a standstill with most of the delivery trucks left idling in the yard Drivers were loitering all over the place and some stood in groups

The strike was peaceful and there were no incidents. Police were also not called in as most of the workers stood next to the office waiting for their pay

Mr Zulu said the decision not to give them pay yesterday was inconvenient and very unfair to them as they were informed within a very short time about the new change

Wives of most drivers who are migrant labourers came to the depot hoping to collect some money from their husbands but were forced to return empty handed.

Mr Zulu said they would start working anytime after they have got paid. By late yesterday afternoon the drivers were not paid as yet

A senior official in the Cartage Department confirmed that the police informing the drivers that their pay would be delayed came through very late.

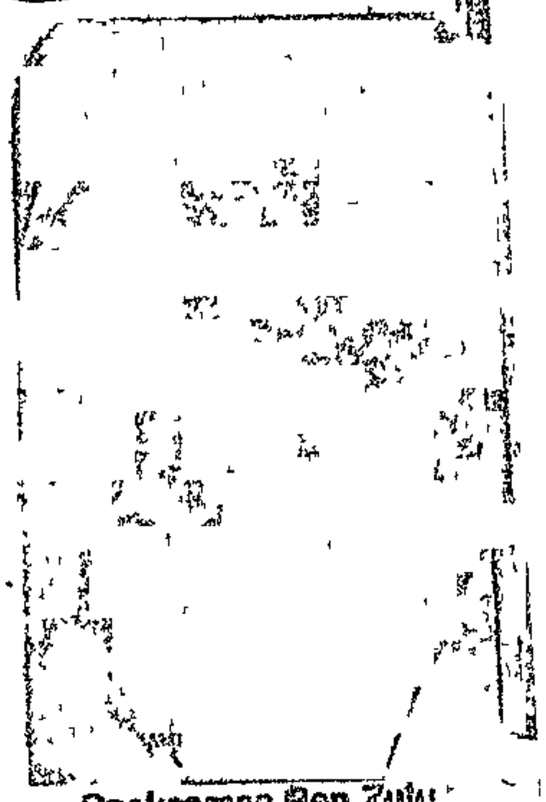
Standstill

"Everything has now come to a standstill. People are very angry and say that they won't work until they get paid. It is a pity that they were informed late about the change.

"We hope that everything will get back to normal when they get paid today," the official said.

For a number of years now black truck drivers have taken over the jobs of whites on the SAR. When they went on strike, most of the business ferried from the SAR headquarters came to a standstill.

This is the first time that so many drivers employed by one co-operation went on strike and their action could have serious effects. The Kaserne strike is one of several strikes by blacks in the past few months.



Spokesman Ben Zulu

POST, Wednesday August 29 1979

Drivers go back

RAILWAY cartage drivers who went on strike at the Kaserne depot in Jeppe, Johannesburg, on Monday morning, returned to work after their pay dispute was settled yesterday.

By LEN KALANE

The drivers went on strike at the depot after a row over the delay of their pay with officials

A representative for the drivers Mr Ben Zulu said about 1 000 were in the strike This included all the drivers working over three shifts their assistants and other labourers

But a spokesman at the Johannesburg headquarters said only 100 workers went on strike "It was nothing serious" he told **POST**

The spokesman said there was a misunderstanding between the drivers and officials over the pay delay He said about 100 drivers stopped work when they did not receive their pay

He said the drivers had a meeting with officials and, after being given an assurance that they would get their pay yesterday they resumed work The drivers were eventually paid yesterday

But officials at the Karsene depot would not allow newsmen to speak to the drivers who had formed long queues collecting their pay Reporters were ordered to leave the premises.

But it was however, learnt that those who got paid were trickling back to work

The drivers went on strike when they did not receive their pay on Monday Complaints were that they were used to getting their pay on the 27th of every month but were told at 11 am on Monday that their money would be available the next day

The drivers said the short notice over the delay of their pay made them angry and they decided to go on strike

The strike lasted the whole day and was peaceful There were no incidents and police were not called in

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Die Direkteur is gekies as lid van die Raad van die Vereniging vir Sosiologie in Suidelike Afrika. Hy is ook 'n lid van die Suid-Afrikaanse Sosiologiese Vereniging en van die Internasionale Sosiologiese Vereniging. Hy is aangestel as die Suid-Afrikaanse afgevaardigde in die Raad van die Internasionale Sosiologiese Vereniging vir die tydperk 1978-1982

WAARDERING EN DANK

Ek is altyd dankbaar vir die geleentheid wat die jaarverslag bied om my waardering te betuig aan lede van die Akademiese Adviesskomitee en die Beheerraad vir hulle leiding, aanmoediging en belang in die aangeleenthede van die Sentrum

Die Universiteit van Kaapstad het benewens 'n bydrae tot die bedryfskoste van die Sentrum, ook vir die Sentrum sedert sy stigting in kantoorruimte voorsien Met die uitbreiding van personeel het ons die huisie op die laer

de

lede aan).

Professor E V. Axelson
Professor J F Beeckman
Professor J H Brock
Mnr C S Corder*
Professor W H B Dean
Dr J P. Duminy*
Professor G F R Ellis
Biskop A W Habelgaarn
Mnr F A E Howes*
Professor M F Kaplan
Dr W A Landman
Mev G K Lindsay
Sir Richard Luyt
Professor S J Saunders
Professor H W van der Merwe
Mede-professor D J Welsh
Professor Monica Wilson

BLACK ADVANCEMENT

Chuffing along

~~174~~ 270 FM 31/8/79

In the early Seventies the SAR administration began pushing for black job advancement This naturally became a headline-catching bone of contention But today — for the white rail unions at least — black advancement has become a humdrum feature of daily routine

When the SAR's black advancement scheme was first mooted, there was the expected spate of protest meetings and strong opposition from some of the rail unions After all, white railwaymen are, in the main, conservative and not given to radical change

But today, despite periodic hardenings of attitude, the unions see themselves as equal partners in the scheme's implementation Not that the SAR

Financial Mail August 31 1979

management is not jittery about black advancement Indeed, it is so jittery that it declined to discuss the issue with the *FM* because it was too "delicate"

But the unions don't appear to share these forebodings "We trust management and we know they won't move without securing our trust," says Artisan Staff Association general secretary Wallie Grobler

This sort of co-operation leads some railwaymen to argue that the SAR's scheme could teach the private sector a thing or two It certainly could where relations with the unions are concerned

Rocking the boat

On the other hand, some private sector men may be tempted to reply that the SAR has not pushed black advancement hard enough, because it fears "rocking the boat"

SAR assistant GM (staff) Jannie Venter said in May last year that 22 000 previously white jobs had been handed over to blacks GM Kobus Loubser recently told the *FM* the figure was 21 000 There are 150 000 blacks on the SAR altogether

Johan Benade, general secretary of the Running and Operating Staff Union and head of the Federal Consultative Council of SAR Staff Associations (which represents all seven white rail unions), ascribes the slight decline to the general staff cutback on the SAR and to "re-evaluation of the scheme Management initially took on more people than we needed"

Grobler agrees, although he adds that a "hardening of attitude" among railwaymen — chiefly the result of the unions' long-standing pay dispute with management — may have contributed But he stresses that attitudes have softened again

In addition, the SAR scheme does not aim at enabling blacks to compete for white jobs It was born out of a white labour shortage and aims at letting blacks into those jobs for which there is no white demand In the process the jobs have been renamed and re-defined

New job descriptions, like "technician's assistant" (instead of "artisan"), "train marshallers" (for "shunters"), "coalman" (for "fireman"), and "ticket collector" (for "ticket examiner") were introduced In some cases, one white job was diluted into several black ones

In other cases, the new grade implies much the same work but with less responsibility Special training schemes — at Germiston and Braamfontein — were introduced to cater for the new grades

Unions have in the past opposed "fragmentation" on the grounds that it allows the employer to replace one white with two or three cheaper blacks But the rail unions are undeterred "It's not cheap labour, it's an alternative method It is more expensive, but the SAR has no alternative," says Benade

Why did the unions agree to the dilution of jobs? "We are opposed to mixed working where it leads to friction — blacks and whites competing for the same job," says Benade He argues that the SAR system protects white jobs more efficiently than other alternatives

To cope with the new situation, separate "black" and "white" shunting yards were introduced (though even black yards are under white supervision)

Benade adds that white workers are also protected by certain built-in safeguards whites may not be replaced by black workers, white earnings or earning power may not be diminished, racial friction must be avoided, and whites must be elevated in status The scheme, he adds, also has safeguards ensuring black job security "and dignity" Thus any white worker who supervises a team of black workers in the new categories gets a raise in status and pay As in other industries, black advancement has meant white advancement into higher jobs

But there's a possible sting in the scheme's tail for the white worker Because the new grades are black jobs (although some whites do work as technician's assistants), they could not be reclaimed by whites in a depression

"We say that these jobs have been handed over temporarily — but we know that once you've handed over a job, it's gone forever," says Grobler

"We wouldn't want blacks to be replaced by whites," adds Benade

White jobs are in no danger now Black workers in the new grades must work under "the supervision, control, direction, or guidance" of whites, and blacks have not yet penetrated to supervisory jobs or jobs where they are not supervised

