PUBLIC SECTOR - Transport -

Labor

1-1-80 - 31-12 -80
MARINE superintendent and trouble-shooter for Zapata, Mr. Ron Mason (left) with Captain Klaus Maertsch and his charge, the tug-cum-supply vessel Dominion Service during her Durban repair spell in the Prince Edward graving dock.

Service praised

MARINE superintendent Ron Mason of the giant Zapata Marine Services of Houston, Texas, is the most recent foreign expert to have paid compliments to Durban's ship-repair facilities as being on par with the best in the world.

"Under my supervision, Zapata has been drydocking vessels around the world. I arrived here by air co-ordinate substantial work by Dobryl and about 20 sub-contractors on our Dominion Service.

"I can best describe what I encountered at Durban as a 'cultural shock'! Services were fantastic and efficient, quite unrivalled. Charges are very competitive. Until my visit to Durban I had forgotten what it's like to get first-class services," Mason, an Australian, told me.

Cmd. Capt. Klaus Maertsch, the 5000hp Dominion Service, put into Durban towing the American drill ship Chancellorsville between exploration sites off Brazil and India.

Using idle time while the Chancellorsville stopped for replenishment, discharge of redundant gear, loading of spares and minor voyage repairs, the Dominion Service went through a new load-line certificate, reclassification of both ships and propellers as an icebreaker, as well as her ballast tanks.

The rest of the contract handled by Dobryl through the tug's local agent, John T. Renne, involved a hull clean-up, replacement of tashaila stays, overhaul of engines, all electronics including alarm systems and the installation of modified stern towing rails and guides.

Captain Maertsch's first transatlantic drill ship tow was a pretty dramatic one a snapped cable just behind the winch, a parted tow wire on at least two occasions, a piston blow-out on the port engine, heavy seas with waves up to 6m high and a tremendous wind resistance from the Chancellorsville's drill derrick, which "converted the vessel into a sailing boat!"

"At times my tug was winding at full power, burning almost 30 tons of diesel a day when steering against the Agulhas Current," the master told me.

While the self-propelled Chancellorsville continued on her second lap to a position off Calcutta, the Dominion Service finished her work at Durban.

Being considerably faster than the clumsy drill ship, the tug was scheduled to catch up with her charge on route to resume her support-tow contract.

Although the ultimate decision lies with the Indian Government, Zapata were hoping to be granted a continuation of a nine-month service contract to the Chancellorsville.

Should it be signed, the Dominion Service's job would be to run the drill ship's eight 15-ton anchors to put her in position, followed by general support work.

Asked what he thought of South Africa's offshore exploration activities, Mr. Mason said, "Indications are that they are on the increase."

"If this country's expansion drive continues, Zapata will be the first to offer its services in offshore support and drill rigs. We'd love to work out here."

Zapata Marine Services own and operate 48 supply vessels of different sizes. The Dominion Service is one of four identical all-class icebreaking tugs featuring an ahead bollard pull of 95 tons.

In addition, the company owns a fleet of rigs worldwide.

Company sold

SEA Deliveries, the vehicle ferrying company established by Unicorn Lines during 1971 solely for coastwise operations, has been sold to a consortium of South Africa's major ferry interests.

Consequently, Unicorn's 4057 dwt ro-ro car ferry, the Mkuzo, which was bought from Japanese owners for about R3 million just over a year ago, will now be operating for that consortium.

The shipping house stressed that the Mkuzo - capacity 364 medium-sized cars in six decks - was still owned, manned and operated by them.

IN PORT

PORT - B/C Export Trade, C Newport, G Aegle Logie, L Adrianos, E/M SA Alphonse, M Spero, N Aegle Athenic, O R Coele, D/P Andre, F Red Cape, G Nedlloyd Fushimi

PIER 1 - 101 Silver Wind, 102 Korean Pearl, 103 Telamon, 104 Odyssey 10, 106 Bacull, 107 Nedlloyd Fraser

MAYDON WHARF 5/4 SA Shuteina, G Galacia, 7A Gambino, 8 Palli, 9 Mornacce, 10A Rogers Trader, 11 Raphaelina, 12C Serola, 15 Phoenix I

CONTAINER TERMINAL 108 Breede, 109 SA Sabundi, 201 Veremadale, 202 Christopher Lykes, S A Constantia, BLUFF - 1 Ville de Toulouse, 2 Asia Sambha

ISLAND VIEW 3 Cluden SHIP REPAIR JETTY Linde, Berg, Astigian, Tsiris BUOYS Conder GRAVING DOCK Evangelos Lemos DOBRYL Melina Tsirli

ARRIVALS Safereeem Weltvorden from Australia; Great Universe from West Africa, Iris from Colombo, Ocean Ace from Edith

DEPARTURES Adrianos, H Capelo and Armundale for East Coast, Christopher Lykes for USA, Telamon for Coast.
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Table II
SA faces air safety shortage

Delegates fly in for seminar

SA Today 20/30

1960. Commission

with Getting on South

nations (mercy)

In 1960, the Commission was established to investigate the causes of the shortage of qualified air safety personnel. The commission was chaired by the late Sir John Cramer, who had previously served as the chief advisor to the British government on air safety matters.

The commission found that the shortage was due to a variety of factors, including: 

- The rapid growth of the aviation industry, which had led to a surge in the demand for qualified personnel.
- The low salaries and poor working conditions in the industry, which made it difficult to attract and retain qualified personnel.
- The lack of training and development opportunities for current personnel.
- The lack of recognition and respect for the profession, which made it difficult to attract and retain qualified personnel.

The commission recommended several measures to address the shortage, including: 

- Improving the working conditions and salaries in the industry.
- Increasing the training and development opportunities for current personnel.
- Improving the recognition and respect for the profession.
- Increasing the attractiveness of the industry for young people.

The government accepted the commission's recommendations and implemented them, leading to a significant improvement in the air safety situation in South Africa.
South African Railways and Harbours Sick Fund

Mr N B WOOD asked the Minister of Transport Affairs

1. What was the amount of the subsidy paid to the South African Railways and Harbours Sick Fund during 1978-79?

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) Blacks?

The MINISTER OF TRANSPORT AND FAIRS

1. R19 976 787
2. (a) R1 542 395
   (b) R2 200 359
3. (a) 152 991
   (b) 227 032
4. Yes
   (a) 24 463
   (b) 1 833
   (c) 124 365
This would represent a shift of 10% of bank deposits — roughly $70 billion — out of the Fed’s control. In the early Seventies, the Fed controlled 85% of the nation’s bank deposits. Today, that percentage is 70%. And, if this year’s defections take place, the Fed will have a handle on only 64%.

Like Alice in Wonderland, Volcker finds himself running harder and harder just to stay even with his tasks. The new money supply measures, he says, will help the Fed keep better track of cash and credit movements in the economy. Even Euro-dollar deposits will be under close scrutiny for the first time, as will the deposits and reserves of non-bank institutions such as building societies and credit unions.

But Volcker confessed he did not know how long the US consumer would continue to fuel inflation. Nor could he say how and when the Fed would move to end the credit binge that is the cause of it all.

RAILWAYS PAY

Out of steam

The Supreme Court recently squashed hopes of a long-awaited pay increase for some railwaymen. The case put SA’s regulations on arbitration of disputes to the test and has important implications for railwaymen, who are prohibited from striking.

Late in 1978 the Footplate Staff Association, a railway union, took the SAR to an arbitration tribunal on a pay dispute. The union wanted a 15½% pay increase, as opposed to the SAR’s offer of 10%. The only recourse railway workers and civil servants have when negotiations are deadlocked is compulsory arbitration.

The tribunal turned down the union’s claim, which then appealed against the findings. This is the first time a railway union has taken a dispute further than arbitration.

The union argued only directly relevant factors should have been considered by the tribunal, such as the SAR’s ability to pay. Some of the factors taken into account, such as the pay claim implying rises for all civil servants, and adversely affecting the economy as a whole, were irrelevant, argued the union.

However, the Supreme Court ruled it could not find fault with the tribunal’s decision and all reasons given for turning down the claim were valid.

Says the general secretary of the union, Piet Roodt: “At the moment we are considering the appeal. And the Federal Consultative Council of Railway Staff Associations will also be holding a meeting to consider the case and the implications.”

The Footplate Staff Association took the dispute further partly to test SA legislation on arbitration. So it was important to all railway unions, which were looking to this case for clarification on the arbitration mechanism.

But the case has confirmed what unions have been saying all along about compulsory arbitration. That is, says Roodt, “it confirms we don’t stand much chance of success under the arbitration procedure.” Not having the right to strike makes the unions fairly impotent.

Roodt says they are now looking at alternatives to arbitration. For instance, they are investigating the possibility of going to the Industrial Court. But the use of some alternative will require an amendment to the Railways and Services Act which unequivocally says arbitration.

![Railways pay: trouble on the tracks](image)

is the only way out of a deadlock.

Meanwhile, the seven railway unions have put in pay claims this year for 15½% and more. But unions fear the SAR will use the one-month salary bonus scheme, introduced last year, as a reason to cut back on the claims. The scheme is said to represent a 5½% increase. In addition, recent claims by cabinet ministers that government coffers are not overflowing and that the public must not expect too much from government, are also worrying them.
Railway Police: rate of pay

240 Mr. D J N MALCOMESS asked the Minister of Transport Affairs

(1) What is the rate of pay of a Railway Police (a) constable and (b) sergeant

(2) What was the average overtime earned by a Railway Police constable during the latest period for which figures are available?

The MINISTER OF TRANSPORT AFFAIRS

(1) (a) R2 748 - R3 357 - R3 660 -
R4 272 - R4 575 - R5 187 -
R5 493 - R5 796 - R6 099 -
R6 483 per annum

(b) R6 861 - R7 320 per annum

(2) Out of a staff establishment of 1,633 units 36 constables worked overtime during the period October to December 1979. The average individual overtime earnings amounted to R256.24
### Diseases of the Digestive System

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**PREVOST - Support for Railmen to strike right away from there on...**

The consultative committee for the construction of the new railway was called for an investigation into the matter. The Federal Council of the Royal Canadian Parliament has appointed a committee to review the motives and findings of the investigation.

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**2/12/80 DAILY DISPATCH**

Railmen want to strike away from there on. The government has passed a new law that makes it illegal to strike. The unions have called for an investigation into the matter. The Federal Council of the Royal Canadian Parliament has appointed a committee to review the motives and findings of the investigation.
Five more unions may quit Saclaa

By RIAAN DE VILLIERS
Labour Correspondent

FIVE more trade unions may follow the SA Association of Municipal Employees out of the SA Confederation of Labour.

They are the five railways staff associations still affiliated to the confederation with a joint membership of about 50,000.

Indications are that the rightwing faction led by Mr. Arno Paulus, militant secretary of the Mineworkers' Union, is prepared to drive out all moderate unions in its bid to gain control of the confederation and turn it against Government labour reforms.

Unions and observers believe the break-up of the strife-torn body is inevitable.

At the same time a new co-ordinating body for moderate white unions has become according to several leading unionists, a "distinct possibility."

The impending realignment among the white unions was cautiously welcomed by the Government yesterday.

The Minister of Manpower Utilisation, Mr. Fanie Botha, said it meant much greater support in trade union ranks for the Government's labour reforms.

The warning that the five railways unions could follow the 41,000-strong SAAME out of the confederation came from Mr. Brain Currie, chairman of the Federated Consulting Council of Railways Staff Associations and president of the Salaried Staff Association.

Commenting on SAAME's sudden withdrawal earlier this week, Mr. Currie said: "I would have thought the radical element should have been removed, leaving us a more moderate body."

"But SAAME's withdrawal leaves us in a weaker position to contend with the radical element and the possibility cannot be discarded that we will pull out."

Firmly aligning the railways unions with the moderate camp, Mr. Currie said he expected all five to oppose the controversial Paulus report which has triggered off the present crisis.

All would probably withdraw if the report, which urges the confederation to revert to complete opposition to Government labour reforms, was accepted.

"I think other unions will join us," he said.

"Alternatively, if by some miracle the confederation is rid of its radical element, others could possibly be induced back to it in a new form."
Removal of race bars would ease driver shortage

Municipal Reporter

One way to beat the present and expected shortage of drivers on the Port Department would be to employ drivers of mixed race, it was suggested last night.

$50,000 grant to University

Municipal Reporter

Despite protests from the Opposition, the councillors in the Council agreed to a $50,000 grant for a Chair in Municipal Government and Urban Planning at the University of Pretoria.

Mr. N. M. H. M. M., the Chair of the Port Department, said the report of the grants committee had been investigated and would be submitted to the Council for approval.

The grant would be used to improve the education of municipal staff and to support research into municipal issues.

The farm and working in the town is le, even if jobs are available, so the the choice of working for the farmer l. They are a captive labour force is wife) and this is reflected in wage ably lower even than those of most particularly those employing relatively liness of the women to work in the irement of the farmer in taking on men with larger male labour forces, there the women, even at wage rates as low The farmer's wife employs two ook and clean and perhaps two more ron, and any other women on the farm more lucrative work than, say, cleaning it for a few hours.

Work done, hours worked per week, cash d for 57 women workers is listed

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The driver's assistant on the goods train, Mr. Kevin Milne, had his arm torn off in the collision. He was taken to a Hospital in Pretoria where he is reported to be in a serious condition. The drivers' assistant, Mr. J. Grobler, was knocked unconscious. Two passengers, a woman and a child, sustained injuries and were hospitalised.

Repair crews from Durban and Pietermaritzburg were sent to the scene with a 75-ton crane to lift the wreckage from the twisted tracks.

A railways official said he expected the lines to be cleared in early today. A full bus service has been introduced to relay commuters past the blocked section.

A commission of inquiry has been appointed to investigate the accident.
Man loses arm in train crash

PIETERMARITZBURG — A driver’s assistant on a goods train lost an arm when his train collided with an empty passenger train at Umhlas Road at the weekend.

Mr Kevin Milne, was taken to Grey’s Hospital here where he was reported to be in a satisfactory condition.

Two other men, drivers Mr L. Jonk and Mr C Grobler, were also taken to the hospital but were discharged after being treated for bruises and shock.

The accident apparently occurred when the goods train ploughed into the side of the passenger train, tearing up both Durban-to-Johannesburg lines and scattering debris over several hundred metres.

The unit in which Mr Milne was travelling and another two units were derailed and ploughed almost windscreens deep into the ground before slowing to a halt.

Repair crews from Durban and Pietermaritzburg were sent to the scene and worked with a 75-ton crane to clear the lines.
Railways inquiry into R1 000 000 accident

THE Railways has launched a full inquiry into the accident in which an employee lost an arm when a goods train ploughed into the side of an empty passenger train on the main Durban-Johannesburg line at the weekend.

We have no idea of the cause of the accident but to look into it as a matter of priority, the assistant system manager of the Railways, Mr B. Heckrodt, said yesterday.

He estimated damage at more than R1 000 000.

The accident happened early on Saturday at a crossing near Umlas Road station.
Railmen’s pay up as train, air fares soar

Hugh Leggatt, Political Correspondent

THE ASSEMBLY — Soaring increases worth R261-million in rail and air fares, freight rates, and other services were announced by the Minister of Transport, Mr Heunis, today.

While rail users took a body blow, rail workers were handed R285-million in wages, salaries, bonuses and pensions.

First and second class rail fares will go up on April 1 by 15 percent, and third class by 10 percent.

Domestic air fares go up by 20 percent on the same day.

Freight rates go up an average of 13 percent.

By Harvey Thomas

Reef motorists face another fuel increase

The price of petrol and diesel on the Rand will probably be increased again — by very little — as a result of increased railway transportation costs.

Oil industry sources said today that the industry would be unable to absorb the extra transportation rates for petrol and diesel announced in the Railway budget.

The Government proposes to increase the price of transporting fuel inland by 3.8 percent for petrol and 4.1 percent for diesel.

Sources say that if the expected application to the Government for higher prices at the pumps is approved, the increase will be marginal — about 82c a litre.

They add that the industry works to very tight margins.

Assembly this afternoon, the new Minister of Transport said he had no choice but to increase tariffs from April 1 to balance his books.

He reckoned on revenue of R4 028-million plus financial year and expenditure of R4 365-million, leaving a shortfall of R357 45-million.

The proposed tariff increases would yield an extra R361-million in revenue to convert the shortfall to a surplus of about R355-million.

Announcing the pay increase for 263 666 staff, Mr Heunis said that after years of sacrifice on their part it was time "to pay the piper his due."

It had been decided to abolish the holiday bonus and to grant a service bonus from April and thereafter annually at a rate onetwelfth of a trainman's annual basic salary.

The bonus would cost an extra R87-million a year.

The Minister also announced an increase in pensions for railwaymen of 10 percent from April 1.

Dealing with the rates increases, the Minister said that in line with the Department's policy of holding the level of rates closer to costs, he was introducing a differentiated tariff increase.

Because cost coverage on third class travel was considerably better than on first and second class travel, the increase in third class fares was only 10 percent compared with 15 percent for other classes.

Blue Train fares would increase on average by about 25 percent.

The increases are:

- Rates for mail and parcels traffic up by 15 percent.
- High-rated goods traffic up average 13.7 percent.
- Low-rated goods traffic up average of 12.5 percent.
- Tariff classes for...
the pay and rail fares up go the Disco Dancing Their way to Europe.
the new Minister of Transport, Mr Chris Heunis.

...But the good news for South Africa's 270 000 railwaymen is pay increases - 17% for blacks and 12.7% for whites.

...All this would cost R365-million, said the Minister.

...His announcement drew immediate criticism from Opposition spokesmen who accused him of "punishing commuters" and giving a shove to inflation.

...It also drew angry reaction from the public, consumer specialists and trade union leaders who claimed it would have two drastic repercussions:

...The increases would load the already overburdened needy - black and white - and would, in turn, lead to further increases in all commodities carried by the Railways.

The Progressive Federal Party's Mr Rupert Lommer said the Railway Budget placed "unnecessary additional burdens" on the South African community, while the New Republic Party's Mr George Bartlett, who said they were the biggest tariff increases in South Africa's history, called Mr Heunis the "Minister of Inflation".

In his budget speech, Mr Heunis had good news for the 153 839 blacks and 114 856 whites working for the Railways when he announced a R365-million increase in salaries, pensions and bonuses.

Black salaries will increase by 17.5%, coloured and Indian salaries by 15% and white salaries will go up by 12.7% on April 1.

Mr Heunis said the increases for black employees were higher, percentage-wise, than for whites because this was "in line with the Government's policy of narrowing the wage gap between whites and non-whites."

...The holiday bonus paid to Railways employees had been abolished and a service bonus, which will be one-twelfth of an annual salary, will apply from April 1 and it will be pensionable.

...In addition to the pension increases announced in July, Mr Heunis said Railways pensions would increase by 10%.

...While there was good news for SAR employees, the budget was bad news for consumers:

...Virtually everything, other than container rates between Cape Town (down 20%), East London and Port Elizabeth (which remain the same), is to cost more.

In detail, up go:

- Train fares - first and second class 15%, third class 10%.
- Aircraft - domestic fares 20%, airfreight 20%.
- Mail and parcels 20%.
- High-rated goods - 13.7% average.
- Low-rated traffic - 12.8%.
- Basic food stuff - 12.2% average.
- Livestock - all up 10%.
- Fuel transport - petrol 3.8%, diesel 4.1%.
- Containers - between Durban and Johannesburg - 3.1% (this applies to import and local traffic), export and empty containers up between 10 and 12.5%.
- Catering - meals and edibles increased on average by 17% but, in total, catering services are up by 5.1%.
- Road transport - third and first class fares up by 12.7% average, goods and parcel 15%, mail 20%, livestock, milk and cream 12.5% average Average for all road transport services - up 13.5%
- Harbours (averages) - port dues 18%, tug charges 18.7%, wharf and floating crane charges 22.5%, light dues 7.1%.

Average increase in revenue from all harbour charges is about 4.5%.

Breakfast Quip:

"The Nats are becoming second rate as predictors of election results."

New rail link with the city:

IN the wake of criticism by the Cillie Commission of the train services in Soveto, the Railways yesterday announced steps to alleviate congestion and to construct a R20 600 000 circular commuter service from Soveto to Johannesburg.

In his report on the 1976 riots, Mr Justice P M Cillie said that among complaints investigated by the commission were allegations that there were not enough trains and that passengers had to travel on the roof of carriages.

* See Page 5
Building orders peak

WORLDWIDE shipbuilding orders have reached the highest tonnage for five years. The good news — contained in the latest returns from Lloyd's Register of Shipping — comes after last year's poor construction output, the lowest in 12 years.

At present, the total order book stands at 29.3 million tons gross and includes 17 million tons of new orders placed last year, with a rise of 1.6 million tons in the final quarter.

Fifty-five percent of the tonnage on order is scheduled for delivery by the end of this year.

In terms of tonnage completed, the builders' output has fallen from a peak of 34.2 million tons recorded during 1975 to about 14 million tons in 1979.

Japan still maintains its lead among the world's shipbuilding nations with orders for 9.3 million tons. It received new orders for 1.5 million tons last year.

The next six countries, with total orders in million tons, are Brazil (3.5), Poland (1.7), United States (1.6), Spain (1.5), South Korea (1.3) and France (1).

Nations showing improved order books, in addition to Japan, include Brazil, Spain, South Korea, Sweden, West Germany, Yugoslavia, Taiwan, Denmark, Italy and Belgium.

Britain's largely State-owned shipbuilding industry — once among the leaders in the construction of merchant tonnage — recorded a drop in orders as did Poland, the United States, France, Finland and Norway.

Detention surcharge

THE Bank Line of London is to reduce its port detention surcharge at Buenaventura, on the west coast of Colombia, in its service between southern Africa and the west coast of South America.

In a notice to shippers, the line's general agents, John T. Rennie and Sons, stated that there had been some improvement in the congestion prevailing at Buenaventura, although this had by no means been eliminated.

Because of this the port detention surcharge of 15 US dollars a freight ton would be reduced to nine US dollars a freight ton, starting with shipments loaded on Bank Line's next vessel, the Fenbank, which is due to begin loading at Durban on March 17.
Railmen must shun doctor they prefer

White railway workers at three North Coast stations are angry at a new ruling that they should continue using the services of a local Indian doctor in Verulam and instead travel 30 km to 40 km to a white doctor at Umbiel. About 39 workers from Verulam, Umbiel and Officiant have made written representations to the Railways Board complaining about the new ruling.

**DAY AND NIGHT**
One of the workers said that he had been allowed to see the Indian doctor more than four years ago. He was very happy with him.

"We know him personally and regard him as a very good doctor. He is also available the whole day and at any part of the night."

"I don't see why we should pay the difference of 30 km and 40 km to see a doctor in Umbiel," he said.

He said most railway workers and their families from Officiant and Verulam would be represented. They had to travel 30 km to Umbiel to visit the new doctor.

**COST RISE**
"If I have to go to Umbiel, it will cost me almost R5 a month and I can't afford it. I don't have to take off time, but I can't afford to pay for it," he said.

"Our doctor is on a salary, throw away another doctor."

"The new railway ruling is all a nonsense," he said.

Another worker said while the rail fund board had asked white men to visit the Indian doctor and pay for it, it still applied to him to attend to non-whites.

A spokesman for the board said that a board had been appointed from December 1, 1979 to alter white railway employees and the Indian doctor in Verulam to attend non-whites.
Rail fund rejects Indian doctor

by ORNA DIOO

WHITE Railways workers are incensed at an instruction that they should consult a white doctor 30 km to 40 km away from their homes instead of an Indian doctor who has served them for several years.

The Indian doctor in Verulam, Natal, had been on the panel of the Railways sick fund for 15 years and had been treating both white and black railwaymen who lived in the Verulam and Mount Edgecombe complex.

Last year the sick fund advertised for a doctor to look after white railwaymen in the district. The Indian doctor applied, but was later told that his application was not successful.

He was advised that he could treat white Railways workers in his district, but the sick fund would not pay his fees. He is allowed to treat black railwaymen.

The sick fund board appointed a white doctor at Umbali to look after the health of white railwaymen.

Understanding

One of them told the Sunday Times yesterday:

"He's a very good doctor and we built up a wonderful relationship with him. He was always fund and understanding and gave us the best possible treatment.

"He is virtually on our doorstep and is available at any time of night or day. He has become our family doctor."

The worker said that apart from the inconvenience of travelling to Umbali to consult the white doctor on the panel, he would have to travel by car, spending about R5 on petrol.

A spokesman for the sick fund confirmed complaints had been received from the workers and a committee had been appointed to visit the protesting workers on Tuesday to explain the policy of the board.
Feast or famine problems for employers

By GEORGE YOUNG
Shipping Editor

FEASTS and famines which characterize work at the general cargo wharves in the docks create numerous problems both for the railways and private employers.

The problem is what to do with the staff when berths are empty, and where to find efficient casual labour when the ships load up. There was a fair flow of traffic last week but there was little happening yesterday.

It is imperative that the railways have on tap adequate trained crane drivers to facilitate provision of eight units to a ship, but when there are long spells without ships these men are idle. And for the casual workers, the situation is even worse, as the docks have long since ceased to be the happy hunting ground for the unhappy unemployed.

This is a worldwide phenomenon associated with the changed technique of cargo handling. The boxing of goods, and stowing in ships which carry 40,000 tons at a single lift, has literally put the traditional cargoship off the sea.

Sections closed

The port of London has seen whole sections closed permanently and Liverpool and Glasgow, which for generations plied out cargoes to South Africa, see only a trickle now. Unemployment is formidable and getting worse.

Importers recognize that the cost of sea transport has snowballed consistently with the evolution to containers, but it is certain that without new vogues costs would have been appreciably higher because labour intensive quayside working in an age of ever higher wages make for most costly working.

The recent hike in railway tariffs inevitably means that dock charges also are affected and these have predictably been passed on by the shipping lines to their clients. A big container, which formerly cost £100 to lift, will from next month cost £75. When a ship handles 2,000 of them, this is good money for the administration.

In the final analysis, the takings of the ports have not been seriously influenced by the decline in occupancy of conventional quays because there has been a greater use of the container facilities and revenue from these has compensated. In addition, ships with both box and breakbulk have to be shunted from one wharf to the next and this constitutes easy revenue for the tag and berthing services.

Moves at night

Some ships use tags and berthing staffs four times in the course of a single visit. Tag does alone run to about E3,000, particularly when the moves are at night when the second tug is on overtime.

The provision of the container facilities have involved enormous capital investment, but this is assured of being paid for within a decade or so, particularly if the volume of business improves.

There is only one sore point in the harbour now - the continuing practice of discharging crude and loading white oil tankers in the Duncan Dock.

It does appear obvious that it will take a serious accident to precipitate a change in this practice. For familiarity has produced substantial contempt for the dangers inherent when volatile cargoes are handled among other ships.

German newcomer riding light

THE German outfit, Maritime Carrier Services (Mais), which has come on the non-conference service formerly plied by the Portuguese managed CTM, will need to find more cargo if it hopes to weather the economic storms along the sea lanes.

The Consolmar, which was in Cape Town this week on its first trip, was riding light, had little cargo for Cape Town, and has little more for the rest of the coastal run. But she may pick up something worthwhile northbound, although the time and cost factors of loading breakbulk may eat deeply into revenue.

The final Portuguese carrier, Bernardino Correa, has now loaded
The Germans have taken over most of the Portuguese agency infrastructure in South Africa.

By using ships not much different from the Portuguese, and plying the very route on which the Portuguese lost tens of thousands, the Germans will need to do their homework assiduously.

HARBOUR LOG:

IN PORT YESTERDAY:

EXPECTED:
Al Daher al Arabi, 21, sea (Cotte)
Alexandroupolis, 26, coast (Grindrod)
Athina 23, coast (Grindrod)
Argo 21, coast (FMS)
Austral Pict, 19, coast (Rowan)
Midas 22, Welva Bay (Grindrod)
Breez 23, coast (Grindrod)
Eft Brugge, 23, coast (FMS)

Europe 21, coast (FMS)
European Express, 26, coast (Kings)
Export Ambassador, 1, US (Rowan)
Florida 20, coast (Grindrod)
Grand Verdun 20, Sea
Gulf Bunker 28 US (Reineke)
Harmony, 28, Europe (Berrendonk)
Hellenic Delilah, 21, Europe (Kings)
Helene Pinnace, 22, coast (Kings)
Hellenic Sea 20, coast (Kings)
Hesperus 26, S Africa (Grindrod)
Hugo Oldendorff, 23, USA (FMS)
Irasc, 20, UK (Blue Steel)
Kolmar 26, Europe (Transatlantic)
Lancashire, 25, coast (FMS)
Marmocarpas, 20, coast (FMS)
Nancy Lykes, 21, USA (Rowan)
Nedloyd Kristian 26, US (Nedloyd)
Nedloyd Seda 28 coast (Nedloyd)
Nedloyd Irene 20, W Coast (Nedloyd)
Rotterdam, 22, coast (Nedloyd)
Salcombe Weltendeiner, 29, coast (Nedloyd)
SA Hugomort, 23, coast (FMS)
SA Soeterberg, 21, UK (FMS)
SA Vloetolimp, 23, coast (FMS)
Tonskop, 19, coast (Nedloyd)

For latest information w 93 2160
Two die as train leaves rails

Argus Bureau

PORT ELIZABETH — The driver and guard of a train were killed last night in a derailment near Joubertina in the Langkloof.

Railway police and workers were today clearing and investigating wreckage at the scene.

The stroke of the train, which was carrying fruit from Port Elizabeth to Joubertina, was badly burnt.

Those killed were the driver, Mr J H van der Merwe, 33, of Athlone Street, Mount Pleasant, and the guard Mr K C Streydon, 30, of Pikkewyn Flats, in Alna Park, both of Port Elizabeth. Mr van der Merwe was married with four young children and Mr Streydon married with one child.

HOSPITAL

The stroke Mr M G Clarke of Brukmakers Kloof, was first taken to the Joubertina Provincial Hospital, but during the night was transferred to Port Elizabeth Provincial Hospital by ambulance. His condition was today described as 'not serious'.

The system manager for the Cape Midlands, Mr B J Lessing said the train was derailed at 7.50 pm on a mountainous down-grade about three kilometres from Joubertina. He said the locomotive and one to eight trucks loaded with fruit had fallen down an embankment. He expected damage to be extensive.

He said the cause of the derailment was not known.
John Kgbungu, Mr Lucas Bokwalo, Mr John Pearce (the traffic department chief) and Mr John Pearce (the traffic department chief) and a

The three black drivers who were presented with cheques and bronze plates at the fun

By LEONARD NASIKO

awarded

Top SAR

Post, Thursday, March 24, 1978

Post, Thursday, March 24, 1978
GROUP LIFE

Misunderstanding

Are railway workers getting a raw deal? Is legislation needed to protect the public against "a glaring iniquity" in the life assurance industry?

Reports in last Sunday's press that "several hundred thousand South Africans face severe hardship and even financial disaster" call for a clear answer once and for all. This time it is the railway workers, on previous occasions it was policemen and airmen, and their families, who were said to be suffering.

The problem lies in the very nature of voluntary group life schemes, about which there is considerable ignorance. Most of these schemes have been underwritten by Sanlam, so the FM asked GM Pierre Steyn to comment. Other life offices to which the FM spoke endorsed Sanlam's views.

"There is a fundamental difference," Steyn points out, "between group life schemes and ordinary life assurance. In the case of the former, premiums are cut to the bone, i.e. they should be merely enough to meet death claims and administration costs each year, and therefore they are calculated completely differently from the way in which ordinary life assurance premiums are calculated. And, of course, they are much cheaper.

"While ordinary life assurance policies have premium guarantees that prohibit a life office increasing premiums for an existing policy, the same is not true for group life assurance. Should the experience warrant it, a life office underwriting a group life scheme has the right to increase the premiums, or to revise other details of the scheme, at periodic intervals."

In many ways, therefore, voluntary group life is similar to short-term insurance, such as household, motor or fire.

Premiums are calculated to be equal to the expected claims and administration costs, plus profit.

A member enjoys cover in return for the premiums he pays while the policy is in force. He does not receive a refund of premium if there is no claim.

The insurance company retains the right to vary the terms for future cover.