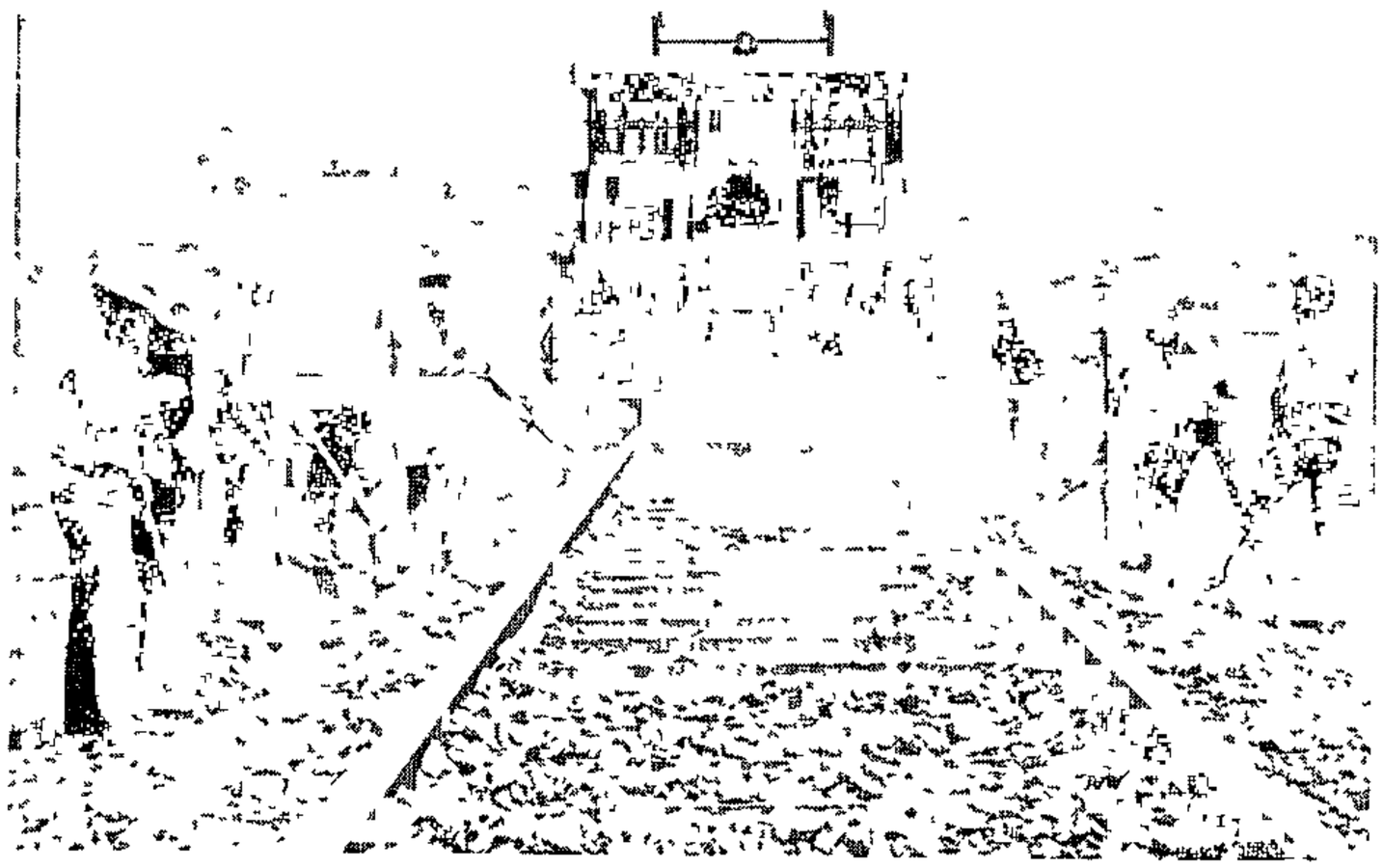
Indeed, Benade says that he is currently discussing the guards category (where there is a white labour shortage) with management, but that he is dubious about handing over any of these jobs to blacks, because guards operate without supervision

There has been no management move to promote blacks to these jobs, and Benade believes that that day is still far off. "There is no endless well of suitable black labour Black workers are still not committed to the SAR We are not yet a united work-force working towards the same goal"

Venter would appear to disagree He has said that black workers "never failed in their task" during a "crisis" like the unrest of the mid-Seventies

Grobler, however, believes that "we could well consider introducing black artisans" at some future time "We've done it in SWA for ideological reasons and there was no friction" And, while the demand for higher-grade black workers has slackened, it could pick up again The SAR will need about 2 700 apprentices in 1980 and Benade says that a number of white grades are 25% to 30% below strength

Whatever changes there are, will be negotiated with the unions, as before The unions say they are not against further black progress — the scheme thus far has developed to meet the SAR's labour needs and will continue to do so in the future



Not all black railwaymen are labourers . . . job advancement is on the rails

BLACK ADVANCEMENT

Chuffing along

~~174~~ 270 FM 31/8/79

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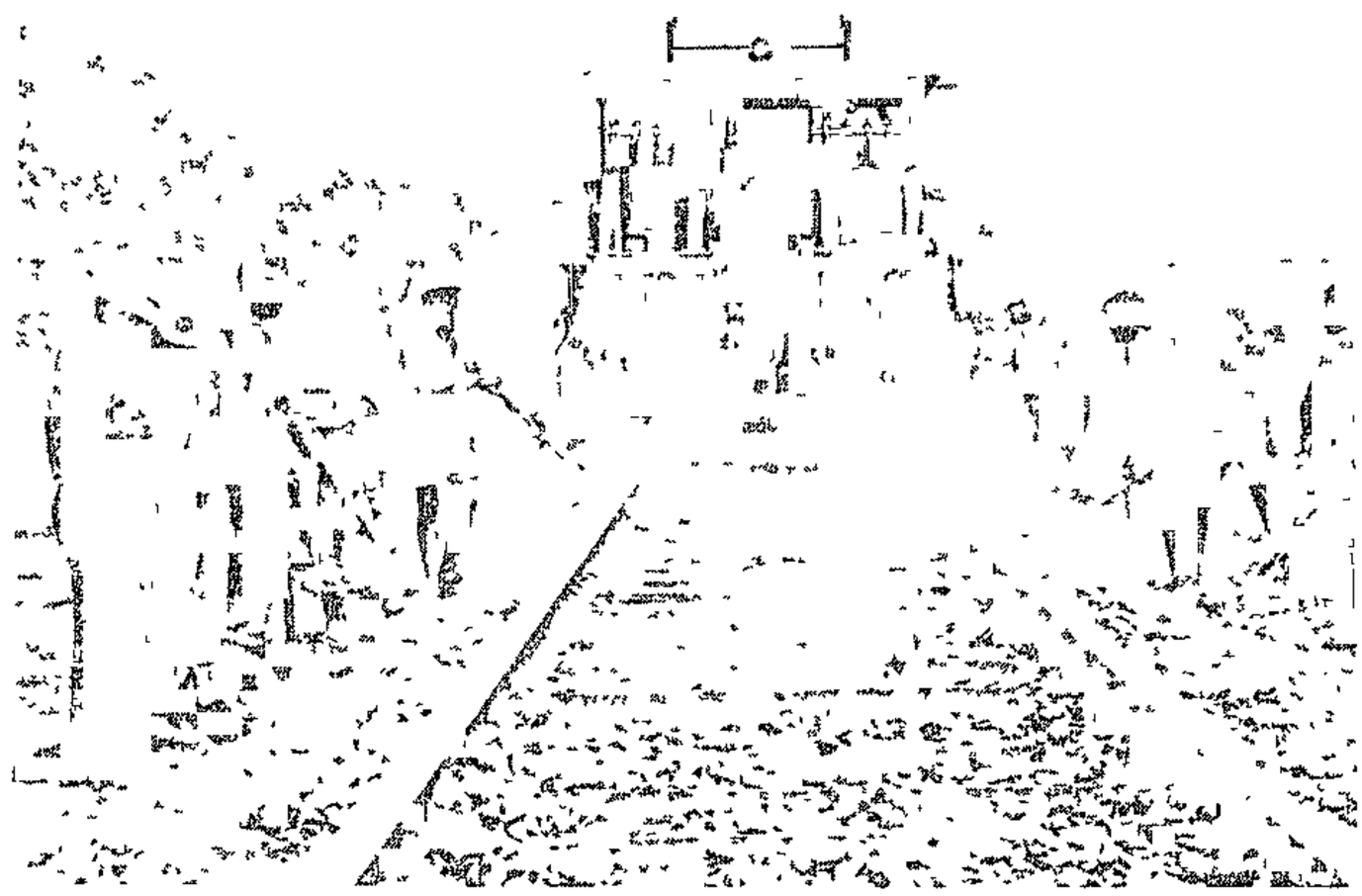

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DEPARTEMENT VAN SPOORWEË EN HAWENS

No R 2116 21 September 1979

Dit het die Staatspresident behaag om kragtens artikel 32 van die Wet op Spoorweg- en Hawedienst, 1960 (Wet 22 van 1960), goedkeuring daaraan te verleen dat die Personeelregulasies van die Suid-Afrikaanse Spoorwee, gepubliseer in Goewermentskennisgewing R 1045 van 15 Julie 1960, soos gewysig, soos volg verder gewysig word

SUID-AFRIKAANSE SPOORWEË

PERSONEELREGULASIES

WYSIGINGSLYS

(Van krag van 1 Mei 1979)

REGULASIE 1

In paragraaf (2), onder die opskrif "departementshoof", voeg by "die Projekkoordineerder"

In paragraaf (2), onder die opskrif "departementsonderhoof", voeg by "die Handelsdirekteur", "'n assistent-handelsdirekteur", "'n direkteur in die Hoofkantoor", "'n adjunk-direkteur in die Hoofkantoor" en "'n assistent-direkteur in die Hoofkantoor" en skrap "die Hoofpadvoertuigingenieur", "die Hoofdtarieweamptenaar", "'n adjunk-direkteur in die afdeling mannekrag", "'n assistent-direkteur in die afdeling

DEPARTMENT OF RAILWAYS AND HARBOURS

No R 2116 21 September 1979

The State President has, in terms of section 32 of the Railways and Harbours Service Act, 1960 (Act 22 of 1960), been pleased to approve of the South African Railways Staff Regulations, published in Government Notice R 1045 of 15 July 1960, as amended, being further amended as follows

SOUTH AFRICAN RAILWAYS

STAFF REGULATIONS

SCHEDULE OF AMENDMENT

(Operative from 1 May 1979)

REGULATION 1

In paragraph (2), under the heading "head of department", add "the Project Co-ordinator".

In paragraph (2), under the heading "sub-head of department", add "the Commercial Director", "an Assistant Commercial Director", "a Director at Headquarters", "a Deputy Director at Headquarters" and "an Assistant Director at Headquarters" and delete "the Chief Automotive Engineer", "the Chief Rates Officer", "a Deputy Director in the Manpower Section", "an Assistant Director in the Manpower Section", "the

mannekrag", "die Direkteur (openbare betrekkinge)", die Direkteur (bedryfsbeheer)", "die Direkteur (personeelopleiding)" en "die Direkteur (mannekrag)"

REGULASIE 2

In paragraaf (2) (c), voeg by "die Projekkoordineerder", "die Handelsdirekteur" en "'n direkteur in die Hoofkantoor" en skrap "die Hoofpadvoertuigingenieur", "die Direkteur (bedryfsbeheer)", "die Direkteur (personeelopleiding)" en "die Direkteur (mannekrag)"

REGULASIE 3

In paragraaf (2), voeg by "die Projekkoordineerder", "die Handelsdirekteur", "'n direkteur in die Hoofkantoor" en skrap "die Direkteur (bedryfsbeheer)" en "die Direkteur (mannekrag)"

REGULASIE 155

In paragraaf (1), onder die opskrif "die Hoofbestuurder se Departement", voeg by "die Projekkoordineerder", 'die Handelsdirekteur" en "'n direkteur in die Hoofkantoor" en skrap "die Hoofpadvoertuigingenieur", "die Direkteur (bedryfsbeheer)", "die Direkteur (personeelopleiding)" en "die Direkteur (mannekrag)"

REGULASIE 179

In paragraaf (1), onder die opskrif *"Amptenaar teen wie se beslissing daar geappelleer word"*, binne die hakie teenoor "die Hoofbestuurder", voeg by "die Projekkoordineerder", "die Handelsdirekteur" en "'n direkteur in die Hoofkantoor" en skrap "die Hoofpadvoertuigingenieur", "die Direkteur (bedryfsbeheer)", "die Direkteur (personeelopleiding)" en "die Direkteur (mannekrag)"

Director (Public Relations)", "the Director (Operating Control)", "the Director (Staff Training)" and "the Director (Manpower)".

REGULATION 2

In paragraph (2) (c), add "the Project Co-ordinator", "the Commercial Director" and "a Director at Headquarters" and delete "the Chief Automotive Engineer", "the Director (Operating Control)", "the Director (Staff Training)" and "the Director (Manpower)".

REGULATION 3

In paragraph (2), insert "the Project Co-ordinator", "the Commercial Director", "a Director at Headquarters" and delete "the Director (Operating Control)" and "the Director (Manpower)".

REGULATION 155

In paragraph (1), under the heading "General Manager's Department" add "the Project Co-ordinator", "the Commercial Director" and "a Director at Headquarters" and delete "the Chief Automotive Engineer", "the Director (Operating Control)", "the Director (Staff Training)" and "the Director (Manpower)".

REGULATION 179

In paragraph (1), under the heading *"Officer whose decision appealed against"* within the bracket opposite "the General Manager" add "the Project Co-ordinator", "the Commercial Director" and "a Director at Headquarters" and delete "the Chief Automotive Engineer", "the Director (Operating Control)", "the Director (Staff Training)" and "the Director (Manpower)".

270 FM 28/9/79

SAR & H

Railroading the house market

The Railways are pouring money into employee housing at a rate that has got a lot of building society branch managers in a tizz By the end of the 1978-79 year some R187m will have been ploughed into the market through the SAR & H pension fund and the Treasury's 100% loan scheme

That's a hefty increase on last year's R141m and a significant new force in the housing sector since the current home-ownership scheme was started in 1975

The societies aren't begrudging the perks for railwaymen, but the administration's giant stride into the market has come at an unfortunate time With money to burn, they aren't exactly thrilled at the growing number of bond cancellations as railway employees drop the building societies and turn to the SAR for subsidised funding

In areas where railway activity is particularly heavy, society branches are finding it impossible to meet loan allocation targets because of the competition

There are other ramifications as well When houses are taken in as part of the railways pool there is little chance that they will ever emerge Properties inevitably remain out of the private market because they tend to be transferred from one railwayman to another So in areas where the scheme is more heavily committed estate agents are also complaining

Last year 5 903 houses were bought for railway employees through the two schemes This year the take-up rate is running at between 600 and 750 a month which looks like turning into at least a 50% increase over 1978-79 That's a fair slice of the available stock — and there are no commissions in the offing there

Kempton Park has taken the brunt It is something of a "railwayman's town" with Jan Smuts within the municipal boundaries and several expanding railway enterprises close by

Yet Joseph Dauth, who heads up the SAR's home-ownership scheme, contests that the railway buys are causing most problems in the Kempton Park area Ironically, he is also mayor of the town, and says the fall-off in the number of spec builders countrywide has done more than anything else to curtail the lending market in his area

He also points out that the statistics don't tell the whole story as far as the building societies are concerned, because the downside of the market is funded with Treasury funds and lower income employees could not afford building society loans anyway

The Treasury scheme offers interest rates as low as 1,25%, rising to 4% depending on income and conditional on a purchase price limit of R26 000 The pension fund loans come in at 5% with a purchase price ceiling of R40 000 Thereafter, the rate is slightly below market at 10,5% Dauth agrees that the pension fund is thus subsidising employee housing but justifies it as "railwaymen's funds used to help railwaymen " Also, only about 10% of pension money goes on housing

Yet the idea is to expand further There are nearly 21 000 hopefuls on the waiting list at the moment and Dauth foresees an end to the backlog only in 10 to 12 years That means a lot more railway money in the housing market and, probably, more grumbles from the trade

But the building societies have no official complaints about it The NBS' Tim Hart, for example, rightly says that other government employees and many workers in the private sector enjoy subsidised housing benefits so why not railwaymen? The real problem is that the thrust has come at the wrong time a couple of years ago the societies would have been grateful for the help

Railmen lead in wage demands

Pretoria Bureau

RAILWAYMEN are spearheading what is expected to be a wave of wage demands in the first half of next year.

By the end of November, all seven railway unions will have laid claims before the Minister of Transport, Mr Chris Heunis — and none of the claims, it is understood, will be less than 15%.

This, union leaders say, would merely compensate for current inflation and did not take into account the pay backlog of more than 25%.

Railwaymen last got increases with all other public sector workers in April this year They amounted on average to about 10%

The increases, which railway union leaders claim will be granted at the latest from the beginning of April next year, could cost the Railways administration more than R200-million.

Combined the 270 000 black and white railway workers earn R1 100-million annually.

This would almost certainly lead to an increase in railway tariffs

Increases — which are are seldom matched by higher productivity — and higher rail tariffs would intensify inflationary pressures.

The leaders of the Trade Union Council of South Africa and the South African Confederation of Labour have warned that because of the high and still rising inflation rate, wage demands across a broad front in industry and commerce can be expected in the first half of next year

ED ACCOUNTING PRACTICE

ED EXAMPLES

an item of new plant for R60 000
iation is provided at 12½% p.a.
initial allowance is granted for
tear being 20% on the reducing
ere 40% in 19.6 and 42% in 19.7,
nted to R45 000 and R50 000
, for the financial years ended 31.12.19.6 and 19.7

1. What is the balance on deferred tax account in respect of the plant at 31.12.19.7, assuming

   a) deferral method

   b) liability method?

2. Show how the tax charge will be disclosed in the income statement for the year ended 31 December 19.7, assuming

   a) deferral method

   b) liability method

   (assume there are no other items causing timing differences)

3. How will the answer to 2. be affected by the existence of an extraordinary gain on disposal of a division of the company, amounting to R70 000, all of which was taxable, in the 19.7 financial year?

4. How does the answer to 3. change if the R70 000 is now a deductible loss, which can be set off against the taxable income from other sources of R50 000? Draw up the income statement assuming the deferral method is used.

5. Further to Note 4, assume now that the company has a set profit before depreciation of R60 000 in 19.8.

   Draw up the income statement for the 19.8 financial year under a) liability method

   b) deferral method

   Assume the tax rate remains 42%

HONEY CAKE Jan

1 cup flour
4 t baking powder
2 T butter
1 egg
½ cup sugar
¼ t salt
½ cup milk

3 T honey
1½ T butter

Sift dry ingredients. Heat milk and 2 tablespoons butter until melted. Beat egg and add to milk and butter. Mix with dry ingredients and bake in buttered fairly deep pie dish approximately 20 minutes at 350°F or 180°C.

Melt honey and 1½ tablespoons butter and pour over [illegible] Serve with whipped cre[illegible]

NUT

if it is too thick. Chill in a large bowl. Before serving pour on sour cream and sprinkle with chopped chives.

BEAN SOUP (Serves 8) Cat

1 pkt sugar beans
1 slice beef shin or soupmeat
1 Kassler rib or bacon bones
handful soup celery chopped
2 bay leaves
1 onion studded with 8 cloves
2 carrots, chopped
2½ litres water
salt & pepper to taste

Wash beans, cover with water, bring to boil. [illegible] for 2 minutes. Remove from heat and soak [illegible], add rest of [illegible] are tender. Cool. [illegible]rée remaining [illegible] Put a few reserved [illegible]rinkle with Worcester [illegible]sh with cream and

Sue J

[illegible]enne strips.
[illegible]er with white vinegar
[illegible]or as short a time as

DEPARTEMENT VAN SPOORWEE EN HAWENS

No R. 2211 5 Oktober 197[illegible]

Dit het die Staatspresident behaag om kragtens artike[illegible] 32 van die Wet op Spoorweg- en Hawedienste, 196[illegible] (Wet 22 van 1960), goedkeuring daarvaan te verleen da[illegible] die Personeelregulasies van die Suid-Afrikaanse Spoor[illegible] wee, gepubliseer in Goewermentskennisgewing R. 104[illegible] van 15 Julie 1960, soos gewysig, soos volg verder gewy[illegible] sig word.

SUID-AFRIKAANSE SPOORWEE
PERSONEELREGULASIES
WYSIGINGSLYS
(Van kragvan 4 Junie 1979)

REGULASIE 2

In paragraaf (2) (g) onder die opskrif "in die Hoof[illegible] bestuurder se Departement", voeg by "'n assistent[illegible] superintendent (personeel)"

DEPARTMENT OF RAILWAYS AND HARBOURS

No R 2211 5 October 1979

The State President has, in terms of section 32 of the Railways and Harbours Service Act, 1960 (Act 22 of 1960), been pleased to approve of the South African Railways Staff Regulations, published in Government Notice R 1045 of 15 July 1960, as amended, being further amended as follows

SOUTH AFRICAN RAILWAYS
STAFF REGULATIONS
SCHEDULE OF AMENDMENT
(Operative from 4 June 1979)

REGULATION 2

In paragraph (2) (g), under the heading "in the General Manager's Department" add "an Assistant Superintendent (Staff)"

(270)

DEPARTMENT OF RAILWAYS AND HARBOURS

No R 2270 12 October 1979

The State President has, in terms of section 3 of the Railways and Harbours Control and Management (Consolidation) Act 1957 (Act 70 of 1957) been pleased to approve of the South African Railways and Harbours Free Pass Regulations, published in Government Notice R 1883 of 25 November 1960, as amended, being further amended as follows

SOUTH AFRICAN RAILWAYS

FREE PASS REGULATIONS

SCHEDULE OF AMENDMENT

(Operative from 1 July 1979)

REGULATION 12

Substitute the following for this regulation

12 Any person who is entitled to a free pass, privilege ticket or concession on any particular occasion and who found it necessary to pay full fare owing to his not having applied for the facility in sufficient time before the commencement of the journey, may be allowed a refund if he hands in the used ticket together with an approved free pass, privilege ticket order, or concession order endorsed "Authorised for refund" at a ticket office

No R 2271 12 October 1979

Under the powers vested in me by section 4 (3) of the Railways and Harbours Pensions Act, 1971 (Act 35 of 1971), I Jan Christiaan Heunis, Minister of Transport Affairs, do hereby, after consultation with the Railways and Harbours Board, approve of the Pension Regulations, published in Government Notice R 859 of 28 May 1971, as amended, being further amended as follows with effect from 1 July 1979

REGULATION 23

Substitute the following for paragraph (1) (b):

(b) in the case of servants to whom the provisions of section 16 (1) (d) or (e) of the Service Act apply, while occupying the grades enumerated below, the following sums in addition to salaries