There is also a significant difference between compulsory and voluntary group life schemes. The latter are usually more expensive because people like to experience sub-normal mortality rates are more likely to join than people in good health. Commission and other administration costs are incurred in canvassing people to join, and, employers often pay part of the contributions under a compulsory scheme, while the assured must bear the total cost under a voluntary scheme.

While compulsory group life schemes are widely used by employers in the private sector, the voluntary schemes have been mainly for the public sector. At present, Sanlam underwrites nine voluntary schemes covering 65,000 members for a total sum assured of R1.4bn.

Adjustments made

Last year, the schemes for the Navy and Air Force were terminated following the introduction of the government scheme for the Defence Force. The Public Servants Association scheme was adjusted on October 1, 1979. Prior to that, Steyn says, the last major change was in respect of the scheme for salaried staff of the SAR & H in June 1977.

"Of course changes were not in one way only — several changes bringing about improvements in these schemes also came about in recent years, eg at times the rate for younger members was reduced, additional benefits were added, the amount of death cover without proof of insurability was increased, and just very recently benefits under the scheme for teachers were improved."

Explaining why it was necessary to reduce the benefits of older members and especially those retiring, Steyn said that originally all members paid a uniform premium rate irrespective of age (which, of course, is not the case in ordinary life assurance). Thus older members were generally heavily subsidised by the younger, and this, in turn, required a regular flow of new younger members. Due to changes in the insurance market, new competitive products became an attraction to younger members "who were naturally not compelled to join or remain in the scheme."

Members advised

It has been suggested that Sanlam was at fault in not explaining all this adequately to members. Sanlam advises all new members, and members who increase benefits, that these schemes are subject to change. Also, each scheme has a Board of Trustees which informs members via its official publications of changes. But, the trouble is probably that the explanations have been given in too technical language for the less educated to be able to grasp the implications.

Since no-one is likely to start any more of these schemes, legislation now would be shutting the gate after the horse has got out. But Sanlam should make sure that the 65,000 members of existing schemes understand their limitations.
Plain rail link ready in 3 months

Staff Report

THE long-awaited Rand rail link between Cape Town and Mitchell's Plain is progressing smoothly and is expected to be in full operation by the end of June. Train fares have already been decided on.

The railway line, which extends from Nyanga station, has four stations which have been named Philippa, Leondgeur, Mitchell's Plain and Strandfontein.

An SAR spokesman said a train journey from Cape Town to Mitchell's Plain would take 45 minutes on average.

The train fares will be:

- A first-class return ticket — R1,30 and a third-class return ticket — 46 cents.
- A first-class weekly ticket — R5,95 and a third-class weekly ticket — R1,71.
- A first-class monthly ticket — R17,75 and a third-class monthly ticket — R5,94.

A third-class worker’s weekly ticket will cost R1,30.

The two main routes will be from Cape Town via Pinelands and Maitland and from Cape Town via Eyeland.

The routes will have 41 trains. Train services will be increased during peak hours.

The general foreman of the construction company building the railway stations, Mr. Buster Dyerter, said he was confident they would meet the June deadline.

In the Mitchell’s Plain station rate 290 workers are employed and Mr. Dyerter said the project cost "over R2 million." The tracks from Nyanga to Strandfontein have already been laid.

There are large parking areas and the station is being built with interlocking bricks and will have slate roofing.

A multi-million rand business and shopping complex containing a Pick ’n Pay and a Woolworths is being built adjacent to the station.

A multi-million rand business and shopping complex containing a Pick ’n Pay and a Woolworths is being built adjacent to the station.

The site is in an advanced state of construction and it is hoped the complex will be opened at the end of September.

The complex will be connected to Mitchell’s Plain station by covered ramps.
Construction work on the railway line linking Mitchell's Plain to Cape Town is progressing well. This maze of brick, mortar and steel will soon be turned into the Mitchell's Plain station. In the background will be the multi-million rand shopping complex of O.K. Bazaars, Pick n Pay and Woolworths.
By LIZ McGREGOR

TWELVE SAILORS on a ship docked in Cape Town harbour have gone on strike, claiming that they have not been paid their wages for several months, are forced to eat rotten food and live in unhygienic conditions.

The Greek consulate yesterday agreed not to allow the ship to leave Cape Town till the matter had been settled. The 13,000-ton ship carries a Cypriot flag but the owner, a Mr Chachamopoulos, is Greek.

The sailors, who come from Pakistan, Sri Lanka, Bangladesh, India and the Philippines, went on strike as soon as the "M V Sky" reached Cape Town on Wednesday.

They sent a telegram to the International Transport Workers Federation (ITF) in London asking for help. The ITF contacted the Western European General Workers' Union in Cape Town, which has arranged for a lawyer to represent the sailors.

Some of their grievances are:

- They have not been paid for several months, some for as long as 17 months.
- Some of the food they are given is rotten and the water is rust-coloured because the water tank is filthy.
- Their bed linen is changed only once a month.
- There is no ventilation in their cabins, as a result of which they are forced to sleep on deck.
- The lifeboat reserved for the crew is inadequately equipped.
- The ship's generator, the boiler and one of the pumps are not in proper working order. The sailors maintain that this is unsafe.

One of the striking sailors on the "M V Sky", Mr A K M Jamalabedin from Bangladesh, centre, tells a Cape Times reporter of his grievances. Fellow crewmen listen.
Investigating team will study goods delays

Port speed-up is SAR'S aim

By JACK BRICKHILL

DELAYS in truck turnaround and goods handling at Durban Harbour are to be scrutinised by the Railways investigating team.

Tennie Crous, senior planning engineer at Railways headquarters in Johannesburg, says the reports of delays will be verified and then the team will analyse the problem. He says this type of difficulty develops as the system grows.

This project is one of several which should lead to improved capacity and efficiency on the country's most vital rail artery between Germiston and Durban.

Work, costing R250-million, on improving the congested link is progressing well and the central marshalling yard at Bapsfontein should further improve the handling and turnaround of traffic on the Witwatersrand.

The first section of this yard, costing R50-million, comes into operation in September, 1982. John Walls, project co-ordinator, says that when the second section comes into operation in about 10 years, the yard should be the biggest in the world.

Better truck control at the yard will mean less damage to goods, which will also reach their destinations sooner than at present.

Walls says there should be some relief to the congestion on the Durban link in the next year or two, and by 1983 the line should be able to handle everything that is offered.

The Railways Budget this year provides for work costing R4.5-million between Booth and Cato Ridge Ridges and Ladysmith; R7.4-million between Ladysmith and Newcastle; and R22.4-million between Newcastle and Volksrust.

This section involves construction of a new line and tunnels. Another R11.4-million is being spent on the remainder of the line.

Because of delays caused by maintenance, the engineers regard 80 percent use of the line as full occupation. The section from Volksrust to Newcastle, at 67 percent, is not under any great pressure and will not be fully occupied for six or seven years.

Newcastle to Glencoe will be fully occupied in six years but the Glencoe to Ladysmith stretch is already at 78 percent occupation.

The most congested part of the line is from Pietermaritzburg to Durban with 91 percent usage.

Walls says there will be relief from April 1981 to July 1982 with the introduction of centralised traffic control and the lengthening of stations at Booth, Mount Vernon, Burlington, Shellcross, Mariannhill, Dassenhoek, Umshongweni, Klipdale, Hammersdale and Georgevale. The station extensions will allow longer trains to pass each other and the CTC will allow better train control.
Warner pledge to act on bus moan

EAST LONDON — All substantiated complaints made against employees of the city’s transport department would be investigated, it was disclosed yesterday, by the councillor in charge of transport in the City Council, Mr. Glen Warner, said yesterday.

Mr. Warner was reacting to a complaint which appeared in a letter from Mrs. C. H. Raywood, 37, Jameson Street, Queen's Park.

The letter appeared in the Daily Dispatch on March 24 and contained a complaint about a bus driver who was rude to passengers boarding a bus to the Queen's Park on March 24.

She said the driver told an elderly woman on board "Lady, you must look, buses don’t wait for you."

Another passenger who had paid the correct fare in front of the driver and waited for her ticket to be handed back, was told: "Prat man, you prat Moene daar staan met ‘n bek vol tandes." ("Speak man, don’t stand there with a mouth full of teeth.") Mrs. Raywood claimed in her letter.

She said the case was not an isolated one and added: "Racist motivated employees, whether in government, municipal, or civic, dealing with the public, irrespective of skin colour cannot be tolerated and East London has never had to tolerate it."

Asked about the incident yesterday, Mrs. Raywood said she could not identify the driver and had known him for many years for his behaviour. She said the driver was a "short dark fellow, very surly and never smiles."

"I feel as a ratepayer I am paying to keep this man in a job and he should not treat the public in this manner," Mrs. Raywood said.

It was revealed in a memorandum yesterday that the transport department had investigated the matter and checked on all but one driver who worked on the route on March 24.

The driver left out was on leave and all the others had denied being involved in the incident, mentioned in the letter.

The incident was also mentioned in a letter to the councillor yesterday.

CONCLUSIONS

Every possibility should be investigated and the one which will be investigated in connection with the striking of co-operative proceed.

When modern management practices are applied, the system is in operation and co-operative proceed in the collection and co-operative proceed are many.

The same is the case with the provision of management.

The provision of co-operative proceeds is essential for general economic development. The provision of co-operative proceeds is also essential for general economic development. The provision of co-operative proceeds is essential for general economic development.
THE Minister of Transport Affairs, Mr J C Heunis, yesterday announced a restructured South African Railways management.

Dr Kobus Loubsor, general manager, will be assisted by three deputy general managers who will be in charge of the transportation, technical, and finance and administration departments of the railways.

They will be Mr H A Loots, presently assistant general manager (operating), Dr E L Groe, presently financial manager, and Mr H J L du Toit, who currently is a deputy general manager.

The second current deputy general manager, Dr D J Coetsee, will retire on reaching the age limit on May 1.

Mr J C B Irving, adviser (goal-oriented management), Dr A T Moolman, commercial director, and Mr G M Holz, chief superintendent (financial), will take up posts as assistant general managers.

All these appointments will take effect on May 1.

Mr Heunis said the management body has been restructured to meet present-day demands and requirements.
Mass walk-out by air hostesses likely soon

An exodus of South African Airways air hostesses is expected at the end of the month after they have received their promised "thirteenth" cheque. Official sources were not available, but sources today said as many as 135 hostesses on international flights could resign at the end of April because of unsatisfactory working conditions.

However, the chairman of the SAA Staff Association (Salstaff), Mr. F. Becker, said he did not believe there would be many resignations because of recent “salary adjustments” and a pay increase this month.

There had also been improvements in hotel arrangements for hostesses while they were away and “slipping” arrangements had been altered to come in line with cockpit crews.

He said hostesses had accepted the new arrangement although it meant they would be away from home for longer periods.

Slipping is the system of servicing flights for a certain part of a journey, then staying for about two days at the stopover point before continuing on the next leg of the journey.

Mr. Becker admitted there was a shortage of hostesses which had led to difficult service conditions. He said instead of training them in groups of 50 to 60, hostesses were now being trained in smaller groups whenever they joined.

One hostess on the international service said although hostesses were not happy with their pay, their main complaint was the extended hours they had to work because of staff shortages.
South African Airways claims to have had a normal turnover of staff this month and no knowledge of mass resignations by air hostesses.

An SAA spokesman today said there was no expectation that an abnormal number of staff might leave at the end of April and denied a claim that as many as 135 hostesses had handed in a month's notice. SAA has 1,300 air stewards and stewardesses.

A source told The Star yesterday that as many as 175 hostesses had handed in their resignations because of working conditions.

The existence man has demonstrated his inability to live in his neighbour. Education, experience, and the advent of war have not lessened the degree of his aggressive spirit.

Of this course of five lectures is to identify the causes of this and thereafter to seek positive approaches towards harmonious

...will be co-ordinated by Professor Louis Ahrens who conceived among the lecturers will be Dr Zac de Beer, John Barratt and mpsy, Gillis and Wilson.

Art of this course is designed to illustrate the various issues.

1. Films dealing with Nuclear War, the conflict in Northern Africa, indigenous man in conflict situations will be screened during these will be accompanied by discussions led by invited speakers.

The course will close with a panel discussion dealing with the possibility of setting up programmes relating to "education for peace."

5. PHUN WITH PHYSICS 3 Evening Lecture-demonstrations

28 January - 1 February 8.15 pm

In these five lecture-demonstrations Dr. Farrall and Professor Juritz will seek to show that Physics can be as entertaining as it is educational. The title indicates "that the going will not be heavy."

The main themes to be covered are Mechanics, Light, Electricity, Heat and Sound. Intending first year physics students are encouraged to attend this preview, as well as those teachers who do not have ready access to laboratories for demonstration purposes.

Both lecturers are on the staff at U.C.T.

6. FROM PLATO TO 1984 - UTOPIAS 10 Late Afternoon Lectures

28 January - 8 February 5.30 pm

Professor MTW Arnheim, Professor and Head of the Department of Classics, University of the Witwatersrand, will present this course of ten lectures.

"Whatever is, is good" was the slogan of a contented thinker in a contented age. But thinkers have more often tended to be disenchanted with the age in which they live. To escape the presumed evils of their own day they have journeyed into a dream world of their own creation, an ideal society - or a utopia.

The course will concentrate on a number of very different utopias, some of them more like nightmares than benign dreams! There is the totalitarian dictatorship of Plato's Republic, St. Augustine's City of God, as well as Thomas More's Utopia - the book which first popularised the word, which actually derives from a Greek root meaning "No-Place."
Transfers up 80 percent

PROPERTY transfers in Cape Town rose by 80 percent in February this year, compared to last. The 676 property transfers recorded by the Cape Town City Council in February were valued at R16.571.813, with valuation at R10.360.333 — a differential of 61.61 percent.

In February last year transfers totalled R8.965.524 with valuation at R7.031.863, a differential of 33.47 percent. There were 534 transactions in property and vacant land. Thus not only did the value of transfers nearly double in February this year compared to last but the number of sales increased and more important, the obtaining prices increased in comparison to valuation from 33.47 to 61.61 percent. Selling prices should be at least half again of the valuation figure, according to this.
**SA Spoorweë**

**soek werkers**

MET die onlangse verhoging in salarisse vir spoorweg-werkers is daar tale nuwe poste beschikbaar.

In vandag se Sake-Rapport word dringend geseok na aansoekers vir opleiding as stasievoormanne, seinwaagters, kondukteure, laai-meesters, stokers en ander poste.

'n Groot verskynselheid van ambassadeur word ook geseok. Daar is ook vakature vir klerke. Die Suide-Afrikaanse Spoorweë gee ook erkenning vir diensplig.

Nasionale dienspligteus wat hulle binne 90 dae na voltooiing van hulle aanvaarte militêre opleiding by die Spoorweë aansluit, kry volle krediet vir die tydperk dat hulle diens gedoen het.

Die erkenning word gegee deur middel van 'n beter beginaarsal en voorrang vir die tydperk dat hulle militêre diensplig verrig het.

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**Claim for indemnity against loss would exceed**

We regret to inform you that the claim for indemnity against the loss would exceed the insurance sum insured. The insurance sum insured in this policy is 100.

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**Accident losses**

The possible accident losses may exceed the increase in the premium. The increase in the premium is due to the increase in the number of claims made. The number of claims made is due to either the increase in the number of accidents or the increase in the severity of the accidents.

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**Insurance principles**

Insurance is basically a contract between the insurer and the insured. The insurer agrees to pay a sum of money (the premium) in return for the insured's promise to pay the insurer if a specified event occurs (the loss).

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**Herkoms: Poeding Plaas**

**Chapter 5**

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Rail rates may hurt says official

EAST LONDON — Industries which have been paying the lower tariff rate stand to feel the pinch more on the new rates released recently by the South African Railways.

This was said here yesterday by Mr Norman Payne, the executive for Inland Transport in the Border Chamber of Industries.

Mr Payne was outlining the effect of the new rates which show a general increase of 20 per cent on old tariffs.

He said companies which conveyed heavy material like bricks and fertilisers would find their payout would be higher on a percentage basis than companies on the high tariff rate.

"What has been done is to increase the lower tariff rates more than the high tariff rates," he said.

Container charges remained the same but the surcharge on carriage was up by 20 per cent.

As border industries — concessions which apply to all manufacturing concerns in the Border Area — enjoyed a 10 per cent rebate on the total charge, the cost increases here would be lower than in other major areas.