Grade	*Sum per annum*
	R
Director (Flight Operations)	4 000
Fleet Captain	4 000
Chief Training Captain	4 000
Senior Captain	4 000
Captain	4 000
Training Captain	4 000
Captain Hawker Siddeley Aircraft Pool	1 500
Training Captain Hawker Siddeley Aircraft Pool	1 500
Senior First Officer	625
First Officer	625
Chief Navigation Officer	625
Assistant Chief Navigation Officer	625
Navigation Officer	625
Senior Navigation Officer	625
Navigation Instructor	625
Chief Flight Engineer Officer	625
Senior Flight Engineer Officer	625
Senior Flight Engineer Officer Instructor	625
Flight Engineer Officer Instructor	625
Flight Engineer Officer	625

DEPARTEMENT VAN SPOORWEGE EN HAWENS

No R 2270 12 Oktober 1979

Dit het die Staatspresident behaag om kragtens artikel 3 van die Konsolidasiewet op die Beheer en Bestuur van Spoorwege en Hawens, 1957 (Wet 70 van 1957), goedkeuring daaraan te verleen dat die Vrypasregulasies van die Suid-Afrikaanse Spoorwege en Hawens, gepubliseer in Goewermentskennisgewing R 1883 van 25 November 1960, soos gewysig, soos volg verder gewysig word

SUID-AFRIKAANSE SPOORWEE

VRYPASREGULASIES

WYSIGINGSLYS

(Van krag van 1 Julie 1979)

REGULASIE 12

Vervang hierdie regulasie deur die volgende:

12 Aan 'n persoon wat by 'n besondere geleentheid op 'n vrypas, voorregkaartjie of konsessie geregtig is en volprys moes betaal omdat hy nie vroegtydig vóór die aanvang van die reis om die gerief aansoek gedoen het nie kan 'n terugbetaling toegestaan word indien hy die gebruikte kaartjie saam met 'n goedgekeurde vrypas, voorregkaartjieorder of konsessieorder geendosseer "Gemagtig vir terugbetaling" by 'n kaartjiekantoor inlever

No R 2271 12 Oktober 1979

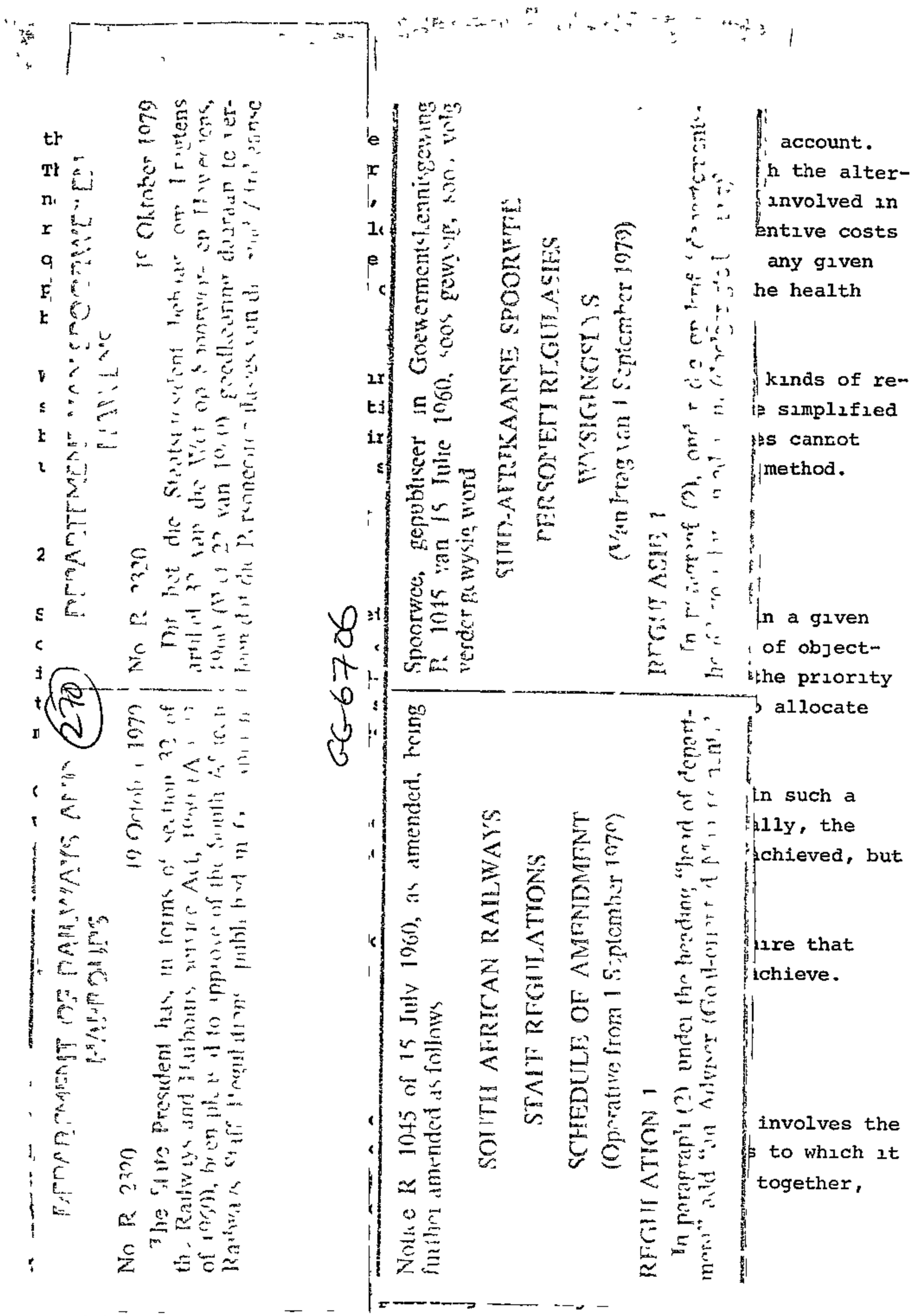
Ingevolge die bevoegdheid wat aan my verleen is by artikel 4 (3) van die Spoorweg- en Hawepensioenwet, 1971 (Wet 35 van 1971), verleen ek, Jan Christiaan Heunis, Minister van Vervoerwese, na raadpleging met die Spoorweg- en Haveraad, goedkeuring daaraan dat die Pensioenregulasies, gepubliseer in Goewermentskennisgewing R 859 van 28 Mei 1971, soos gewysig, soos volg verder gewysig word met ingang van 1 Julie 1979.

REGULASIE 23

Vervang paragraaf (1) (b) deur die volgende:

(b) in die geval van dienare op wie die bepalings van artikel 16 (1) (d) of (e) van die Dienswet van toepassing is, terwyl hulle een van die ondergenoemde grade bekleë die gemelde bedrae benewens hulle salaris

Graad	*Bedrag per jaar*
	R
Direkteur (vliegbedrijf)	4 000
Vlootkapitein	4 000
Hoofopleidingskapitein	4 000
Senior kapitein	4 000
Kapitein	4 000
Opleidingskapitein	4 000
Kapitein Hawker Siddeley vliegtuigpoel	1 500
Opleidingskapitein Hawker Siddeley vliegtuigpoel	1 500
[illegible]	625
[illegible]	625
[illegible]	625
[illegible]	625
[illegible]	625
[illegible]	625
[illegible]	625
[illegible]	625
Hoofvliegingenieurbeamptekoordinateur	625
Senioorvliegingenieur	625
Senioorvliegingenieur-instruksieoordinateur	625
Instruksieingenieur-beamptekoordinateur	625
Vliegingenieur	625



(b) to group together activities with the same objectives which can be compared by cost-effectiveness analysis;

(c) to know the effectiveness of a given amount of money when spent on different objectives, so that choices can be formulated in terms of the alternatives we might afford - so many geriatric day care centres, so many child welfare clinics, etc.

Financial statistics are not traditionally arranged on this basis but in categories such as 'salaries', 'transport', 'medicines', etc. A separation, e.g. between expenditure on different disease groups or age groups cannot be made.

The grouping of expenditure into programmes is an art. Pole, an economist in the U.K. Department of Health, writes:

> "Programme structure should, in my view, be mainly determined by the decisions to the taking of which one wishes it to contribute... One might suggest that where decisions are primarily a matter of political or moral judgement - of determining basic priorities - one would want the activities to be compared to reside in different programmes - the mentally handicapped against the alcoholics; but where it is a more technical question of how particular objectives can best be achieved - drug therapy against behavioural therapy - one would want the activities to be compared to be within a particular programme. This distinction ties up with an economic jargon of slightly older vintage - that of cost-benefit and cost-effectiveness, and through that to the main stream of neoclassical welfare economics, which attempts to make a distinction between the choice of the composition of the basket of outputs and the choice of the set of resources from which each output is to be produced. The former is, in a broad sense, a question of tastes, values, or utilities; the latter is a question of techniques".

He adds:

> "In practice, it is not an easy matter to make a hard and fast distinction between technical matters and matters of values or utilities in the health services. From one point of view, the question whether to treat schizophrenics in hospital or in the community is a technical one. Which is the cheaper way to fulfil whatever are the society's requirements for the treatment of this group? But community care originally became fashionable as a good thing in itself. The practitioners are very apt to muddle the medical and economic arguments when it suits them, and the politicians and administrators equally so when it suits them, but the economist's concern is to keep them separate". [9]

Programme budgeting, then, entails the attempt at this separation, sorting out from the multiplicity of decisions those which can be made on the basis of administrative or economic, together with medical-technical criteria, and those in which the role of the public through political

IV

RAILWAYS PAY

Wait and see

(270) FM 26/10/79

Railwaymen are once again knocking on government's door with requests for pay rises But they will have to wait some time for an indication of prospects

Transport Minister Chris Heunis is presently in the process of meeting delegations from some of the rail unions The *FM* understands that most, if not all of those who are seeing him, are putting forward pay claims

The union which often takes the lead in presenting pay claims is the 22 000-member Artisan Staff Association This year is no exception the ASA has asked Heunis for a 15% rise Says general secretary Wallie Grobler "Our members are increasingly squeezed by the cost of living We told the Minister that we could justifiably have asked for 25% — but we took account of the employer's ability to pay "

Grobler says that Heunis gave no indication of government's likely reaction, beyond saying that he would have to take into account the claims of all the rail unions But the unions are hoping that they will know more about their prospects when Heunis meets the Federal Consultative Council of rail unions in mid-November

The railway pay issue has, of course, been a bone of contention for some years Both the ASA and the Footplate Staff Association have declared dispute with the SAR on the issue, but both saw their demands turned down by arbitration tribunals While small increases have been awarded over the past few years, they have not come near to meeting the unions' demands

A further problem for the rail unions is the fact that government traditionally links railway pay rises to rises for the entire public service This has not only slowed the pace of increases but has led to complaints from rail unions that the rest of the public service leaves all the wage bargaining to them

Financial Mail October 26 1979

NO.