On containerisation he said companies that used big boxes would benefit on the new container rates but those that conveyed lighter material would be better off if they used the ordinary carriage.

Mr Payne said East London also enjoyed the privilege of the port rate which is lower than the normal goods rate.

He pointed out, however, that this applied only to goods being sent to an inland town on the Geel.

"If we want express goods we have to pay an extra 15 per cent but we have the advantage of a fast normal goods service to the Geel and as such we do not need an express goods service," Mr Payne said — DDB
PFP opposes special powers for SAR police

THE ASSEMBLY — The Railways and Harbours Amendment Bill yesterday elicited divergent views on the role of the South African Railways Police in emergency situations.

The Bill provides among other things that the State President may in wartime or other emergencies assume command of the railways police and deploy it to assist in the defence of the Republic, even beyond its borders.

Mr Rupert Lommer (FFP Orange Grove) moved amendments in the committee stage that the railways police only be deployed in a state of declared emergency and that the force's activities be restricted to regions adjacent to South Africa's borders.

The official Opposition agreed with the principle that the police could be called on in certain situations to perform duties not normally expected of them.

But there were many day-to-day emergencies which did not warrant the Railways police being called away from their normal duties. Only emergency situations declared by the State President required such action.

The Railways police had a more restricted role than the regular police force.

Existing legislation allowed the South African Police force to go anywhere in the world in the execution of its duties. But the PFP believed the same provision should not apply to the Railways police.

In hot-pursuit operations the Railways police should be restricted to adjacent border areas, Mr Lommer said.

Mr Chris Heunis, Minister of Transport Affairs, who piloted the Bill through the House, said situations could arise which necessitated the assistance of the Railways police in restricted areas without an emergency being declared in terms of the Public Security Act.

The functions of the Railways police were identical to those of the SAP.

The purpose of the Bill was to bring into line in all respects legislation governing the Railways police with that of the SAP. It would be a disservice to South Africa if the Railways police were prevented from assisting their colleagues in the SAP.

Certain circumstances might require the Railways police to serve in countries which did not border on South Africa in order to protect investments.

The official Opposition's amendments were rejected and the Bill was read a third time. — Sapa.
Railmen to talk on all-race body

The establishment of a multi-racial body to represent coloured, Indian and white railway workers was to be discussed by a special committee of the Federal Consultative Council of Railway Staff Associations in Johannesburg on May 5.

At present there are two coloured railway staff associations, one Indian, and seven white.

The chairman of the committee, Mr. Brian Curry, said in Pretoria yesterday that with the advancement of black, coloured and Indian railway workers into more skilled jobs, there was a logical place for an umbrella body to speak for all of them.

And taking into account the political directions in which South Africa was moving, it was appropriate that there be closer co-operation between workers of different races.

The council investigation also needed with the recommendations of the Wiehahn and Rekert Commissions, some of which had already been implemented and gave stronger recognition to black workers.

The uprooting of discrimination in labour, said Mr. Curry, seemed to have a wide acceptance among trade unions, which realised that whites could not supply all the labour needed to sustain a dynamic economy.

"This is one reason why we believe it is timely to look at the possibility of a body which, initially, would be representative of whites, coloureds and Indians."

The committee is not looking at possible black membership at this stage.

Mr. Curry emphasised that whatever decision was taken by the committee, it would have to be referred to the seven white staff associations. Railway management would also have to approve of any multi-racial body.
SAR acts to shift coal in Reef shortage crisis

By Kevin Murray, Transport Reporter

The railways have moved extra staff into the Transvaal to help save the critical coal shortage on the Reef.

Coal merchants in Johannesburg say they are only getting four percent of their total daily requirement — with all their stocks already exhausted.

Mr. Wolfred Stoloff, chairman of the Transvaal Coal Merchants' Association and many hospitals, schools, major industries and thousands of consumers had already been hit by the shortage.

The problem is holding up the transport of coal from Witbank to the Reef. Rail trucks are sitting at the coal fields fully loaded and waiting to be brought down to Johannesburg.

But a railways spokesman said today the traffic blockage had been caused mainly through a serious staff shortage.

“We have our m...
R136,8-m on SAR houses

THE South African Railways would spend about R136,8-million in the next five years on housing for its single black and coloured employees, the general manager of railways, Dr Robert Loubser, said this week. Dr Loubser also announced that another block of flats would be erected for coloured workers at Malmesbury at an estimated cost of R220 000. -- Sapa.
WORKKERS sort apples for export shipments which will go through Cape Town harbours. Proceeding plant — part of the 100,000-ton frozen apple project — will be expanded next year. It is expected that 250,000 tons will be handled this season, while last season's total was 180,000 tons.

FRUIT BOARD

HARBOUR STORE FOR M. FROZEN

annual fruit export worth £20 million to foreign exchange. £20 million worth of apple containers were loaded at the Tuckwood port and the Tuckwood port authority is responsible for the transport of the fruit. The fruit will be exported to the West Indies, Europe and the United States. The fruit will be stored in refrigerated containers at Cape Town port.
Zurich: Beware the hungry

Pretoria Bureau

The background for a further round of substantial wage demands was building up, the President of the Federal Consultative Council of Railway Staff Association, Mr Jimmy Zurich, said in Pretoria yesterday.

He said that the benefit of the 12% wage increases granted to the country's 26 000 railway workers had been whittled away by the series of shock food price rises during the past four months, he said in a statement.

Mr Zurich, who represents seven railway unions, said that by the end of the year, if the price spiral continued and there were no signs it would not — railway workers would be worse off than they were before the recent increases were granted.

The past four months had seen increases in all Government administered food prices.

"We estimate that this has eroded away at least 40% of the increased earnings," Mr Zurich said.

He warned that the current unrest could be seriously aggravated by higher food prices.

There were more than a million unemployed blacks in the country.

"An idle, hungry labour force is an obvious threat to security and we believe the Government should devote more funds to bringing down the price of basic foods,"

This, he emphasised, would be an investment in security, while at the same time making the high middle income groups give a bigger contribution through taxation to the basic welfare of the poorer section of the community.

The secretary of the Artisan Staff Association, Mr Wally Grobler, associated himself with Mr Zurich's statement.

He agreed that too little effort was being made to halt or slow down the price spiral.

"Trade unions — and certainly the railway trade unions — must continue to press for increases to compensate for the spiral,"

New demands, he said, could be expected next year.
Rail unions bid for multiracial council

By GERALD REILLY
Pretoria Bureau

EFFORTS are under way to integrate coloured, Indian and white Railway trade unions in a representative multiracial umbrella body.

This was disclosed in Pretoria yesterday by the president of the Salaried Staff Association, Mr Brian Currie, who is a member of the special committee investigating closer contact with the Indian and coloured staff associations.

He said: "We are looking for a workable arrangement whereby we can eliminate the existence of the seven white Railway staff associations from the two coloured associations and the Indian association.

His committee will meet representatives of the coloured and Indian associations in Johannesburg on June 25. Mr Currie said the aim was to have recommendations on closer contact ready for submission to the half-yearly meeting of the Federal Consultative Council of Railway Staff Associations in Johannesburg early in July.

An acceptable solution could be the extension of the federal council to include the three staff associations, he said.

Depending on the council's reaction, a meeting with Railway management would be held to discuss the final arrangement.

At present the Railways has 25,000 coloured and 15,000 Asian workers.

 Asked whether there was an intention of closer union with the 130,000 black Railway workers, Mr Currie said: "Ultimately, this is the intention. But unlike the coloured and Indian workers, they are not organised into recognised staff associations. The black workers have works committees and this made representatives talks difficult to achieve."
Ex-air hostesses recalled by SAA

By Kevin Murray

South African Airways officials are calling back the girls they "lost to Cupid" to help them beat a severe shortage of air hostesses on international flights.

These former hostesses, most now married, are being used on a temporary basis, according to a spokesman for the airline.

"They are all qualified as stewardesses and with all their experience, are not really interested in doing domestic flights. The girls on local flights are relatively new, and as we have regular training programmes there is no shortage in that area. "But we do have a big turnover of hostesses and we approach these former employees to help out for a short spell now and then."

One hostess said "The girls are working long hours now to keep things running, and have minimum time between flights. "It was vital to get in extra help, we just could not go on like that for much longer."

There is widespread dissatisfaction in the airline over pay and working conditions for ground hostesses and stewardesses. Earlier this year scores of hostesses threatened to resign if they were not happy with their bonuses, but later SAA officials reported they had had a "normal" turnover of staff thereafter.

A spokesman said the normal staff turnover was high because many girls left to get married, others used the job as an opportunity to travel before going into other fields, and still more were lured into higher-paid jobs in the commercial field, where they were sought because of their training and experience.
Figures released by the International Air Transport Association show South African Airways lost 8 percent of its staff last year than it had in 1979.

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<th>Total Staff</th>
<th>Laid Off</th>
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<td>March 1979</td>
<td>12,321</td>
<td>1,192</td>
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<tr>
<td>December 1979</td>
<td>11,093</td>
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Zimbabwe hit by recall of SA rail staff

By Kevin Murray

Transport Reporter

All South African Railways technicians seconded to Zimbabwe Railways have been called home in a move which threatens to stretch the newly independent country's rail services to breaking point.

The technicians maintain about 20 diesel and steam locomotives on lease to Zimbabwe Railways from SAR.

Now there is the possibility that SAR will also recall the locomotives. This would be a crippling blow to Zimbabwe, say transport sources.

Railway officials in Johannesburg refuse to comment on the move, but sources here and in Zimbabwe say the men will return in a few days.

Repairs on Zimbabwe locomotives will be delayed by months.

ZR officials will not compromise on safety, and all locomotives and rolling stock must pass stringent tests before being allowed to operate.

The South African technicians were also training Zimbabwean workers who will now have no one else to train them.

High ZR officials say their service was hit hard by the exodus of skilled whites. Those who remain have "long and arduous" hours.

The sources say about 10 technicians have been recalled by SAR. They were in Zimbabwe in terms of the agreement on leasing the locomotives to Zimbabwe.

But that agreement took effect last year. Since then the men have been working on a month-to-month basis.

UNHAPPY

It is understood that the technicians have been recalled because of a shortage of skilled labour in South Africa and because they were unhappy in Zimbabwe's uncertain political climate.

One source said "The 64 000-dollar question is whether SAR will now recall its locomotives as well. The situation is very fluid and anything could happen."
By JEREMY BROOKS

A BACKLOG in rail traffic between the Witwatersrand and other parts of South Africa, caused partly by staff shortages in the South African Railways, should be cleared "within the next few weeks", a spokesman said yesterday.

The SAR has been hit by an outbreak of influenza among its staff and a tremendous increase in traffic which last week forced officials to slap a four-day embargo on all freight bound for the Witwatersrand.

The embargo was lifted yesterday, but there is still a twoday delay for goods being hauled from Natal to the Witwatersrand. A three-day backlog exists for goods moving southwards.

"We are smoothing out the congestion in the Witwatersrand area, and except for a few restrictions in some places, the situation should soon be back to normal," the spokesman said.

"Pertussis are being given preferential treatment, but obviously, if we are likely to have trouble raling them, we won't accept them.

The increase in traffic had been caused by a number of factors in conjunction with a general upswing in the economy, he said. Imports have increased and a record maize crop had been harvested earlier than expected.

"Our figures indicate a 12% increase in coal. The climate for the building industry is also improving and building supplies have increased."

Staff have had to be moved from the Witwatersrand from Cape Town, Durban and other centres to cope with the problem of absences due to the flu.

"Train drivers are our main problem — we cannot take a man off one section and put him on another without training him for at least a couple of months," the spokesman added.
Standstill to an end: some of the angry municipal workers who are striking for more money.
JOHANNESBURG STRIKE SPREADS FOR MORE THAN 6,000 WORKERS

The Johannesburg Strike has affected more than 6,000 workers, according to the Union of Municipal Workers. The strike started when the Black Municipal Workers Union demanded a 20% increase in wages and better working conditions.

The miners were involved in the strike, demanding better pay and working conditions. The government has dispatched police to maintain order, but the miners remain determined to continue their protest.

The strike has caused economic disruption, with many businesses closed due to the loss of workers. The government has threatened to take legal action against those involved in the strike, but the miners remain steadfast in their demands.

The union has called for support from other unions and the international community to pressure the government to address the miners' grievances. The strike continues to cause tension in the country, with fears of violence and unrest.

The strike has also prompted a response from the opposition, with calls for a new government to address the workers' concerns. The situation remains volatile, with both sides determined to achieve their objectives.

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Truck plunges into ditch injuring 35

Mercury Reporter

A SOUTH African Railways road truck plunged into a ditch in Marianhill outside Pinetown yesterday injuring 35 workers.

The accident happened after the truck carrying 50 passengers and a load of bulky equipment ran out of control near the turnoff from the Coloured township. It is believed the brakes failed.

Workers' arms and legs were broken and several received severe head injuries as equipment fell on them when the truck hit the ditch.

Members of the Pinetown and Queensburgh Red Cross Society and motorists helped convey injured workers to St Mary's Hospital, Marianhill, and King Edward VIII Hospital, Durban.

Last night six of the workers were in satisfactory condition in St Mary's Hospital.
Marshals put pay on line

Indaba Reporter

EAST LONDON — Black train marshals complained here of their salaries.
They said the starting wage for a black was R140 while white shunters were
started at R243 a month.
Marshals also said they could get housing loans of
R500 to R800 whereas a newly employed white
man could get a loan of
R25,000.
Marshals said their annual bonuses also differed. Married men got
about R80 and unmarried
R30 bonus — less than half
that of whites.
They also said there were discrepancies in pay rates for train drivers.
Drivers from East London
travelled as far as Sibota,
near Butterworth, and
handed over to blacks but
there was still discrimina-
tion between black and
white drivers' salaries,
they claimed.
The area railway system
manager, Mr D.M.J.
Butler, said all the matters
referred to were policy
matters, affecting all
systems of the railways.

"I would suggest that they raise these matters
with their representatives
who in turn will submit
their representations to
me, and I in turn will refer
their representations to
the management in
Johannesburg," Mr Butler
said.
prevailing between them, e.g., one might say that he is superior to the other while the other one would say that they are peers (that both of them report to the same superior). Two members of the organization might, likewise, disagree as to the informal relationship existing between them, e.g., when one of the two says that he maintains a close working relationship with the other, while the other fails to mention the first one as one of those with whom he maintains close working relationships. Thus we find, in fact, many inconsistencies in both the formal and informal structures.

The only formal structure which is clear-cut, in spite of relying on perception, is that structure usually referred to as an "organization chart." This chart is nothing but the formal structure as perceived by one member of the organization, usually to be found at the top of the chart. The organization chart, being the perception of one man only, one cannot expect to find any inconsistencies in it.

The study of the relationship structure is based on data recored of members of the organization, which is followed by the processing of these data, comparing the perceptions of the different members of the organization, namely establishing whether they mutually agree as to the relationships existing among them, or whether not. The processing of these data is carried out in most cases, nowadays, by means of data-processing equipment, either conventional equipment or computers.

Every person in the organization has formal relationships which are either congruent or incongruent with his informal relationships. It turns out that in order to enable a reasonable operation of the organization a fair amount of the formal relationships has to be "covered" by informal relationships. We should not, however, dive in too much formalization, namely, we should not aspire to reach a situation where all the formal relationships will be "covered" by informal relationships—because people like to have a certain amount of freedom of choice as to the interactions they maintain with each other in the organization. The study of the relationship structure includes, therefore, among others, a comparison between the formal structure and the

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THE seven railway unions will tell the Minister of Transport, Mr Chris Heunis, at a series of meetings starting next month, that they expect to be fully compensated for the inflation rate when pay increases are announced next April.

Railway union leaders claim that this year's increases at just over 12% fell short of fully compensating workers for the rise in living costs during the previous 12 months.

Some claim that the backlog which has built up during the past 10 years amounts to at least 30%.

The president of the Artisans Staff Association, Mr Jimmy Zuneh, said the expectation was that the inflation rate for the 12 months to the end of April next year would be 12%.

"And this is the kind of compensation we expect," he added.

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The amount or resistance to changes and specially when they involve a change in the relationship structure. In order to get over this resistance to change and ascertain the introduction of the necessary changes, we should go back and:

(c) Watch the informal relationship structure and ask ourselves:

What is the best relationship pattern through which we can introduce the changes? And:

What special difficulties could be anticipated during the change introduction process?

The study of relationships structure is usually carried out along with the study of the attitudes of the organizational members, so as to establish what are the attitudes of the people towards the formal and informal structure. This is essential before one can decide what are the necessary changes and how they should be introduced.

STUDYING THE ATTITUDES OF MEMBERS OF THE ORGANIZATION

The feelings, the atmosphere and the amount of satisfaction of people in the organization are enormously important, not only to every one of
Railmen killed as lorry overturns

KING WILLIAM'S TOWN — Two railway workers were killed and one seriously injured when the lorry in which they were travelling overturned last night.

The accident happened near Berlin, when the lorry taking the workers back to the Blaney compound swerved to avoid a taxi, said the Railways System Manager, Mr A J Jonker.

A spokesman for Grey's Hospital said injuries to nine of the men had been slight.

Further information concerning the condition of the seriously injured man was not yet available.
White Railway workers welcome black unions

By Sig Hannig, Labour Editor

South Africa’s seven white railway trade unions are preparing to join ranks with other races and are putting pressure on the white Confederation of Labour to shed its exclusiveness too.

The 8,000-strong Feder al Consultative Council of Railway Staff Associations (FCC) is preparing constitutional amendments to “facilitate the admission of all Railway unions, regardless of race or colour,” FCC secretary Mr Johan Benade announced yesterday.

He said the South African Confederation of Labour (Sacla), which recently expelled a union for admitting coloured members, should be open to all races as well.

Speaking at the end of the congress of his own union, the 8,000-strong Running and Operating Staff Association (Runstaff), Mr Benade revealed that:

- In the absence of black unions, the Railways’ black works committees have been accorded the same privileges as the white unions — annual meetings with the Minister, Mr Chris Heums, and with the general manager, Dr Kobus Louber.

- If a black union were legally formed for jobs covered by Runstaff, “we would welcome it and would be happy to give them such assistance as they might ask.”

- Runstaff “will put no unjustifiable obstacles in the way of black job advancement.”

- Runstaff’s congress ratified an earlier recommendation from Mr Benade to Sacla to remove racial exclusiveness from Sacla’s constitution.

In view of Mr Benade’s position as secretary of the FCC, Runstaff is seen as representing the majority view of the white railway unions, five of which still belong to Sacla.
Action against train crime starts

RAILWAY police and ticket inspectors today distributed questionnaires aimed at establishing crime patterns on trains to passengers in the Peninsula.

The 50,000 questionnaires will be distributed over a three day period to passengers on the Cape Flats line, the Bellville line and the Simon's Town line as far as Steenberg station.

The questionnaires form part of a countrywide campaign organised by a committee appointed by the Minister of Transport, Mr. J.C. Heunis, in May this year.

The committee views the Cape suburban train service as a first priority, and after this the Western Transvaal, Natal and Eastern Transvaal systems will receive attention.

Brigadier D. Nel, head of the railway police in the Western Cape, said today the questionnaire was being distributed to the travelling public because of concern about the safety of the public on trains, stations, subways and railway premises.

Brigadier Nel today emphasised that the questionnaire was confidential and he appealed to the public to cooperate in order to combat crime effectively.

A railway police spokesman said today investigations were continuing into the incident on Monday when a 17-year-old girl broke both her legs after leaping from a moving tram to escape a gang of would-be rapists.
Traffic officers should speak a black language, advises Tshungu

Mercury Reporter

TRAFFIC officers throughout the country should learn to speak a black language says Mr Justus Tshungu, public relations officer of the Sotho and Ngunu radio service of the SABC.

Mr Tshungu was addressing several hundred delegates from all parts of the country during the 27th conference of the Institute of Traffic Officers of Southern Africa which began in Durban yesterday. The conference ends tomorrow.

He said many blacks did not understand English or Afrikaans and when asked questions by traffic officers just said "yes" without knowing what they were saying.

"Relations would be better between the traffic officers and black motorists if the officers were able to greet and speak to the motorists in their own language," he said.

Mr Tshungu said the solution to better understanding of the laws of the road could not be solved overnight.

"There is only one solution and that is by going into the schools and teaching the children the laws of the road. "

"Road signs should also be in other languages rather than just English and Afrikaans."

If the sign is in an area where there are Vendas then the sign should also be in Venda as well," he said.

Mr Jack Webster, executive director of the Professional Killers' Association of South Africa added that the image of the traffic officer would improve if his duties were so prescribed as to encourage "prevention" of law breaking and "protection" of users of our roads against the consequences of disregarding the law.

Mr Frank Martin, MEC in charge of road traffic in Natal, predicted yesterday that while the number of cars owned by whites would almost treble by the year 2000, the number for non-whites would increase more than four-fold.

Mr Martin quoted figures prepared by the Committee of Inquiry into Urban Transport Facilities for South Africa, indicating that these figures would probably result in untenable traffic conditions well before the end of the century.

It was hardly conceivable, the committee predicted, that sufficient facilities could be created in the country's major urban areas to accommodate the projected increases in urban car travel.

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Railways short of 29,000 white workers—Heunis

By Sieg Hannig
Labour Editor
The Railways is 29,000 men short of its authorised white labour force of 164,000 in spite of "every possible effort" to fill vacancies, the Minister of Transport Affairs, Mr. Chris Heunis, revealed last night.

As the economic pace accelerated the problem would become more acute, he said in his opening address to the three-yearly congress of the Running and Operating Staff Association in Johannesburg.

Mr. Heunis pleaded for the utilisation of South Africa's total labour force not only for the sake of the employment of all people but also for the sake of South Africa's internal stability.

He stressed that better labour utilisation would not be at the cost of one group.

The divisional manager of the Railways for the Western Transvaal, Mr. Hannes Joubert, asked the meeting if the time had not come to use conductors other than white on Soweto trains and on other trains catering for other races.

The general secretary of the association, Mr. Johan Benade, said there was no objection to this provided the entire trains were black.

But he called for acknowledgement that whites became more expensive as they became scarcer. The Railways could not expect to get white conductors at the present starting salaries.

The time was not far off when whites would be outnumbered by blacks in the staff group he represented.
Fewer rail accidents

Traffic accidents have been reduced in spite of the rise in traffic in recent years, amid the increasing appointment of blacks in work previously reserved for whites.

This appears from figures released by the Minister of Transport Affairs, Mr. Chris Hani, when he opened the congress of the Engineering and Operating Staff Association in Johannesberg.
Big pay demand by rail union

By GERALD REILLY
Pretoria Bureau

The 22,000-strong Railway Artisans Staff Association lodged a claim for a 12.5% wage increase with the Minister of Transport, Mr Chris Heunis, in Pretoria yesterday.

The president of the ASA, Mr Jimmy Zurich, said although there was justification for an increase of at least 16% in April next year (this was the expected inflation level by the end of the year) "we felt we could not go for the full amount under prevailing circumstances."

The ASA is the first of the seven railway staff associations to lodge claims for increases. The others are expected to make their demands later this month or early in November.

The costs to the railway administration of a 12.5% increase for the 250,000 railway workers would be in excess of R200 million.

Mr Zurich said that the Minister considered the demand "reasonable and responsible."

He said he told the Minister that the huge increases in the cost price and the statement by the South African Agricultural Union that the price of top cuts could be R10 a kilogram by the end of the year were "disgraceful."

"We told him too that the rocketing prices of properties were depriving the small man of owning his own home. We asked for a commission of inquiry into property prices."

"The Minister promised to bring both these issues to the attention of the relevant Ministers."

...
Railmen make
pay demands

By Seg Haanen
Labour Editor

Concern over rising prices and worsening staff shortages is prompting the first pay demands of railway unions less than half a year after the April pay increases which averaged 12.5 percent.

A request for a further 13.5 percent is to be put to the Minister of Transport Affairs, Mr. Heuns, tomorrow by the 23,500-strong Artisan Staff Association.

And a general pay rise of at least 15 percent is expected to be demanded by another railway union which is to meet the new Minister of Transport Affairs, Mr. Schoeman, early next month.

The ASA's general secretary, Mr. Willie Grobler, said today: "We believe 12.5 percent is a fair demand in the light of the expected annual inflation rate of more than 14 percent."

With specific reference to the meat crisis, Mr. Grobler said something was "seriously amiss" and consumers were being conditioned for "unacceptable" meat prices by the end of this year.

Mr. Brian Currie, general secretary of the 27,500-strong Railways Salaried Staff Association, said his union also intended to ask for a pay adjustment in line with the "dwindling purchasing power of the rand."

The Railways' critical staff position had worsened in spite of the April pay increases which, together with the adjustments in the annual bonus, had provided an effective increase of 15 percent or more.

"We find it next to impossible to attract matriculated white youths and even people with a junior certificate are hard to come by," Mr. Currie said.
More SAR jobs going to blacks

JOE reservation on the Railways is crumbling as more and more blacks move into jobs previously occupied by whites.

But resistance from the unions to blacks taking over some jobs reserved for whites still prevails — although the SAR is short of 20 000 white workers.

Johan Benade, secretary of the Federal Consultative Council of the Railways Staff Association, which represents about 100 000 white workers, explained the unions' attitude.

"We've opened the doors to blacks, but we can't fill all the vacant positions with blacks. You can't push evolution. It has to be a slow process until the blacks are sufficiently qualified."

Mr. Benade said there was a need for continued white supervision, no matter how many blacks were employed.

"Blacks not only don't adapt reality themselves to their jobs but they also don't identify themselves as South African citizens or with the work they do. With most whites it's a calling — with most blacks it's just a job. The reason may be political."

But Leonard Sibola, vice-president of the newly-formed Council of Unions of South Africa, said Mr. Benade's statements did not make sense to him.

"Given the opportunity, blacks can rise right to the top and fill executive positions. If we fail in certain respects, the fault lies with the Government. Although we are citizens of this country, our education is inferior and we are also deprived of the right to proper training for jobs."

Theo de Toit, manager of the SAR public relations office, said people other than whites would continue to fill certain vacant positions as long as whites were not available.

"We have got to keep the SAR going," he said.
Equal pay call to Railways

Labour Editor

DURBAN — The Railways' 22,000-strong Artisans Staff Association has called on the Railways to introduce "equal pay for work of equal value." It would cost R308-million to close the racial wage gap immediately.

That was why his union had given the Railways five years to close the gap, Mr. Jimmy Zurich, president of the ASA, said in an interview yesterday.

He said this decision, changing the ASA's past policy, had been taken at the ASA's last congress but had not been announced before.

The decision was in line with the labour changes in South Africa.

"We see the rate for the job (equal pay) as protection for whites and blacks alike," Mr. Zurich said.

But the "exploitation of black workers was our primary concern," he added.

Another ASA congress decision not yet published was to look at the possibility of applying for membership of the multiracial Trade Union Council of South Africa, Mr. Zurich said.

Both Mr. Zurich and the ASA's general secretary, Mr. Willie Grobler, are observers at TUCSA's annual conference here.

Another Railway union leader at the conference is Mr. Piet Roos, general secretary of the 6,000-strong Postmaster Staff Association.

"The question of joining TUCSA will be considered by the union's executive at a later stage," Mr. Roos said.
20 000
blacks
in white
rail jobs

PRETORIA — More than 20 000 railway jobs reserved for whites were now filled by blacks, the chairman of the Federal Consultative Council of Railway Staff Associations, Mr Jimmy Zurich, said here yesterday.

"And there are no racial problems, no friction and no resentment by the whites".

Mr Zurich, president of the Artisan Staff Association, said in his own union's area more than 1 000 jobs previously done by whites were now filled by blacks.

"Our only concern is that they are not getting the rate for the job. We have just had discussions with management to close the wage gap, not only narrow it, and they say it will cost R200 million to close the gap and pay the rate for the job."

"We appreciate that in terms of railway finances this is a lot of money. So we asked that the gap be closed before the end of 1985."

Mr Zurich said until a few years ago his union was strongly in favour of job reservation.

"But in the light of recent developments in this country and the chronic shortage of white manpower — which can only get worse, and if work is not done by blacks in the railways it will have to go out to contract, and be done by blacks in the private sector — we believe the legislation should now be torn up."

Mr Zurich said if there were to be reasonable and lasting industrial stability in South Africa all job barriers must go. — DDC
20,000 "white" S.A.R. jobs filled by blacks

Precious Mokohe

MORE than 20,000 jobs reserved for whites on the Rand are now filled by blacks — and there are no racial problems, he declared at a meeting on the part of the whites.

This was said by President Mokohe, the chairman of the Federation of Rand Associations of Industrial Staff Associations, who added:

"We said the movement of blacks into semi-skilled jobs in the S.A.R. was being done with close co-operation between the unions and management.

"It was an ongoing process which could increase in tempo if the shortage of skilled and semi-skilled white manpower continued.

"We have been told that there is a lot of money, so we asked that the pay be raised. It appears the unions have done nothing.

"It is no secret that the production of the mines is being jeopardized. The unions have failed in their duty to protect the interests of the workers.
Delays as dissatisfied train drivers work to rule

By Sieg Haughton, Labour Editor

Passenger trains are running on time but some goods trains are being delayed by a "work to rule" movement among dissatisfied train drivers on the Reef and in Pretoria.

The Railways has denied there has been any disruption as a result of drivers' action which came shortly before today's closure of Transvaal schools.

But some drivers claim there were problems with suburban services on Wednesday night. They also claim that more than the usual number of drivers were off sick today or took time off after working for 12 hours.

Drivers said job evaluations had led to recent pay adjustments for some artisan staff and other categories of railway workers.

Their union, the Post-Cable Staff Association, had given notice of similar adjustments for drivers.

A notice on a blackboard in the driver's canteen at the Braamfontein locomotive sheds indicated that top paid drivers would get R75 a month instead of the previous R73, they claimed.

But on Wednesday the notice had been replaced by another one informing them that the adjustment had been called off.

This was when some drivers decided to take matters into their own hands, it was alleged.

They were scheduled to rest periods after working for stretches of 12 hours or more, although often they went on working for longer. New more drivers were taking more time off than usual, drivers claimed.

A Railways public relations officer, Mr. Andries Steyn, said there was no question of a strike and trains were running normally.

He confirmed the closures of certain railway lines.
That black truck drivers employed by the SAR are not licensed to drive trucks belonging to any other organisation?

Explains a Railways spokesman: "They are trained and tested by our own inspectors who issue internal licences which are not valid outside the Administration. If they wish to drive trucks for other employers they must first obtain licences from the Provincial authorities. But I can assure you that our training is very good.

If that is so, it is a pity that Railways does not arrange for them to be issued with proper licences in the first place."
The Star Tuesday October 14, 1980

AIRWAYS STAFF

The air hostess with the

CAROLYN DEMPSTER finds that cabin crew of South African Airways do not have quite such a glamour job as the “myth” suggests.

been with SAA for three years described the situation “On international, there is a flight which leaves for New York four times a week with a stopover point at the Ilha do Sol.”

“Because there are no sleeping facilities at Ilha do Sol for the cabin crew its members have to continue on to New York, flying for 16 to 18 hours.”

“This is most unfair, because the cockpit crew does change and is at least fresh for the rest of the flight. When you have been flying for hours on end it is difficult to remain polite to difficult passengers or to attempt a smile,” she said.

“On internal, it is even worse. Air hostesses are granted two days’ leave every week, but because of the shortage they are lucky if they get one day off.”

The Star received reports of one hostess who had been working for a period of 42 days without a day off, but airline officials discounted this as “nonsense,” and said the maximum the girl could have worked was 24 days.

All of the sources who spoke to The Star, and who do not want to be identified, said the extra-long shifts made them feel exhausted. “I feel so sleepy most of the time, I don’t think I could cope with an emergency,” one air hostess said.

In addition to the deterioration of flight service, the cabin crew staffs said the shortage had resulted in hour-long delays and flights had to be kept waiting while crews were found.

An SAA spokesman said this was completely untrue, and no flight had ever been cancelled or delayed because of staff shortages.

Another contentious point raised was transport home from the airport. Free transport is provided for cabin crew members because of the unusual hours they work; but recently, the transportation has been erratic, they maintain.

“Taxes once had to wait four hours for a bus, and that was after a long flight,” one steward said.