VI

	W		M	F
0–1	0,52	0,18	0,44	0,15
1–4	0,05	0,05	0,17	0,12
5–24	0,03	0,01	0,14	0,12
25–44	0,03	0,01	0,17	0,25
45–64	0,07	0,07	0,18	0,47
65+	0,18	0,13	0,15	0,15
ALL	0,06	0,04	0,07	0,06
NO.	128	85	26	23
	366	187	164	289

VII

	W		A		C		B	
	M	F	M	F	M	F	M	F
0–1	0,51	0,33	1,10	0,21	1,80	1,59	0,13	0,10
1–4	0,05	0,06	0,02	0,10	0,15	0,17	0,02	0,04
5–24	0,07	0,06	0,09	0,10	0,14	0,17	0,11	0,13
25–44	1,09	0,44	1,31	0,70	1,54	1,27	0,73	0,78
45–64	9,75	4,44	14,76	10,70	10,33	8,25	4,61	5,01
65	42,19	32,93	55,30	47,72	43,12	40,90	13,55	14,21
ALL	4,70	3,81	3,22	2,25	2,74	2,69	1,14	1,20
NO.	9752	7926	1135	804	3114	3140	2390	1921

VIII

	W		A		C		B	
	M	F	M	F	M	F	M	F
0–1	2,90	2,22	7,81	4,85	32,20	28,78	13,54	14,15
1–4	0,22	0,28	0,90	0,69	5,32	5,45	2,46	2,13
5–24	0,05	0,06	0,17	0,11	0,21	0,23	0,18	0,16
25–44	0,20	0,12	0,37	0,33	0,94	0,72	0,66	0,52
45–64	1,46	0,92	3,33	1,85	4,88	2,14	2,75	1,72
65+	11,52	7,89	16,51	13,42	20,07	10,49	9,32	6,19
ALL	1,12	0,97	1,22	0,79	2,87	2,22	1,37	1,24
NO.	2336	2019	430	282	3270	2588	2858	1951

PUBLIC SECTOR PAY

On the line

270

FM 2/4/79

By the time this issue of the *FM* hits the streets, railwaymen should have an idea of their pay prospects for next year

As we went to press, Transport Minister Chris Heunis was meeting presidents and general secretaries of the seven white rail unions — obviously to discuss their pay claims His invitation to the unions follows the announcement that all civil servants will receive a service bonus, amounting to an extra month's salary, next year

Despite the bonus award, there could be some tough bargaining at the meeting The unions are still uncertain about the precise implications of the bonus scheme Moreover, even if it is what they hope; it does not meet a pay claim such as that by the Artisan Staff Association, which has asked for 15%

The Prime Minister's statement last week implied that the new service bonus will be a permanent feature of civil service pay scales That would make it equivalent to an 8,3% pay rise And the unions also point out that the scheme replaces the lump sum holiday allowance paid to civil servants — R230 a year for married men, R160 a year for single

This means that workers in the higher pay categories will benefit more from the new bonus than the lower paid — and some of the lower paid railwaymen will see a large part of their bonus eaten away by the loss of their holiday allowance The scheme was devised primarily to appease teachers, and it was thus inevitable that it would be tilted in favour of the (relatively) higher paid

The new bonus will be pensionable, which means that 6% of it will be deducted from pay packets, to return some time in the future

Artisan Staff Association general secretary Wallie Grobler says it is impossible to calculate the percentage increase the new scheme will bring for his men, but estimates that it will mean "about 5% actual increase in income"

It is thus inevitable that Heunis will want the unions to moderate their demands by lopping off a percentage equivalent to the new bonus Grobler concedes that "he will obviously have a case," but says his union will stick to its 15% claim — if only to strengthen its bargaining position "We will argue that the new bonus simply improves existing service conditions It's got nothing to do with the cost of living" He concedes, however, that the 15% sum is likely to be scaled down in negotiations

According to the Prime Minister's statement, the railwaymen — and the rest of the civil service — will get some improvement in pay scales He said that further improvements would be announced next April This week's meeting should give an indication of how far-reaching those improvements will be.

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and who has given security to his satisfaction
liquidators of the company concerned

375. Appointment, commencement of office
the person to be appointed to the office of liqu
and when such person has given security to th
performance of his duties as liquidator, except
winding-up the company concerned has resolv
Master shall appoint him as liquidator of the
appointment

(2) The said certificate of appointment

(3) A liquidator shall be entitled to act
appointment.

(4) The acts of a liquidator shall be v
afterwards be discovered in his appointment or qualification

(5) Upon receipt of such certificate of appointment the liquidator shall—

(*a*) within seven days after receipt thereof send a copy thereof to the Registrar under cover of the prescribed form, and

(*b*) give notice of his appointment in the *Gazette*

376. Title of liquidator.—A liquidator shall be described as the liquidator of the particular company in respect of which he has been appointed, and not by his individual name.

377. Filling of vacancies.—(1) When a vacancy occurs in the office of liquidator, the Master shall—

(*a*) in the case of a winding-up by the Court or a creditors' voluntary winding-up, convene meetings of creditors and members or contributories of the company concerned, and

(*b*) in the case of a members' voluntary winding-up, convene or direct the company concerned to convene a meeting of members, or

RAILWAYS PAY

(270)

Ruling sought

FM 9/11/79

An impending Supreme Court case could lead to long-awaited pay increases for at least some railwaymen It will also test SA's legislation on the arbitration of disputes

The case has been brought to court by the Footplate Staff Association, a railway union that declared a pay dispute with SAR late last year It was referred to an arbitration tribunal, which rejected the claim, and the union is now appealing against the tribunal's findings

The union will argue that some factors the tribunal took into account were "irrelevant" For example, the tribunal argued that granting the union's 5% claim would imply pay increases for all civil servants and would adversely affect the SA economy as a whole

The union is also likely to say that the tribunal should have taken into account only directly relevant factors, such as the merits of the claim and the SAR's ability to meet it

Railwaymen are government servants and are prohibited from striking Compulsory arbitration is thus their only form of recourse if they and the SAR reach an *impasse* in negotiations The rail unions are thus keen to see the arbitration mechanism clarified by the courts — something which, they hope, this case will do

Meanwhile, the rail unions have agreed to accept the service bonus — amounting to an extra month's pay — announced by the Prime Minister last week In a meeting with Transport Minister Chris Heunis last week, they stressed, however, that they still wanted a pay rise

According to rail unionists, Heunis implied that some sort of salary adjustment is in the offing The unions say they hope increases will come into effect in April Heunis appeared sympathetic to their claims, they say, although they are still a trifle wary "He's a new minister and we'll have to see whether he will be more sympathetic than his predecessor," says one union man They are aware, however, that the service bonus — estimated to cost around R86m — will eat into the amount available for pay rises One source reckons it will cut the amount available by a third And any increase will certainly take into account government's view that the service bonus represents a 5,5% pay increase A final decision will probably not be announced until March — Heunis has not seen all the unions yet and the SAR still has to assess its financial position Says one unionist "They don't want to finance any increase through tariff rises A tariff hike will come — but after April, and it won't have anything to do with the pay issue"

Minister Heunis . . . new man on the footplate

'There was a massive rumbling sound'

THE scene at Maydon Wharf yesterday after 100 tons of timber tumbled from the deck of the bulk carrier Saint Nicholas.

NM 24/11/79

(270)

Log avalanche traps two in docks

Mercury Reporter

TWO labourers were trapped in an avalanche of 100 tons of logs which tumbled from the deck of a bulk-carrier loaded with 14 500 tons of timber in Durban's harbour

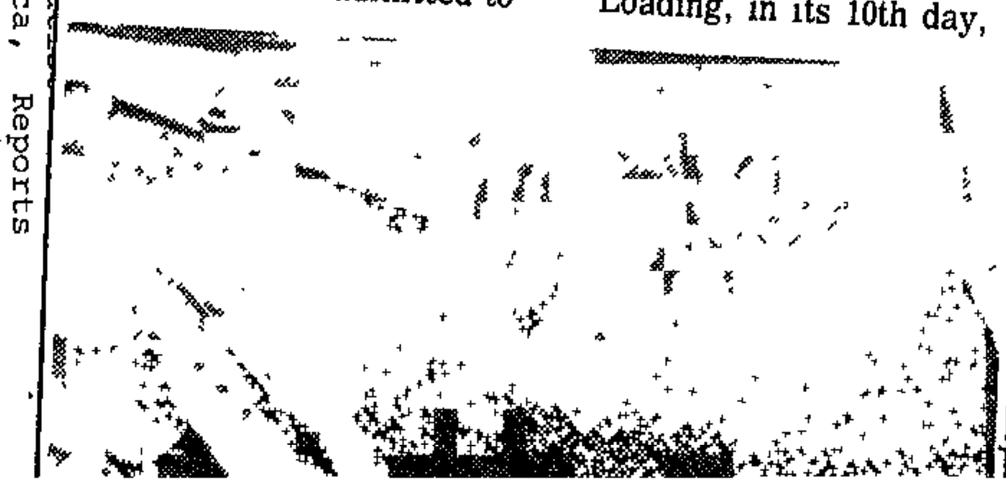
Mr Max Mabuya (20) and Mr Joseph Mtembu (38) were both admitted to King Edward VIII Hospital with internal injuries

The two men formed part of a team of South African Stevedoring Company employees engaged in loading the 16 186-ton Saint Nicholas with timber bound for a rayon factory in Italy

Loading, in its 10th day, had just been completed when supporting poles suddenly gave way and hundreds of logs cascaded on to the wharfside, trapping the men beneath them

Workers struggled to free them.

An onlooker said the first warning he had was "a massive rumbling sound "I heard the noise and saw men scattering for safety in all directions " Only after the logs came to a rest did we see the two men pinned underneath "



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AN INJURED labourer is loaded into an ambulance after being trapped beneath 100 tons of timber

DEPARTMENT OF RAILWAYS AND HARBOURS

No R. 2586 23 November 1979

The State President has, in terms of section 32 of the Railways and Harbours Service Act, 1960 (Act 22 of 1960), been pleased to approve of the South African Railways Staff Regulations, published in Government Notice R 1045 of 15 July 1960, as amended, being further amended as follows

SOUTH AFRICAN RAILWAYS

STAFF REGULATIONS

SCHEDULE OF AMENDMENT

(Operative from the January 1979 paymonth)

REGULATION 70

Substitute the following for the interpretation of the terms "available" and "ordinary time"

"available" means that a trainman is available for duty when his services are not required between midnight and midnight on a weekday;

DEPARTEMENT VAN SPOORWEE EN HAWENS

No R 2586 23 November 1979

Dit het die Staatspresident behaag om kragtens artikel 32 van die Wet op Spoorweg- en Hawediens, 1960 (Wet 22 van 1960), goedkeuring daaraan te verleen dat die Personeelregulasies van die Suid-Afrikaanse Spoorwee, gepubliseer in Goewermentskennisgewing R 1045 van 15 Julie 1960, soos gewysig, soos volg verder gewysig word

SUID-AFRIKAANSE SPOORWEE

PERSONEELREGULASIES

WYSIGINGSLYS

(Van krag van die betaalmaand Januarie 1979)

REGULASIE 70

Vervang die woordbepalings "beskikbaar" en "gewone tyd" deur die volgende

beteken "beskikbaar" dat 'n lid van die treinpersoneel vir diens beskikbaar is wanneer sy dienste nie vereis word tussen middernag en middernag op 'n weekdag nie,

"ordinary time" means time which is worked on weekdays;

REGULATION 75

Substitute the following for paragraph (2) (a) (iii):

(iii) bonus time, if earned, in terms of regulation 79.