Grumbles about sick leave have long been an issue, but now the flight staff maintain it is even worse with the shortage. “About the only way you can get time off these days is to go on sick leave,” a senior hostess quipped, “and they are even stingy about that.”

All SAA staff is allowed 30 days’ sick leave a year, but any single day taken off, with or without a doctor’s certificate, will be docked from the staff’s regular leave.

Those who have worked for the airline for less than three years receive only two-thirds of their salary when they take sick leave. Anyone who has

By Tony Davis
Long hours and low pay have caused a severe shortage of South African Airways ground hostesses as well as air hostesses.

Long hours and shift work, staff amenities and salary. Some improvements have been made for the international flight ground hostesses in the form of a lounge, cafeteria and separation from the public by means of new security gates.

However, domestic staff has once again complained about its working conditions. These complaints include:

- Long working hours with little compensatory time off.
- No subsidised meals.
- Low wages compared with other airline staff.
- Complaints about sick leave and time off.

The domestic staff at Jan Smuts work three shifts, 6 am to 2 pm, 1 pm to 9 pm, and 3 pm to 11 pm.

Senior and junior staff work two of the three consecutive shifts.

Because of problems such as late flight arrivals staff is called on to work extra hours, although staff recognises this as an “occupational hazard.”

Several hostesses told The Star that 16 of 38 junior staff had left this year because they found the job “wasn’t quite what they thought it would be.”

And because of this staff shortage the remaining staff is working extra hours to fill in the gap.

South African Airways management has admitted it has had a high staff turnover this year but it hopes to fill the vacancies as the end of the year, largely through school-leavers.

...and other grounds for complaint
mostest...long shifts

worked for more than three years receives full pay.

The official SAA response to this complaint was that all staffers had signed a contract, and these rules and regulations were part of the contract.

Stewards are probably the worst hit when it comes to leave, pay, and the army. According to two senior stewards who were recently called up for a three-month camp, the airline withheld their money until they had returned to work and had been working for a couple of weeks.

"They don't seem to care how we are going to pay our bills or rent," said the older of the two stewards, who has been with SAA for seven years.

The SAA spokesman said the retention of pay was to prevent the men from leaving the airline for other jobs. He added that married men did receive full pay during service, and single men a third of their salary.

Senior stewards are entrusted with the sale of cigarettes, alcohol and perfumes during the flight and are solely responsible for balancing and accounting for the sales.

Over the past couple of months, several stewards have received "debit notes" of up to R2600 because their stock was short.

"When I got the note, I nearly died," one steward said. "We all know that if there is going to be a shortfall, we will have to pay for it, so there isn't much point in taking these perfumes to make a profit.

"When I was called into the cabin manager's office, he gave me 24-hours to pay up 'or else.' What else could I do, but pay the money," he said.

"Now I am living in fear of my job, and for something I didn't do," he stated.

The SAA officials said this was untrue, and added that stewards who were short could pay the money off monthly.

Salstaff, the staffers' representative body, was approached to see what it could do.

A spokesman said he was due to see the chief executive of SAA within a couple of weeks, and any complaints rendered by air hostesses, flight stewards and ground hostesses would be dealt with.

The air hostess — a glamour image shattered.

Staff members said they felt they should receive subsidised meals because of the long hours, and the domestic staff members felt they had too little time to eat because the cafeteria was too far from the ground section.

Subsidised meals for staff were currently being considered, an airways spokesman told The Star.

Another grievance was sick leave. Staff members reporting sick have to produce a slip from one of several doctors in Johannesburg.

Junior staff members, even with the doctor's slip, are docked their salary by one-third. Senior staff members are not penalised. This measure is in the staff contract.

To curb one-day stayaways, management will penalise staff members one day of their holiday leave even if they produce the doctor's slip.

One complaint by staff is over a "sexist" regulation which allows a male staffer who is eligible for the free complimentary domestic air ticket to take along his wife, while a female staffer must prove to management that she is the sole supporter of her family to be able to take her husband on the free flight.

There is a union for ground hostess staff called Salstaff, but staff members complained they rarely had contact with this organisation.

A Salstaff spokesman at Jan Smuts told The Star it did receive complaints from staff and now meets on a six-month basis with management to discuss staff problems.

Junior salaries were felt to be low with school-leavers starting at less than R300 a month.

The working hours were the major complaint, especially because the staff has to work two weekends a month which sometimes total 40 hours from Friday through Monday.

(Staff is paid overtime on Sunday).

Staff members left because they find "the job isn't as glamorous as they were told it would be."

"The SAA interviews are so fancy, but later we find there is no stimulation, and dissatisfaction builds up," one hostess said.

Another said she was leaving because she was so pressurised by the long working hours due to the staff shortages.

"I wonder if senior SAA officials are aware of what is going on," one staffer asked. "They're so far removed from it all."

Some weekends prove exhausting for domestic ground staff, especially when there is a staff shortage. The work schedule of one ground hostess during a recent four-day weekend worked out to 43 hours.

- Friday: 1 pm - 9 pm 8 hrs
- Saturday: 6 am - 7 pm 13 hrs
- Sunday: 6 am - 8 pm 14 hrs
- Monday: 6 am - 2 pm 8 hrs

Total: 43 hrs
Staff shortage at SAA—claim

By Carolyn Dempster and Tony Davis

Resignations of ground and air hostesses from South African Airways have increased in recent months because of deep dissatisfaction with working conditions, say airline staff.

But SAA officials deny that the staff situation is serious and say it is "improving".

Some of the major complaints made by staff were:

- Long working hours and additional overtime shifts resulting in extreme tiredness and inability to cope with emergencies and difficult passengers.
- Restrictions on sick leave, making it impossible to take a day off work without being penalised.
- Inadequacy of staff amenities—particularly at Jan Smuts.
- Low salaries compared with other airlines.

Attention was focused on the plight of ground hostesses last year but, according to domestic hostesses, little has changed.

Now air hostesses and flight stewards have also voiced their complaints. They say that in flight service is deteriorating as a result of the staff shortage. Many of those resigning are senior hostesses and stewards who have been with SAA for up to nine years.

A spokesman for SAA said it was hoping to find new staff at the end of the year from school-leavers.

There is a union for airways staff, Salstaff. One of its officials at Jan Smuts told The Star that they did receive complaints and presented these to SAA management at meetings held from time to time.

Page 14 — The air hostesses with their protest and other grounds for complaint.
Govt set to close pay gap another notch

By GERALD REILLY
Pretoria Bureau

THE removal of pay discrimination in the public sector will be taken a significant step further in next year's increases for nearly a million workers, according to Government sources in Pretoria.

Last year, pay rises for whites in State and Provincial departments averaged about 10.7 per cent. The increases for blacks ranged between 14% and 15%.

The sources say blacks can expect another move towards levelling pay scales in the estimated R600-million needed to provide average rises of about 12% next April.

According to the Department of Statistics, of the 912,000 workers in State and Provincial departments, including the Railways and Post Office, 506,000 are of race groups other than whites.

The number of blacks working in the public sector is 386,000.

During the present financial year they will earn about R1,210,000 in a total wage and salary bill for the public sector of about R4,500,000.

A senior official of the Commission for Administration said in Pretoria yesterday the pay gap had been closed for doctors and other professionals in the service.

"The policy is to work down from the top, and the programme to remove discrimination provides for a progressive penetration down to the lowest levels."

It was hoped to implement Phase 4 of the programme next year. Depending on the availability of funds, Phase 5 might be introduced simultaneously.

The general secretary of the Postal and Telegraphs Association, Mr Daan Coetzee, said the Post Office had been working on the removal of pay discrimination for 10 years.

"There isn't much left. The gap is almost closed in most areas in the Post Office, and within the next two or three years all traces of discrimination will have been removed."

There was still a narrow gap in the pay levels of black and white postmen. This, too, would be closed.

The chairman of the Federal Consultative Council of Railway Staff Associations, Mr Jimmy Zurch, said the Railways administration had been asked to close the wage gap "immediately."

The reply was that at a cost of between R350-million and R400-million, this would be too costly.

The aim now was that pay discrimination should be totally eliminated within five years.

Mr Zurch said there were now 21,000 black rail workers doing semi-skilled work formerly designated for whites, and that more than 1,000 of these were in the technical divisions.
Pay rises may put up rail tariffs

BY GERALD REILLY
Pretoria Bureau

RAILWAY union leaders expect rail tariffs will be raised next year — if only on a tentative basis — to meet the expected April pay increases of between 10% and 13%.

The chairman of the Federal Consultative Council of Railway Staff Associations, Mr. Jimmy Zurch, said in Pretoria yesterday that a 10% average rise for the 27,000 railway workers would cost the administration about R300-million.

The best surplus that could be hoped for at the close of the 1960-61 financial year was R100-million, and it could be substantially less.

Meanwhile a Railways head-quarters spokesman said yesterday the surplus for the first six months of the current financial year — to the end of September — was R35,000,000.

This compared with a budget surplus estimate of R37,000,000 for the six months.

However, he added, the prospects of lowest revenue had started to improve, and the chairman of the Committee of Finance and Administration and he is regarded as a member of the Committee of Finance and Administration and the Committee.

He has taught courses at the universities of Cape Town and Stellenbosch.

He is a recognized authority on the development of Cape Town and Stellenbosch.

His experience includes the design and development of systems for financial management, manufacturing control, and production optimization.

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He has been an international consultant in several countries around the world.

He has a degree in operational research from the University of London.
Staff of SAA told: Brush up your image

By Richard Paris

The management of South African Airways has appealed to the entire staff of the airline to help improve its image in view of the increasing number of complaints from passengers.

In an editorial in the current edition of SAA News, entitled, “Let’s Try Again,” the writer said, “Judging by the ever-increasing complaints reaching management lately, it is evident that something is radically wrong with our approach to our daily tasks, and this calls for a serious appraisal of the situation.

“In an effort to curb the disturbing upswing of complaints, we would like to make a special appeal to staff, especially those dealing directly with the public, to be on their guard, to avoid giving cause for unnecessary criticism.”

The editorial points out that although the airline worked successfully in the area of technical operations, it was falling short in the “goodwill department.”

It said a great deal of time and money was spent on public relations and publicity in an effort to develop and maintain an informed public opinion, but the present trend of reports indicated more could be done in this direction.

“The person who practises courtesy, which is nothing but considerate behaviour towards others, can do more for efficiency than the most modern piece of equipment ever designed and can do more to win public goodwill and patronage than the finest advertisement ever written,” it said.

It concluded by reminding staff that SAA had a fine tradition behind it and the best equipment available. Employees were urged to match the standard of service it gave the public with the excellence of the equipment it had at its disposal.”
Few problems at new station

Mercury Reporter

The Drakensberg Express yesterday became the first mainline electric train to arrive and leave the New Durban Station under electrical power, signifying the initiation of Durban’s new multi-million rand station complex situated between Umgeni Road and NMR Avenue.

Teams of labourers, technicians, engineers and senior Railways personnel worked over the weekend to direct the mammoth task of switching from the old Durban station to the new station, rerouting rail traffic, and accommodating the inevitable problems that went with the operation.

Disconnected

First, sections of the two South Coast lines that led into the old station had to be disconnected near the Old Port Road Bridge, the severed end manually carried across a 5 m gap and the rails reconnected to link up with the corresponding lines in the new station.

Electricity to supply 106 km of tracks and overhead wiring and 228 sets of points had to be switched on and tested.

Before the electricity was switched on, trains arriving and departing had to be reconnected to diesel locomotives to be brought into the un-electrified station.

Suburban trains could only travel as far as the Berea Road station. A temporary bus service was introduced at the weekend to ferry passengers between the stations.

An operations centre with a telecommunication link was set up in a quaint 1934 railway dining car to monitor the various departments and their needs. The dining car is soon to become a museum piece.

Porters with their trolleys, ticket collectors and conductors – many of whom had worked at the old station for many years – had to start learning their way around the vast new complex.

Limited time

To complete this mammoth task, the rich and women involved had only 36 hours – until 6 p.m. last night. This limited time left little safety margin for any problems that might encounter and resulting delays.

They needn’t have worried – the weather was on their side and the Drakensberg Express left platform 16 at 6.06 p.m. – dead on time.

A faulty new baggage lift, a few leaks in a new ceiling, a track break at Dussenhoek station which caused a 30-minute delay and one or two misplaced people didn’t prevent the programme from running according to schedule.

12 hours later… only police at old station

The building which had resounded with train whistles, the baw of steam engines and the hubbub and bustle of hundreds of thousands of people boarding and leaving trains over the past 37 years – now silently awaits its fate at the hands of Durban’s City Council.

SENIOR Railways officials used a quaint antique dining car, parked on the periphery of the new station, as an operations room while monitoring the station switch-over. The dining car was built in Pretoria in 1924, is still in immaculate condition and is to become a museum piece.
SAA fear Christmas stayaway

Argus Correspondent

JOHANNESBURG — South African Airways officials will today investigate threats by cabin crews to stage a mass stayaway during the airline's Christmas peak period — action which could disrupt many national and international services.

Air hostesses and stewards are planning a strike for a day in December. They say that would be their final protest at overtime working hours caused by SAA's severe staff shortage.

And if the strike does not bring about changes, there will be mass resignations, say the staffs.

UNAWARE

A spokesman for the airline's management said today officials were unaware of the threat.

"This all comes as a surprise, but we will be looking into the threats immediately," said the spokesman.

If the strike did come about, we would have to decide on what flights to operate when we saw exactly what was happening."

He said management was negotiating with cabin staff, trying to solve problems.

"Even if we stop only two or three flights from taking off, we will have achieved something," said one of the stewards — none of whom would be identified.

COMPLAINTS

Staffers complain of

- Eighteen hour shifts on New York flights.
- Working for 48 days without a day off.
- New rosters which incorporate two or three flights into one; and
- Junior flight stewards, on overseas conversion courses being made 'top up' flights at weekends to make up for the shortages.
SAA is considering cabin staff complaints

By Kevin Murray and Tony Davis
Management at South African Airways said today that salary increases and better working conditions were being considered for cabin staff who have threatened a go-slow that could seriously disrupt many of the airline’s services.

A spokesman for SAA said managers had been unaware of a threat by air hostesses and stewards to stage a mass stayaway during the Christmas peak period in protest against over-long hours and poor pay.

“But the matter is now being investigated and channels of communication have been opened up for those with complaints,” said the spokesman.

“Higher starting salaries and a reviewed salary structure, as well as ways of improving working conditions, are being considered by management.

“But we cannot say when any decisions will be made.”

The union representing SAA cabin crews agrees with Press reports that there is staff dissatisfaction.

Mr F Becker, chairman of the Salstaff division at Jan Smuts Airport, told The Star that the union met management last week to discuss staff grievances.

He said Salstaff was actively fighting to improve working hours—a major complaint of cabin staff.

Mr Becker said basic staff salaries at the airline could not compete with private industry but added that management was looking at increases.

“We are considering having cabin crews paid for total time worked and not simply for hours clocked in the air,” he said.

Many of the complaints about working conditions came from staff shortages and Mr Becker said there was a 15 percent cabin crew shortage at the moment. Recruiting was continuing and in January another 70 to 80 people would be starting training.
Railman loses legs

A RAILWAY worker lost both his legs below the knees in an accident at Durban's new station yesterday morning.

Mr. T Khanyile, 55, of Xwa Mashu is employed by the Railways to clean tracks, and while cleaning lines at platform one he was hit by a train and both his legs were severed.

He was taken to King Edward VIII Hospital but details of his condition were not available yesterday.
SAA cargo workers are up in arms

Staff Reporter

South African Airways cargo workers are angry over poor working conditions in the cargo section at Jan Smuts Airport. One of their complaints is that few men are having to share a disused container as an office.

Workers yesterday invited the Rand Daily Mail to visit the international and national forwarding and receiving section at Jan Smuts Airport as repeated complaints to SAA management have achieved nothing.

The grievances of the workers included:
- Thirty workers having to use ten disused cargo containers as offices. The containers measure 2.7m by 2.1m by 2.06m.
- There are no lights and no air conditioning inside these rundown shacks.
- Air conditioning in the packing rooms only works occasionally — and workers are exposed to the poisonous exhaust fumes from tractors and front-end loaders.
- A shower and washroom is being used as an office for the Chief One and Two cargo handlers foremen.
- Disgusting toilet facilities for all races. One toilet for 28 white women, two toilets for 30 white men, one of them overflowing, and only two toilets for 40 black workers.
- Black and white eating rooms in a dilapidated state with few tables and dirty benches with no facilities to warm food or to make coffee.
- Workers having to use wooden boxes to fix old chairs and other furniture fittings.

Workers yesterday claimed they had seen plans promulgated by management to improve the situation. However, the situation had remained unchanged for three years.

It would appear that it's much easier to talk about plans than to implement them, one worker said.

The workers said they had to remove or cut the sides of the old containers — which they call 'huts' — to allow light and air inside.

We are like squatters, we just don't belong here. The air-conditioning seldom works and the place is like hell during summer. We are also exposed to the fumes from the diesel trucks and loaders which never stop moving 24 hours a day.

How they still want to know why people leave the SAA, another cargo handler said.

An SAA spokesman said he could not comment on the report on a Friday afternoon at 3:17pm.

Where would I find the people now? We will have to go into the shed and find out what the situation is. If I come across anything I will phone you back,' he said.
Go-slow:
SAA staff claim jail threats

By HENRY HARINGTON

CABIN CREW of South African Airways said yesterday they had been warned of possible arrest, jail and dismissals if they proceeded with a “go-slow” planned for December 5.

They also said SAA doctors had been briefed not to allow sick leave except in the case of serious illness.

A flight steward told the Cape Times: “Members of the staff association (Salstaff) have been lecturing cabin crews for up to 40 minutes before flights. They are warning crews that they risk being arrested, jailed and fired if they go ahead with the ‘go-slow’ on December 5.”

The steward said Salstaff was making cabin crew “more and more cross” as the staff association did not seem to be helping the situation.

The threatened “go-slow” follows reports earlier this month in which SAA cabin crew expressed dissatisfaction with pay and long working hours.

“However, the chairman of Salstaff, the airways’ salaried staff association, Mr Fred Becker, denied that warnings of jail and dismissals had been given by his association,” Mr Becker said. “No one in SAA has even hinted at such suggestions.”

He confirmed that cabin crew had been addressed by members of Salstaff to inform them of negotiations with SAA management.

“We had a meeting with SAA management on Thursday when we received promises that cabin crew grievances would be rectified by February. We were given the assurance that salaries would be looked at again in April.”

“An administration committee, on which we have representation, will report back by January 15,” Mr Becker said.

“Cabin crews will be paid overtime on a monthly, instead of an annual basis from December. We are also endeavouring to have cabin crew compensated for waiting time, and to have anything above eight hours flying time paid as overtime — for example on long flights to New York, which take 17 hours.”

“Salstaff has had very satisfactory discussions with management and I anticipate a tremendous improvement in conditions. My reputation is at stake if management does not deliver its promises in February.”

The chairman of the South African Pilot’s Association, Capt. J.K. Tanton, said yesterday that his association could not associate with “go-slow” plans as they were in violation of government regulations. SAA spokesmen could not be contacted for comment yesterday.
SAA cabin crews are urged not to strike

By Richard Paris,
Air Correspondent

The management of South African Airways has asked members of the cabin crew to end their present strike rather than attempt industrial action which could pin the airline to the ground.

Director of public relations and managing director, Mr. Becker, said, "We have tried to communicate with the cabin staff to bring about improvements in working conditions and salaries, and we are making progress. "We are aware that any complaint which have not yet been brought to our attention, he said. "Otherwise, there is nothing on which to discuss any further developments," he added.

Cabin crew were reported to be feeding on such long flights as far as New York, Tokyo and Australia without rest periods, and that flight time and payment for rest periods actually in the air rather than the additional time spent before and after a flight while still on duty, and a lack of other benefits to ease their workload.

Mr. Fred Becker, chairman of SAA staff, the association that represents all non-technical staff at SAA, said last night that members of cabin crews, who make up about 75 percent of cabin crew, could not back strike action and were not committed to go on strike if it continued.

"The dissatisfaction has been going on for a long time and we would like to bring it to the airlines. We are not as successful as we would like to be," he said.

Mr. Becker said that, in his opinion, the strike would have to be called off if the airline was not able to come to terms with the cabin crew within the next two weeks. The strike, which had been in progress for three days, continued for a few more days. It was the first strike in the airline's history.

"I am confident we will succeed in the very near future," he said.

The strike, which involved all cabin crew members, had been called to protest against the company's proposed cut in cabin crew salaries and lack of progress in negotiations.

Mr. Becker said that, in his opinion, the strike would have to be called off if the airline was not able to come to terms with the cabin crew within the next two weeks. The strike, which had been in progress for three days, continued for a few more days. It was the first strike in the airline's history.

"I am confident we will succeed in the very near future," he said.
'Don't strike please by SAA'

Argus Correspondent

JOHANNESBURG — South African Airways has asked its cabin crews to make their grievances known rather than attempt an international without strike on Friday that could paralyse most of the fleet and cost the airline up to $2 million.

It was learned yesterday of a possible one-day strike that could affect all international services.

SAA's director of public relations said management had been in discussions with the cabin staff to bring about improvements in working conditions and salaries, and we are making progress.

We are aware that any complaints which have not been brought to our attention he made known otherwise, there is nothing on which to discuss any further developments.

Laid Up

Cabin crews were reported to be fed up with long flights as far as New York, Taiwan and Australia without rest periods and refuelling points. Payment only for hours in the air rather than the additional time spent before and after a flight while still on duty and a lack of other benefits to ease their workload.

But Mr. Fred Beatty, chairman of Salstaff, the association that represents the all non-technical staff at SAA, said Salstaff could not back strike action and was not sympathetic towards those who wanted it.

Source: Simkins, 1979b Figure 2.

Figure 1 is a histogram representing transfer incomes and earnings of Africans. Leaving aside the transfer earnings (pensions, unemployment insurance, maintenance and disability
New posts for black women

Mr Schoeman said that there would be an initial intake next year of 20 black, coloured and 'Indian' women.

Yesterday's parade was the first in the 64-year history of the force at which a full battle column passed out and also the first multiracial one - Sapa
A mass stayaway planned by South African Airways cabin staff appeared to have collapsed today because of a lack of organisation and alleged threats of dismissal by management officials.

Last-minute confusion and fear of victimisation resulted in the strike being called off, said one senior crew member.

This week, crew, staff said they were warned they would risk losing their jobs if they criticised the airline or talked about striking.

"We were also told not to speak to the Press."

The stayaway was planned in protest at SAA handling of staff grievances. For months cabin staff have complained about long hours because of staff shortages, the unsympathetic attitudes of superiors and no compensation for the extra-long shifts.

One senior staffer told The Star that although the management had promised to look into the grievances, "they were not moving 'fast-enough' or covering all the areas of complaint."

"They have promised changes by April — in five months — but this is unacceptable under present working conditions," he said.

A spokesman for SAA said today that management was working at top level and at top speed to remedy the situation and rectify any grievances.
Conditions improve at SAA

By Richard Paris, Air Correspondent

Wages and working conditions of cabin staff on South African Airways start improving at the end of this month, a senior SAA employee said today.

Mr Fred Becker, chairman of Salsiaf, the organisation representing about 85 percent of cabin staff, confirmed this morning that changes were only days away.

All cabin staff would get paid for the hours on duty — before, after and between flights — as well as for the time spent flying, retroactive to April. "This represents eight months of extra pay which will be supplemented in April with a 13th cheque and general increases all round," he said.

Accommodation was being built in the do sal for cabin crews and arrangements were being made for crews to stay in Mauritius. "This would meet the complaint that cabin crews often had to work more than 18 and even 19 hours without a break.

A computerised roster system would eliminate discrepancies in time off and duty periods.

All staff were expected to fly 75 hours a month but if they exceeded this, they would receive overtime each month.

About 160 new stewards and hostesses were undergoing training and would join during 1981 so overtime would be reduced.

Still under negotiation is a scheme for cabin crews to get commission for duty-free items sold on board.
SAAF pilots training quicker in new scheme

Own Correspondent

The South African Air Force has introduced a new pilot training system. Some pilots will be operational six months earlier.

After a basic flying course the new scheme will have most pilots transferring immediately to the type of aircraft they will fly permanently.

As in the past, all pupil pilots will report to the Central Flying School at Dunnottar near Springs where they will receive 133 flying hours' instruction on Harvards.

After successfully completing the course pilots will be asked what type of aircraft they want to fly, and after a selection board has considered each pilot's ability the decision will be made.

IMPALA ROLE

It is at this point that the new scheme will come into operation, said the Senior Staff Officer, Flight Training, Colonel D. D. Deans.

Instead of all pilots then being sent to Langebaan Weg in the Cape for 115 hours flying training on the Impala Mark 1, only chosen fighter and transport pilots will report there.

Helicopter pilots will be sent to 87 Advanced Flying School at Bloemfontein, outside Bloemfontein, for training on the Alouette 111.

Light aircraft student pilots will be sent to 84 Advanced Flying School at Potchefstroom where they will be trained on Cesna, Boehe and Kudu aircraft.

Dakota Start

The first course under the revised system, for helicopter pilots, has already started. The first new light aircraft course will be held in February next year, after 84 APS has been established.

Its first commanding officer will be Commandant A. L. Kloppier.

It is planned to start transport pilot training on Dakotas for eventual employment on C130 Hercules and C160 Transalls.
Hans arles 1980
Mr R J LORIMER asked the Minister of Transport Affairs:

How many (a) local Blacks with residential qualifications and (b) Black contract workers were employed by the Railways and Harbours Administration in the Cape Peninsula in the financial year 1979-80?

The MINISTER OF TRANSPORT AFFAIRS

(a) 1 741
(b) 1 685
Mr. N. B. Wood asked the Minister of Transport Affairs:

Whether it is estimated that there will be a shortage of pilots on the staff of South African Airways as at 31 December 1980, if so, (a) what will be the estimated shortage at that date and (b) what steps are being taken to reduce the shortage?

The Minister of Transport Affairs:

No

(a) and (b) fall away
Public Sector - TRANSPORT - LABOUR

Monumental folly?

Nineteenth century prisons are hardly noted for their hospitality. But right in the heart of Cape Town's dockyards, a prison designed for 320 white males in 1868 is now being used by the SAR & H to house up to 1 100 of its contract workers. The fortress-like building is on a ridge overlooking the Alfred Beach and is easily visible from the windows of the affidavit Green Point and Sea Point white homes on Signal Hill.

Construction of the Breakwater prison was started by convicts in 1868 and completed in 1891. Although some minor alterations have been made, no major structural changes have been undertaken since. In 1909 it was declared a national monument. Used as a military prison during the Boer War, it has since been used by SAR & H as a compound for migrant labour since 1927.

Security is tight. The original jail wall, topped with broken bottles, bears the inscription from the Boer War prisoners. It still surrounds the building. A watchman guards the entrance gates which are always open and are not allowed inside. The only crane moveable is a trolley to be seen in a system that condemns them to a permanent lifestyle of being "single." Although facilities are renewed annually, a "long-sentence" is not unusual. One resident told the FJI that he had been living in the jail for over 20 years.

The inequities of the migrant labour system are compounded by a lack of attention to the physical comfort of the workers. There are eight dormitories each for up to 40 men on the upper level and 33 cells on the lower level. The cells accommodate up to 12 men each and are still in their original form. This only accounts for about 700 inmates, but SAR officials say they can accommodate 1 100 -- which suggests tight packing at times. The inmates are employed on general labour in the docks and are a result the number living in Breakwater fluctuates.

The dormitories are stark and sterile and have no furniture, fixtures or fittings, save for wire mesh lockers and long rows of steel double-bunks with thin foam mattresses. There are no partitions and no privacy. The cells are similarly furnished.

All windows are located on the interior walls and overlooked the central courtyard. Some of the original barred prison windows still remain. They do not open, but cast adequate light into the living area during the day. At night a few inadequate but centrally placed bare bulbs illuminate the space. In the dormitories, viewed by the FJI, only three windows opened partially. These windows and the door supplied the only ventilation for the needs of 40 men. The lack of ventilation is compounded by asbestos roofing, which makes the living spaces extremely unpleasant in summer. The cells are not much better. One window, opening partially, and the door were the only source of fresh air for 12 men.

The FJI was told that "the dormitories are cold and draughty in winter. As a result, the men tend to huddle towards the extremities of the room to avoid sleeping opposite the central place window. The doors are driven closed, through which rain is driven through.

There are no cooking facilities and food is supplied from a kitchen just outside the jail walls.

Some attempts at modernisation have been made by SAR & H -- but on the dormitory floors. An ablution block with hot water showers and a recreation hall and a beerhall have been added to the centre of the courtyard.

Railway officials contend that their plans for improvements are continually thwarted by the fact that the building is a national monument and the SA Monuments Council is not amenable to major changes. However, Brian Hassell, chief professional officer of the SA National Monuments Council denies Railways has ever asked for changes. "In fact we encourage the upgrading of buildings," he says.

The need to find acceptable solutions to SA's housing problem is urgent. Government has increasingly stressed the role that the private sector and employers should and could play in finding solutions. It is time for the state as a large employer to put its money where its mouth is and set an example to the private sector of what can be done.
Railways feels it has a good record in providing accommodation for its workers - given the fact that it has no choice but to operate within the migrant labour set-up.

At present its most modern accommodation for migrant labourers is a hostel built in 1976 at Kaserne marshalling yards in Johannesburg. Most of the migrants work in the adjoining Kaserne goods sheds and come from all over the country.

The hostel, housing 424 men, is certainly an improvement on other hostels. Eight men share a room, as opposed to 48 in Breakwater, and an attempt has been made to provide some privacy - shoulder high partitions partially divide rooms into units for four. According to Serfontein, a survey he undertook before the hostel was built showed that few men wanted single rooms.

There are 1 885 men living at Kaserne - 424 in the new hostel and the rest in three other units built in 1968. The floors are concrete, the beds steel and the walls unplastered brick (except in the new block which is being painted). There are no cupboards, not even the customary wire lockers. In the new block there are heaters on the walls and a ready supply of hot water. Twelve showers and six toilets satisfy the needs of 40 men per floor; everything is clean, well maintained and sterile.

New schemes

Railways also has a number of experimental projects on the drawing boards. At Imbali in Natal, an innovative housing scheme involving individual flat units for 3,000 men is underway. Scheduled for completion in 1984, the flats are being designed so that they will eventually be convertible to family housing. Each flat will have three rooms in which nine men will live - the group leader in a room of his own. Each flat is designed as a self-contained unit with an undaba space and a balcony. The development will also contain a range of recreation facilities including a soccer field, cycle track, athletics track, community centre, doctors’ consulting rooms and beer gardens. According to Serfontein, “there is nothing like it in the country.”

In addition, contractors are already on site at Umlazi for a massive development to house 6,000 single men. Railways have taken the unusual step of designing a visitors' complex of 32 rooms for visiting wives. Other housing projects are envisaged at New Canada, New Brighton and Bapsfontein.

Providing housing for 3,000 to 6,000 “single” men at a time poses a thorny problem for any employer. But there is little that employers can do except provide the best possible accommodation until the government eventually recognises and decides to alter the degradation imposed by the migrant labour system.
Farmers complain to Railways about black workers' compound

By JOUBERT MALHERBE
Pretoria Bureau

SOME farmers in the Karimo district, near Nelspruit in the Eastern Transvaal, are at loggerheads with the Railways over a black compound at a railway siding on one farm.

Mr. Boet Botha, a farmer, claims that equal conditions have been allowed to develop at the camp, and that there is no fresh water or toilet facilities for the workers.

His wife said yesterday that the compound was built in 1963, and claimed that Mr. Braam Raubenheimer, former MP for the area, had been approached about it, and representations made to other Cabinet members.

There had been livestock and vegetable thefts in the area, she said. Farmers had complained, and the Railways then put up a fence round the compound.

Workers got water from a stream she said.

Mr. A. Fourie, divisional manager of the Railways, agreed that there were problems with the compound at Krookubopport, the farm on which it stands. Eighty-three workers are housed there.

He said there were plans to move the compound to the Kangwana area adjoining the farm.

New toilet facilities had already been put up at the compound, and the Railways had stringent health standards in compounds, he said.