Substitute the following for paragraph (3) (a)

(a) It shall be the duty of any officer controlling the movement of trains to issue a special running schedule, wherever practicable, in cases where, due to any circumstances, a train can reach its destination station in a lesser time than schedule time

Substitute the following for paragraph (4) (b)

(b) If the period between times of arrival and departure exceeds three hours, the trainman shall be booked off duty The trips out and back shall be regarded as straight trips

Substitute the following for paragraph (5) (c):

(c) When two straight trips out and back are converted to a round trip by reason of the interval between the trips being reduced to a period of three hours or less, the trainmen shall be credited with the actual time on duty provided not less than schedule time shall be allowed for the return trip

Substitute the following for paragraphs (8) (a) and (b).

(8) When trainmen are required to work a train to an intermediate crossing point and, without being booked off, to return therefrom to their home depot working a train that has been taken over from another set of staff, they shall be credited with the full schedule time for the forward and return trips including the interval at the intermediate crossing point

REGULATION 76

Substitute the following for paragraphs (4) (a), (b), (c) and (d)

(a) The official weekly hours of duty for trainmen are 48 Overtime shall be credited daily in respect of all weekday time worked in excess of eight hours per day reckoned from midnight to midnight If on any weekday less than eight hours is worked, or if the servant is available for duty, no weekday time worked during the month shall be utilised to make up the ordinary time for that day

(b) If a shift commences on a Saturday and finishes on a Sunday, or commences on a Sunday and finishes on a Monday, all weekday time shall be included with any other weekday time which is worked on the Saturday or Monday to determine overtime for the days in question

REGULATION 78

Insert the following at the end of paragraph (1) (b):

Where a minimum distance on one or both trips of a round trip is allowed, no payment shall be made for the interval at the destination station If the actual time on duty is, however, longer than the two minimums together, the staff shall be paid for the actual time on duty

Substitute the following for paragraph (5):

(5) If a trainman who is ordered to report for duty on a weekday or Sunday does so report, and his services are not utilised, he shall be credited with two

beteken "gewone tyd" tyd wat op weekdae gewerk word;

REGULASIE 75

Vervang paragraaf (2) (a) (iii) deur die volgende:

(iii) bonustyd, as dit verdien is, ingevolge regulasie 79.

Vervang paragraaf (3) (a) deur die volgende:

(a) Waar dit ook al doenlik is, moet enige amptenaar wat die beweging van treine kontroleer, spesiale looptye uitreik in gevalle waar 'n trein om enige rede die bestemmingstasie gouer as in die vasgestelde tyd kan bereik

Vervang paragraaf (4) (b) deur die volgende:

(b) As die tydperk tussen die aankoms- en vertrektyd langer as drie uur is, word die lid van die treinpersoneel van diens afgeboek Die heen- en die terugrit word as regstreekse ritte beskou

Vervang paragraaf (5) (c) deur die volgende:

(c) As twee regstreekse ritte—heen en terug—in 'n heen-en-weerrit omgesit word omdat die tydperk tussen die twee ritte verminder word na drie uur of minder, word die treinpersoneel gekrediteer met die werklike tyd wat hulle op diens is, mits daar nie minder as die vasgestelde tyd vir die terugrit toegelaat word nie

Vervang paragrawe (8) (a) en (b) deur die volgende:

(8) As treinpersoneel 'n trein na 'n tussenkruisplek moet werk en sonder om afgeboek te word daarvandaan na hulle tuisdepot moet terugkeer terwyl hulle 'n trein werk wat hulle van 'n ander span personeel oorgeneem het, word hulle gekrediteer met die volle vasgestelde tyd vir die heen- en die terugrit, met inbegrip van die pouse op die tussenkruisplek

REGULASIE 76

Vervang paragrawe (4) (a), (b), (c) en (d) deur die volgende

(a) Die amptelike weeklikse diensure vir treinpersoneel is 48 uur. Oortyd word daagliks gekrediteer ten opsigte van alle weekdagtyd wat gewerk word en wat meer as agt uur per dag is, bereken van middernag tot middernag As daar op enige weekdag minder as agt uur gewerk word, of as die dienaar vir diens beskikbaar is, word geen weekdagtyd wat gedurende die maand gewerk is, gebruik om die gewone tyd vir daardie dag aan te vul nie

(b) As 'n skof op 'n Saterdag begin en op 'n Sondag eindig, of op 'n Sondag begin en op 'n Maandag eindig, word alle weekdagtyd ingesluit by enige ander weekdagtyd wat op die Saterdag of Maandag gewerk is om oortyd vir die betrokke dae te bepaal

REGULASIE 78

Voeg die volgende in aan die end van paragraaf (1) (b)

Wanneer 'n minimum afstand op een of beide ritte van 'n heen-en-weerrit toegelaat word, word daar nie betaal vir die pouse op die bestemmingstasie nie. As die werklike tyd op diens egter langer as die twee minimumtydperke saam is, word die personeel vir werklike tyd op diens betaal

Vervang paragraaf (5) deur die volgende.

(5) As 'n lid van die treinpersoneel wat opdrag kry om hom op 'n weekdag of 'n Sondag vir diens aan te meld, hom aldus aanmeld en sy dienste word nie gebruik nie, word hy met twee uur oortyd of Sondagtyd, na gelang van die geval gekrediteer en kan daar

hours overtime or Sunday time as the case may be, and may be required to work at the depot during the period for which time is allowed If during such period he is assigned other work, time shall be calculated as continuous from the time of signing on duty

REGULATION 79

Substitute the following for this regulation and the heading

BONUS TIME ALLOWED FOR PUNCTUAL RUNNING

(1) (a) If a passenger, mixed or goods train or a banking or assisting locomotive on a trip of more than five kilometres arrives punctually, bonus time, calculated at 10 per cent of the scheduled running time of each trip separately, shall be allowed to the trainmen who are actually reponsible for such working of the train

(b) The bonus time shall be reduced by the number of minutes a train arrives later than the scheduled running time at the destination station

(2) (a) Bonus time for trainmen on suburban passenger trains shall be allowed according to the following table

Scheduled running time	*Bonus time allowance Minutes*
(i) Not exceeding 7 hours 59 minutes .	25
(ii) Eight hours but not exceeding ten hours	35
(iii) Exceeding ten hours	45

(b) The scheduled running time of suburban passenger trains shall be computed from the scheduled time of departure of the first train to the scheduled time of arrival of the last train in the link If the trainmen travel on duty as passengers or perform other duties during the intermediate periods during which they are not booked off, the schedule time of the link shall not be reduced by such periods

(c) If any train in the link of the suburban passenger service does not maintain the scheduled running time the number of minutes the train arrives later than the scheduled running time at the destination station shall be deducted from the total bonus time earned

(3) If a trainman works a main line train and thereafter without being booked off works a suburban passenger train, or vice versa, bonus time shall be computed in terms of paragraph (1) on the scheduled running time of each trip separately including those of the suburban passenger trains

(4) The bonus time allowance for trainmen working on the caboose system shall be computed on the basis of the scheduled running time for each portion of the trip which is worked by a particular train crew and the bonus time allowance earned for the full trip shall be divided equally among the separate grades of staff concerned

(5) A delay at the destination station prior to admittance shall not interfere with the operation of the bonus time where due

(6) The bonus time is not granted for trips with light locomotives, ballast, material or breakdown trains or trains comprising empty coaching stock and departing/proceeding from/to the stabling point before/after the passengers have boarded/detrained at the departure/terminal station.

van hom vereis word om op die depot te werk gedurende die tydperk waarvoor tyd toegelaat word. As daar gedurende sodanige tydperk ander werk aan hom toegewys word, word sy dienstydperk as ononderbroke bereken van die tyd wat hy vir diens aangeteken het.

REGULASIE 79

Vervang hierdie regulasie en die opskrif daarvan deur die volgende

BONUSTYD TOEGELAAT AS TREINE STIP OP TYD LOOP

(1) (a) As 'n passasiers-, gemengde of goederetrein of 'n stoot- of hulplokomotief op 'n rit van meer as vyf kilometer stip op tyd loop, word bonustyd, berekken teen 10 persent van die vasgestelde looptyd van elke rit afsonderlik, toegestaan aan die treinpersoneel wat werklik verantwoordelik is vir sodanige werking van die trein

(b) Die bonustyd word verminder met die getal minute wat die trein later as die vasgestelde looptyd by die bestemmingstasie aankom.

(2) (a) Bonustyd vir treinpersoneel op voorstedelike passasierstreine word ooreenkomstig die volgende tabel toegestaan

Vasgestelde looptyd	*Bonustyd-toelating Minute*
(i) Hoogstens 7 uur 59 minute	25
(ii) Agt uur maar hoogstens tien uur ..	35
(iii) Meer as tien uur	45

(b) Die vasgestelde looptyd van voorstedelike passasierstreine word bereken van die vasgestelde vertrektyd van die eerste trein tot die vasgestelde aankomstyd van die laaste trein in die skakel As die treinpersoneel gedurende die tussentydperke waarin hulle nie afgeboek is nie as passasiers op diens reis of ander pligte verrig, word die vasgestelde tyd van die skakel nie met sodanige tydperke verminder nie.

(c) As enige trein in die skakel van die voorstedelike passasiersdiens nie die vasgestelde looptyd handhaaf nie, word die getal minute wat die trein later as die vasgestelde looptyd by die bestemmingstasie aankom, afgetrek van die totale bonustyd wat verdien is

(3) Wanneer 'n lid van die treinpersoneel 'n hooflyntrein werk en daarna 'n voorstedelike passasierstrein of andersom, werk sonder om af te boek, word di bonustyd ooreenkomstig paragraaf (1) bereken op di vasgestelde looptyd van elke rit afsonderlik, met inbe grip van dié van die voorstedelike passasierstreine.

(4) Die bonustydtoelating vir treinpersoneel wat vol gens die kaboesstelsel werk, word bereken op di grondslag van die vasgestelde looptyd vir elke gedeeli van die rit wat deur 'n bepaalde treinbemanning gewe word en die bonustydtoelating wat vir die hele rit ve dien is, moet gelykop onder die afsonderlike grade die betrokke personeel verdeel word

(5) 'n Vertraging by die bestemmingstasie voor bim lating benadeel nie die toekenning van die bonus waar dit verskuldig is nie

(6) Die bonustyd word nie toegestaan vir ritte n loslokomotiewe, ballas-, materiaal- of noodtreine treine wat uit lee passasierswaens bestaan en van die oorstaanplekke vertrek/gaan voordat/nadat passasiers op die vertrek-/eindstasie op-/afgeklim nie.

(7) The bonus time earned by trainmen during a paymonth shall be treated as ordinary time or Sunday time, whichever is applicable If a shift commences on a Saturday and terminates on a Sunday, the bonus time shall be credited as Sunday time and if a shift commences on a Sunday and terminates on a Monday, the bonus time on the Monday shall be credited as ordinary time

(8) In the application of this regulation, the bonus time shall be credited in respect of the day upon which the train arrives

(9) The General Manager may, in his discretion, apply the bonus time allowance to any train other than those specified in paragraphs (1) and (2), or amend the prescribed bonus time allowance

REGULATION 80

Insert the following at the end of paragraph (2)·

In the case of weekday time, time in excess of eight hours (calculated from midnight to midnight) shall be credited as overtime

REGULATION 82

Delete this regulation and the heading thereof.

REGULATION 83

In paragraph (5), substitute "a day's time" for "8 hours" wherever it appears.

REGULATION 85

Substitute the following for this regulation:

Except in cases of emergency, a trainman after completing a shift of at least eight hours (booking-on and booking-off time included), shall be allowed the following interval of rest before being booked on duty again

At an out-station· 8 hours

At a servant's home station—

(i) after completion of a shift of at least 8 hours (booking-on and booking-off time included), but less than 14 hours· 12 hours,

(ii) after completion of a shift of 14 hours or more (booking-on and booking-off time included) 16 hours.

The decision to take up duty again before expiry of the rest interval laid down shall be at the discretion of the servant concerned Failure to take proper rest during the period of rest provided shall be dealt with as a disciplinary infringement.

REGULATION 86

Substitute the following for paragraphs (1) and (2)·

(1) A trainman (other than a conductor) who is required to work beyond the ordinary hours of duty, may request that a telegraphic message be sent for relief after the expiration of a total period of 12 hours of duty (booking-on and booking-off time included), and such relief shall be provided subject to the exigencies of the Service

(2) A member of the locomotive staff may claim to be relieved from his train on arrival at his home depot or at an outside depot where staff is available to so relieve him whenever his tour of duty has exceeded 10 hours (booking-on and booking-off time included)

(7) Die bonustyd wat treinpersoneel gedurende 'n betaalmaand verdien, word as gewone tyd of Sondagtyd beskou, watter ook al van toepassing is. As 'n skof op 'n Saterdag begin en op 'n Sondag eindig, word die bonustyd as Sondagtyd gekrediteer en as 'n skof op 'n Sondag begin en op 'n Maandag eindig, word die bonustyd op die Maandag as gewone tyd gekrediteer

(8) By die toepassing van hierdie regulasie word die bonustyd gekrediteer ten opsigte van die dag waarop die trein aankom

(9) Die Hoofbestuurder kan die bonustydtoelating na goeddunke op enige ander trein as dié bepaal in paragrawe (1) en (2) toepas of die voorgeskrewe bonustydtoelating wysig.

REGULASIE 80

Voeg die volgende in aan die end van paragraaf (2)

In die geval van weekdagtyd word tyd wat meer as agt uur is (bereken van middernag tot middernag) as oortyd gekrediteer.

REGULASIE 82

Skrap hierdie regulasie en die opskrif daarvan.

REGULASIE 83

In paragraaf (5), vervang "8 uur" deur "'n dag se tyd" waar dit ook al voorkom.

REGULASIE 85

Vervang hierdie regulasie deur die volgende:

Behalwe in gevalle van nood, word daar aan 'n lid van die treinpersoneel wat 'n skof van minstens agt uur (aan- en afboektyd ingesluit) voltooi het, die volgende rustyd toegestaan voordat hy weer vir diens aangeboek word

Op 'n buitestasie· 8 uur.

Op 'n dienaar se tuisstasie—

(i) na voltooiing van 'n skof van minstens 8 uur, maar minder as 14 uur (aan- en afboektyd ingesluit) 12 uur;

(ii) na voltooiing van 'n skof van 14 uur of langer (aan- en afboektyd ingesluit): 16 uur.

Die besluit om voor die verstryking van die bepaalde rustyd weer op diens te gaan, berus by die betrokke dienaar Versuim om behoorlik te rus gedurende die rustydperk wat toegestaan is, word as 'n tugoortreding behandel.

REGULASIE 86

Vervang paragrawe (1) en (2) deur die volgende·

(1) 'n Lid van die treinpersoneel (behalwe 'n kontroleur) wat langer as die gewone diensure moet werk, kan versoek dat 'n berig per telegram gestuur word dat hy na verloop van 'n totale tydperk van 12 uur diens (aan- en afboektyd ingesluit) afgelos word, en sodanige aflos word verskaf onderworpe aan die vereistes van die Diens

(2) 'n Lid van die lokomotiefpersoneel kan eis om afgelos te word sodra sy trein aankom op sy tuisdepot of op 'n buitedepot waar daar personeel beskikbaar is om hom aldus af te los, wanneer sy dienstydperk langer as 10 uur (aan- en afboektyd ingesluit) was

REGULATION 140

Substitute the following for paragraph (1)

(1) If a trainman is booked off duty at an out-station under the circumstances provided for in regulation 75 (4) (b), the following booking-off expenses at the hourly rate determined in regulation 130 shall be allowed

Period booked off	*Expenses payable*
Not exceeding five hours	Five hours at the appropriate hourly rate
Exceeding five hours, but not exceeding ten hours	Ten hours at the appropriate hourly rate
Exceeding ten hours	The actual period booked off duty at the appropriate hourly rate

No booking-off expenses shall be payable if a trainman is paid continuous time in terms of regulation 78 (6) although he is booked off duty between trips

Delete paragraphs (2) and (6) and renumber paragraphs (3), (4) and (5) to (2), (3) and (4) respectively

No R 2587 23 November 1979

The State President has, in terms of section 32 of the Railways and Harbours Service Act, 1960 (Act 22 of 1960), been pleased to approve of the South African Railways Staff Regulations, published in Government Notice R 1045 of 15 July 1960, as amended, being further amended as follows

SOUTH AFRICAN RAILWAYS

STAFF REGULATIONS

SCHEDULE OF AMENDMENT

(Operative from 12 September 1979)

REGULATION 22

Substitute the following for the introduction:

A servant may not without the written permission of a head of department or any other officer duly authorised by the General Manager—

REGULASIE 140

Vervang paragraaf (1) deur die volgende:

(1) As 'n lid van die treinpersoneel op 'n buitestasie afgeboek word in die omstandighede waarvoor daar in regulasie 75 (4) (b) voorsiening gemaak word, word die volgende afboekkoste toegestaan teen die uurlikse skaal soos bepaal in regulasie 130

Afboektydperk	*Koste betaalbaar*
Hoogstens vyf uur	Vyf uur teen die toepaslike uurlikse skaal
Langer as vyf uur, maar hoogstens tien uur	Tien uur teen die toepaslike uurlikse skaal
Langer as tien uur	Die werklike tydperk afgeboek teen die toepaslike uurlikse skaal

Geen afboekkoste word betaal nie as 'n lid van die treinpersoneel ingevolge regulasie 78 (6) vir ononderbroke tyd betaal word ofskoon hy tussen ritte van diens afgeboek word.

Skrap paragrawe (2) en (6) en hernommer paragrawe (3), (4) en (5) onderskeidelik na (2), (3) en (4)

No R 2587 23 November 1979

Dit het die Staatspresident behaag om kragtens artikel 32 van die Wet op Spoorweg- en Hawediens, 1960 (Wet 22 van 1960), goedkeuring daaraan te verleen dat die Personeelregulasies van die Suid-Afrikaanse Spoorwee, gepubliseer in Goewermentskennisgewing R. 1045 van 15 Julie 1960, soos gewysig, soos volg verder gewysig word·

SUID-AFRIKAANSE SPOORWEË

PERSONEELREGULASIES

WYSIGINGSLYS

(Van krag van 12 September 1979)

REGULASIE 22

Vervang die inleiding deur die volgende:

'n Dienaar mag nie sonder die skriftelike toestemming van 'n departementshoof of enige ander amptenaar wat behoorlik deur die Hoofbestuurder gemagtig is—

SAA hostesses' terms improve but still complaints

Star 25/11/80

9 APR 1979

The Cinderellas of Jan Smuts

In March this year The Star reported on poor working conditions and wage complaints of ground hostess staff working at Jan Smuts Airport. South African Airways management did not comment on the article, "The Cinderellas of Jan Smuts," until a later date when they tried to refute the complaints. Eight months later, The Star takes another look at staff conditions at the airport. TONY DAVIS reports.

The management of South African Airways is finally improving working conditions for ground hostesses following country-wide complaints about long hours, amenities and wages.

Senior ground hostesses from D F Malan Airport in Cape Town, Louis Botha in Durban and Jan Smuts Airport met in Johannesburg in July to discuss their outstanding grievances with SAA management

Major complaints were

- Long working hours with little compensatory time off,

ground hostess earned R5 544

Staff said they believed wage reviews were underway and expressed hopes of a double bonus at the end of the year.

A managerial firm was brought in to Jan Smuts to try to work out a normalised work routine for staff. They held meetings this year with ground hostesses

"Management bandied around a five percent increase for us but we rejected it," one ground hostess said.

SAA management will not talk to the Press about staff complaints A senior official told The Star it was policy not to comment about staff conditions and hostesses were warned this year not to talk to the Press

female employee must pay for the local flight if she wishes to take her husband, The Star was told.

Major complaints made by hostesses earlier this year concerned the lack of food facilities for staff and the lack of subsidised meals

Quality

In recent months, however, a staff cafeteria was built It is run by Airport Enterprises which has come under Press criticism for its standard of food and monopoly position at the airport

The staff now do pay less for meals but they still complain about the quality of the food.

There are only two washrooms at Jan Smuts to serve staff from all the

at work,

- Lack of staff facilities at airports,
- Low wages compared to staff working for other airlines, and
- Complaints about sick leave and time off

The hostesses were represented by the union body Salstaff and a list of 19 problem areas was drawn up for management to look into

Some of these points have already been settled, according to a senior Salstaff official who told The Star they would come up again for review in January

But ground hostesses at Jan Smuts Airport have complained that "positive" action has not yet been taken by SAA management, particularly in regard to working hours and wages.

Hazard

Many senior ground hostesses with five or more years experience have left their jobs, The Star was told.

Wages have always been a sore point for the staff. The starting annual salary for a ground hostess was R2 358 while a senior work a full week or more than 60 hours every other week in a two-shift system

The long working hours are an "occupational hazard," according to management, because of problems such as late flights, but staff disagree

Sexist

There was a proposal this year to introduce a three-shift system which was tried out with supervisors at international checkpoints

"But we were told that if we wanted higher salaries we couldn't work less hours," one hostess said.

Another standard complaint by staff concerns holidays and sick leave Sick leave is taken off holiday time and if staff do not produce a note from railway doctors who do examinations they receive only part of their salary

SAA staff do enjoy travel discounts on the airline and railways but reject what they call a "sexist" policy regarding complimentary air fares

Staff receive a complimentary internal ticket once a year But while a male employee can take his family for free, a airlines at the building.

Renovations were finally made to the staff lounge, although hostesses still complain there is no ventilation

Confident

A new lounge was recently installed for ground hostesses working at the airbus section, though they were warned this privilege would be taken away if they made too much use of the room

Another "positive" step taken by management, ground hostesses say, was the introduction of a new bus service to take staff home.

The Salstaff spokesman said they were confident management was now actively concerned in acting on staff complaints at Jan Smuts

"Management has told us they will look into wages. As a staff association we feel something is being done and the hostesses are supporting it," he said.

"We find there is more talk about improvements than there is action," one ground hostess told The Star "But at least they are finally talking about it"

Pilot shortage looms over salaries

Argus 5/12/79

270

Argus Correspondent

JOHANNESBURG — South African pilots are unhappy with their pay and their long working hours, caused by a big increase in the demand for air transport.

They claim that unless they are paid more soon, the threatened shortage of fliers in this country will arrive quicker than anticipated.

They say they have been given a raw deal for years, and some have even welcomed the possible shortage as a heralding of higher salaries.

'We hope the shortage increases, so that airlines will have to put up our salaries,' said a pilot for Comair, a private airline.

'We get paid according to the number of kilometres we fly a month, and even though this is higher lately with the demand for air travel, it is not enough. It is easier for us to give up flying and go into jobs divorced from airlines and aviation.'

TRAINING

A pilot for Magnum Airlines, who did not want to be named, said his airline was spending a lot of money on training, but not enough on paying the pilots

Other pilots said they believed South African fliers were among the worst paid in the world

A spokesman for Comair said: 'South African Airways pilots are known to be unhappy with their salaries. They are not paid as much as other airline pilots.

'Salaries through the rest of the aviation industry are scaled accordingly, but pilots should remember that airlines operate on thin profit margins.

'RESTRICTED'

'In spite of the shortage which is developing, the industry simply cannot afford to pay much more, being restricted by the high cost of fuel, aircraft and maintenance work.'

A spokesman for Magnum said: 'We are doing our best within the confines of our restricted viability.

'Our pilots get paid from R8 200 a year, for less than 1 000 hours' experience, to R25 000 a year for senior pilots.

'A pilot who is 28 years old, with about 5 000 hours, can earn up to R13 800 a year, including a subsistence and travel allowance.'

GONE UP

Mr Graeme Conlyn, president of the Commercial Aviation Association, said: 'About 18 months ago pilots were badly paid. But lately salaries have gone up and our pilots are pretty well paid for their experience.

'They must remember that they are living in a competitive and costly industry, and airlines have a limited viability.

'If their salaries were upped considerably and airlines went out of business because of this, where would they go then?'

Blacks might fly for SAA

RDM 13/12/79

270

Staff Reporter

SOUTH African Airways will consider applications from black, Indian and coloured prospective pilots if they are sufficiently qualified, a spokesman said yesterday

His announcement follows earlier disclosures by the South African Air Force — where SAA draws most of its pilots — that blacks would not be stopped from applying to become pilots

An Air Force spokesman said applicants had to be South African citizens between the ages of 17 and 24 with Standard 10 with mathematics, English and Afrikaans as subjects

This is not new policy for the Air Force, but it is the first time it has been interpreted to mean applications would not be rejected purely on racial grounds

The SAA spokesman emphasised that SAA's pilots had to be extremely proficient — having undergone "ad-initial training" — before they were even considered for flight training with the airline

A survey of other airlines operating services in South Africa revealed that none — with the exceptions of Air Malawi and Lesotho Air — have black pilots

landlocked country doing … the first place? The answer from the company, which has heavy Swazi Government backing is· "Trade follows the flag "

F.M. 14/12/79 (270)

FM 14/12/79

RAILWAYS

Aiming at goals

If SAR & H didn't know where it was going before, it certainly does now The bible for the new look in Railways management style is a 40-page handbook, "A Guide to Goal-Oriented Management," compiled by two publicity-shy engineers

Since July, the entire management team, an estimated 20 000 employees from first level supervisor to general manager, has been undergoing a review which is redefining jobs and restructuring the organisation chart

Every management job is being examined, its functions and areas of responsibility defined, and measurable criteria identified for monitoring performance The object? To develop "effective entrepreneurial skills in the higher ranks of management and efficient operational skills in the lower ranks "

The scheme goes well with the Railways' new policy of putting more emphasis on merit rather than length of service as a basis for promotion

"We were assigned to the project in March this year," says one of the compilers "After studying the literature and the systems used by large private oganisations, we realised that the SAR is unique and that we had to develop our own package "

Their plan was accepted by top management four months later and the first phase should be operational by May 1980

GM Kobus Loubser says "It will allow everyone in the organisation to have his say on how the work should be done " The mammoth task of examining each job is done by the employees themselves, guided by 25 three-person teams trained under the guidance of Prof Grant Schutte from Unisa's School of Business Leadership

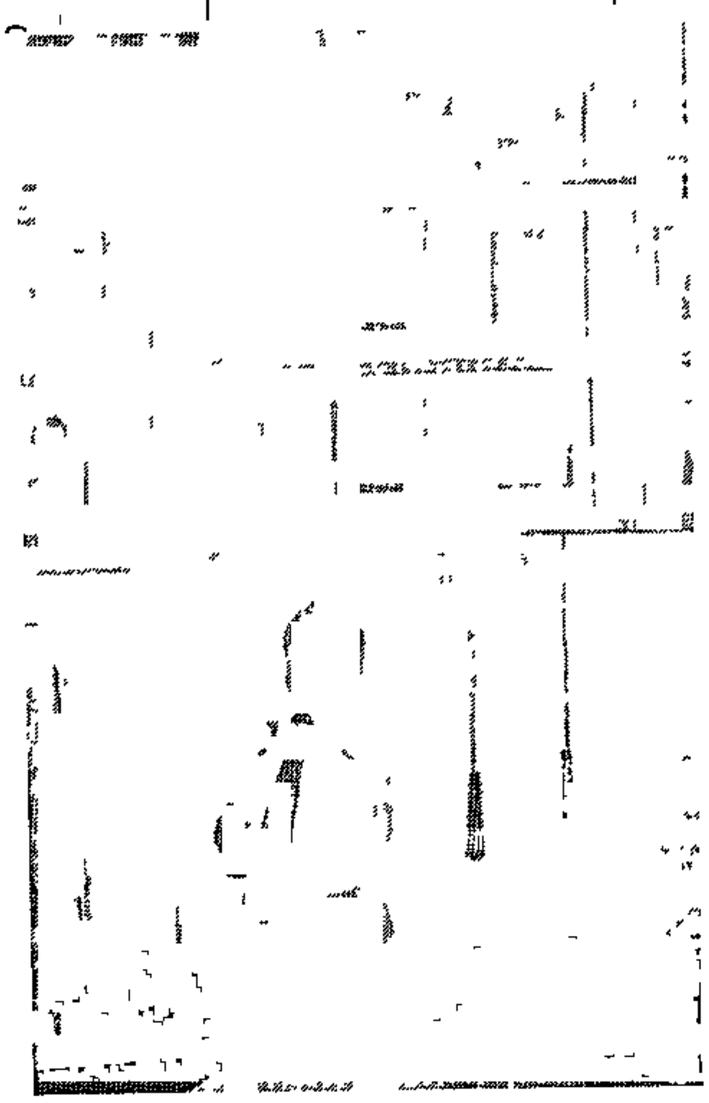
Unlike traditional job analysis techniques, in which the process starts at the top levels of management, and works down, the SAR's role identification starts at the bottom, and works up. This is done in a series of group discussions which require the presence of all levels of management of the department or section involved

The most junior manager begins and defines his job, his responsibilities, and his key performance areas, or those parts of the job most critical to its success and most subject to quantification

Discussion gets lively as peers and superiors throw in their sometimes conflicting ideas on what the job entails, and this has exposed areas of overlapping responsibilities or gaps where no responsibility has been assigned.

The group then goes on to establish fair, measurable performance levels for the incumbent, and then moves its attention to the job of his immediate superior The relatively free atmosphere encourages junior staff to question and comment on their jobs, and more than one senior manager has had his ideas set right by perceptive subordinates.

Says a Railways spokesman "It has shown us that many middle and senior managers have been doing work which should be done far down the line This has sometimes allowed us to restructure the system and more productively redeploy the energies of some of our senior managers "



Group discussion leader . . working from the bottom up

The function of the teams in these discussions is "to act merely as catalysts and ensure that the correct procedures are followed," says a spokesman "No-

ciency and senior managers on their effectiveness

This reflects the Railways' belief that junior managers operate in a relatively closed environment where outside forces have little effect on the attainment of their objectives Senior executives, on the other hand, are expected to grapple with a changing environment and to spend more time deciding on what to do than on executing the decision

Says a spokesman "It was for this reason that we felt that the traditional Management by Objectives system (MBO) was not suitable for assessment of senior staff In higher levels of management, where uncontrollable forces such as fuel prices can completely change a profit picture, MBO is unrealistic

"We do not judge a senior man on his financial objectives because the reason they are good or bad may be completely beyond his control He is assessed rather on how well he has planned for and coped with the environment in which he operates "

better than the people in it, so they are the ones who should decide on how to do their jobs"

Teams are therefore assigned on the basis of their ignorance of the function under review For example, a team made up of staff from a mechanical engineering section is guiding the analysis of the SAA commercial section, and a team from an electrical engineering section is helping with the analysis in a railways police department.

The scheme has spawned a number of interesting management definitions For example, efficiency is defined as the ability to do the job "right" and effectiveness is defined as doing the right job Junior managers are judged mainly on their effi-

14/12/79
FM.

270