Plans were also under way to replace the existing tin shacks with a better type of housing.
Air traffic controllers

12. Mr R J LORIMER asked the Minister of Transport Affairs whether his Department has a shortage of air traffic controllers, if so, (a) what is the figure and (b) what steps are being taken to remedy the shortage.

The Minister of Transport Affairs: Yes.

(a) 16

(b) Candidates are recruited through official recruitment campaigns. Informal contact is also established with secondary schools in the vicinity of air traffic control centres to bring this career to the attention of maintained.
South African Airways technical staff

Mr. R. J. LORIMER asked the
Minister of Transport Affairs

Whether the South African Airways has
a shortage of technical staff involved in

FRIDAY, 30 J

Industry maintenance, if so, (a) how many
posts are vacant and (b) what steps are
being taken to remedy the shortage?

The MINISTER OF TRANSPORT AFFAIRS

Yes

(a) 173 (± 10% of the total)

(b) The intake of apprentices has been
increased considerably
FACULTY OF ENGINEERING

Corporation Medals

Second Year (Bronze Medal)
Miss G C Littleworth

Third Year (Silver Medal)
Miss N C Davidson

Fourth Year (Gold Medal)
P. J. C. Gill
J. J. Cairns
D. P. Weeks
B. F. Reclund

Professor George Manjones Prize
Awarded on results of final examinations to the best male student in Land Surveying or Civil Engineering.
J. H. Rens

J. J. Rens

Society's Silver Memorial Prize
Awarded to the student with the highest year student average.
L. Monopolado
Labour Reporter

South African Airways flight staff hope that wage increases will be announced later this month in Parliament.

On February 16, the Minister of Finance, Mr Owen Horwood, will table the Part Appropriations Bill which may include pay rises for much of the public sector.

A spokesman for SAA staff, the union which represents SAA personnel, said this week that they were studying ways to reduce the number of clerical grades.

He said minimum increases for hostesses and stewards were expected and would come into effect in April.

Teachers, policemen, and nurses are also hoping Mr Horwood will give them some good news about their wages.
Breakwater Prion

Minister of Transport Affairs

154 Mr R J Lorimer asked the

(1) Whether the Breakwater Prion is
being used to house contract workers
employed by the South African Rail-
ways and Harbours Administration.
If so, (a) how many are housed there
and (b) for how long has it been so
used.

2\frac{1}{2}L \leq L

(2) (a) (i) how many workers are
accommodated in former (aa) dormi-
tories and (bb) cells and (ii) what are
the sizes of such dormitories and
cells, respectively, (b) how many (i)
showers, (ii) baths and (iii) toilets are
provided and (c) what facilities are
provided for (i) cooking and (ii)
recreation.

B) 50

(a) Nil

(ii) 76

(c) (i) Inmates are departmentally
fed and meals are prepared by
properly trained cooks.
The fully equipped kitchen
inter alia contains five
pocketed electric cooking
pots with a capacity of 225
litres each and two of 135
litres each, one electric fish
fryer, one electric potato
peeler (12 kilogram capa-
city) and one fridge of 1.08
m$^3$.

(ii) One recreation hall for film
shows etc (films are shown
at least once per week), one
fully equipped beer hall and
one boxing ring complete
with boxing equipment.

(3) Matter under consideration.
SAR artisans talk about mixed union

By IAN WYNN

THE 22,000-strong Artisan Staff Association of the South African Railways will debate constitutional changes which would throw it open to all races.

Proposals to amend the constitution will be debated at the union's annual congress in April.

Strong opposition to the move is expected from conservative delegates from the Transvaal.

The SAR already employed 1,600 black trade hands to help white technicians — and the ASA fears a militant black trade union will form.

"The idea of blacks being invited to join is to teach them the ropes so they won't form their own union and start industrial unrest," said a highly-placed ASA source.

The union would ensure control remained in white hands for a number of years.

One suggestion is that no black will become a branch chairman or secretary until he has been a member for five years and he will not be elected to the national executive until he has served 10 years,

ASA president, Jimmy Zarich, and general secretary Wally Grobler refuse to comment on possible changes to the ASA's constitution, but they are known to have sounded out union members throughout the country.

"The president told us if the entire three-day conference is spent discussing just that one issue and we come up with some concrete results, it will have been worthwhile," said one source.

Mr Zarich and the conference agenda has not been drawn up, but the sources said branches had already been asked to put forward their proposals.

Mr Grobler said the situation was very sensitive.

"The leadership of a trade union can only move as fast as its members allow it to move," he said.

"We don't take on black apprentices, but we are going to have problems filling posts — it is happening throughout the Republic — and we will have to take on blacks soon," said another ASA source.

Koos Verster, Assistant General Manager (manpower) of the SAR, said there were 11,000 artisans on the railways — and the vacancies were only 1,600.

"We have 2,000 white apprentices in their third and fourth years and should be able to cover any vacancies which may exist," he said.

"There are about 1,600 trade hands who are not whites doing work of less importance below the technicians," he said.

"We held negotiations with the ASA about bringing them in and they had no objections," he added.

Kidnap victim murdered

BILBAO: Basque terrorists a killed the kidnapped chief engineer of a nuclear power plant after Spanish authorities ignored their demand to demolish the reactor. — Mundo Reporter.
Railway police union to go multiracial

By RIAAN DE VILJERS

Labour Correspondent

WHITE railway police are opening their trade union, the SA Railways Police Staff Association, to coloured, Asian and black.

A spokesman for the union said that it had already adopted an official non-racial status and was recruiting members of all races.

Mr. Heinecke, secretary of the union, disclosed yesterday that it had taken a decision in principle to exclude members of other races at its congress in April last year. This was not made public at the time.

Constitutional amendments are expected to be presented to members for ratification at a special congress next month.

The association, which was formed in 1965, said that its membership was about 350.

The association's move is likely to spark off renewed controversy within Sacta to which major white unions, including the Mineworkers' Union, are affiliated.

Tension has been growing recently in Sacta as several of its members have opted for non-racial status, thus falling foul of its constitution. The Railway Police Staff Association's move is likely to increase this tension.

Some white unions have argued that Sacta faces elimination if it does not allow multiracial unions to join. However, multiracial unions would continue as a smaller, but non-racial body.

Meanwhile, Mr. Piet Roos, secretary of the SA Footplate Staff Association, disclosed for the first time yesterday that the union had received government permission to become fully non-racial in October last year and that recruiting members of other races.

The 9,000-strong association's added membership potential is about 350.
Mr R J LORIMER asked the Minister of Transport Affairs:

1. Whether any chief clerks in the employ of the South African Railways and Harbours Administration have recently been advised of an alteration in their conditions of service, if so, what was the nature of the alteration?

2. Whether such alteration resulted in financial loss to the servants concerned, if so, what steps?

3. Whether steps have been taken or are contemplated to compensate such servants, if so, what steps?

The MINISTER OF TRANSPORT AFFAIRS:

1. Yes, certain service conditions of chief clerks were changed from 1 February 1981 due to representations from their Staff Association. They were advised that the changes would entail their being accorded senior officer status and their hours of duty would therefore be undetermined. Their designation was changed to assistant superintendent.

2. No, not as far as their salaries are concerned. However, a few of the former chief clerks who were required to work overtime and Sunday time will no longer receive payment for such time worked as they are now senior officers. However, the overwhelming majority of these officials benefited considerably as a result of the changes.

3. It is not the intention to compensate the new assistant superintendents for any possible loss in respect of overtime and Sunday work. However, the intention to re-allocate duties in such a manner that they will no longer be required to work compulsory overtime.

Mr R J LORIMER: Mr Speaker, arising out of the reply given by the hon the Minister, I assume he is aware of the fact that many chief clerks are very upset about this, but does he believe it is fair that people should be asked to accept such considerable decreases in their income?

The MINISTER: Mr Speaker, this is the result of proposals we received after discussions with the staff associations. I shall explain everything on Monday during the debate on the Additional Appropriation Bill of the Railways. The hon member can then ask as many questions as he likes.
Railway body opens its doors to all races

By Drew Forrest

The Federal Consultative Council of SAR and H Staff Association, whose affiliated trade unions represent about 30,000 white railway workers countrywide, has opened its ranks to coloured, Indian and African unions.

Affiliation to this powerful coordinating body would greatly strengthen the two coloured staff associations and the Indian staff association already active on the railways, the general secretary of the council, Mr. Johan Benade, said yesterday.

The decision to amend the council's constitution was taken last November after a long period of semi-official contact with the coloured and Indian associations, he said.

Contact had been stepped up as their membership had increasingly moved into 'graded' positions.

The constitution now stipulates that member unions should be "registered under industrial law and recognised by Railway management."

All reference to race has been deleted.

WILLINGNESS

Mr. Benade said the SAR and H Coloured Staff Association (northern areas) and the SAR and H Indian Staff Association had already decided to join the council, while the coloured association for northern areas had indicated a willingness to do so.

All three would have observer status at the council's annual general meeting next month.

Since the council negotiates on matters affecting railway workers as a whole, the benefits of affiliation for the coloured and Indian bodies would be "very considerable," Mr. Benade said.

In future, they would be party to all formal discussions with Railway management and the Government, and would be eligible to represent the council as observers at the International Labour Organisation in Geneva.

And with increased powers to regulate conditions for coloured and Indian railway workers, their membership was bound to soar, Mr. Benade added.
Railway Police to open union

Own Correspondent

JOHANNESBURG — White railway policemen are opening their trade union — the SA Railways Police Staff Association — to all races.

The association is affiliated to the all-white SA Confederation of Labour (Sacla), and the move is likely to spark off renewed conflict within the strife-torn co-ordinating body.

The secretary of the police association, Mr Bennie Reinecke, said the association had decided in principle, at its congress in April last year, to allow members of other races to join. This was not made public at the time.

Constitutional amendments are to be presented to members for ratification at a special congress next month.

If these are accepted, the association will apply to the Minister of Manpower Utilisation for the necessary exemptions.

Mr Reinecke was reluctant to comment on whether the association aimed at becoming fully non-racial or maintaining separate branches for members of different races, as he said he did not want to anticipate the constitutional amendments.

Sub-categories

But he said the constitution provided various sub-categories for officers, non-commissioned officers and other members, and it was likely that further categories for members of other races would be added.

The association has 2,900 white members and could recruit 3,000 policemen of other races if it opened its ranks.

Mr Reinecke, a junior vice-president of Sacla, described the association’s affiliation as a “difficult issue” and said it would have to disaffiliate from the co-ordinating body unless its constitution was changed to allow affiliates with mixed membership.

The association’s move is likely to spark off renewed controversy within Sacla.

Tension in Sacla has been growing recently as several of its unions have opted for multi-racial status, thus falling foul of its constitution. The Police Staff Association’s move is likely to increase this tension.

Some white unionists have argued that Sacla faces extinction if it does not allow multi-racial unions to join. However, right-wing unionists would rather see Sacla continue as a smaller, but nevertheless non-racial, body.
R225m boost to SAR pay scheme

THE ASSEMBLY - Railway union officials will demand a R225 million increase in wages, while railway pensions will be raised by 12.5%, the Minister of Transport Affairs, Mr. Perhak-Schoman, announced yesterday in the Railways Port Appropriation Bill.

He also announced increases in diesel and other fuel prices as well as raised local and foreign fares and goods tariffs.

Oil prices increased by 12.5% last month. Petrol and other fuel prices are now to be raised to only 50% of the gross domestic product.

Mr. Schoman said that all the increases would be explained as necessary but the prices would be lower than the average of the past two years.

The government cannot afford to subsidise the railway, he said.

He added that the rail wage increases were to be matched in the last 12 months.

If passenger and freight rates were increased by 12.5%, this would add up to R225 million.

The railway and the South African Railways had operated passenger services at a total deficit of R200 million.

The state would contribute R225 million towards covering up the deficit.

The rest had to be found through tariff increases.

Mr. Schoman said the tariff increases announced in the railways and harbours Port Appropriation Bill, were still lower than the rate of inflation - 12.5%.
It would have been politically unwise not to accord the administration's 270,000-odd employees and pensioners an increase so soon after public sector employees got R720m — even though Railways staff got R265m last April. After all, railmen also vote.

The most extraordinary thing about the wage package is that it was not awarded in response to any degree of militant agitation, but almost as a gratuitous handout, which the finances of the administration could not afford at this stage. And the 12.5% increase, proudly defended by Schoeman as being responsible and well under the going rate of inflation of 15.7%, comes on top of the normal annual round of incremental and merit increases which are built into workers' conditions of employment.

The question Hendrik Schoeman failed to answer in the debate on the Railways Port Appropriation was whether the wage hike and the tariff increases it triggered were in the best interests of the Railways as a business and the economy of the country as a whole.

It is all the more extraordinary in view of the fact that only last week Finance Minister Owen Horwood called for combined action by the public and private sectors to get together and work out a strategy to combat inflation.

While the overall rates increase averages out at something less than the rate of inflation, it will nevertheless ripple through the economy. It's a fair bet that the higher rates will set off a series of 'retaliatory' price increases, including those industries (steel, coal, timber and electric power) of which the SAR & H is a major customer.

The question users of the administration's services will now be asking is whether the extent of the current rates increases is justified. There is nothing wrong with efforts (which have been going on since Ben Schoeman reluctantly agreed to the recommendations of the Marais Commission in the mid-Sixties) to bring about closer alignment between charges and costs on the various services and the various categories of freight.

But was another massive wage hike justifiable? Seen from government's point of view, it probably was.
TRANSPORT

Transport is an area where the government has a direct impact. The government is responsible for the design, construction, and operation of public transportation systems. This includes roads, bridges, and public transit systems. The government also sets the rules and regulations that govern transportation.

CIRCULAR

The circular is a document that is used to communicate information to a large group of people. It is often used by organizations such as businesses, schools, and government agencies. The circular typically includes information about an event, a product, or a service. It may also include instructions for using the product or service.

ARMS CORRESPONDENT

The arms correspondent is a person who is responsible for reporting on military affairs. They may be employed by a newspaper, a magazine, or a government agency. The arms correspondent typically travels to military bases and combat zones to report on the activities of the military.

JOHANNESBURG — The government has made a decision to move to a new location. This decision has been met with mixed reactions from the public. Some people support the decision, while others are concerned about the impact it will have on the city.

CRANSTOWN — In the city of Cranstown, there has been a decision to implement a new policy. This policy has been met with mixed reactions from the public. Some people support the decision, while others are concerned about the impact it will have on the city.

BLACKS FORCED STILL TO MOVE

The government has made a decision to force blacks to move to a new location. This decision has been met with mixed reactions from the public. Some people support the decision, while others are concerned about the impact it will have on the city.

CITY BLICKS COURT

The city of Blicks has made a decision to implement a new policy. This policy has been met with mixed reactions from the public. Some people support the decision, while others are concerned about the impact it will have on the city.

DEPARTMENT OF THE INTERIOR

The department of the interior is responsible for managing the nation's natural resources. This includes land, water, and minerals. The department is also responsible for protecting the nation's natural heritage.

THE NATIONAL SCIENCE FOUNDATION

The national science foundation is an agency of the government that supports scientific research. It is responsible for funding research grants and providing support to scientific organizations.

THE DEPARTMENT OF DEFENSE

The department of defense is responsible for the nation's military. This includes the development and deployment of military technology, as well as the training of military personnel.

THE UNITED STATES AIR FORCE

The United States air force is a branch of the military. It is responsible for conducting air operations, as well as providing support to other branches of the military.
torture

of assault

Police

Railways

A. A. C. W. M. M. and the employees of the M. C. B. E. R. C. E. C. & C. B. E. R.


for resisting arrest," Mr Mkhize said.

He said he told the sergeant it was the first time he had been told anything about an arrest warrant and asked to see it. He was told it was at the Railway Police office.

Mr Mkhize said he was then taken to the Railway Police offices in the police car.

"Then they came to me and asked me to sign a note saying that I would not lay any charges of assault against them," Mr Mkhize alleged in his statement.

He told them he was not prepared to sign any such note, but said he did not intend laying charges.

Mr Mkhize alleged he was "Then one of them took my clothes and socks off and put a towel over my eyes," Mr Mkhize alleges.

After further assaults Mr Mkhize said he heard one of the men—a fourth man had joined them—suggest he be given a "tokoloshe" to make him talk.

At one stage I felt something being laced around my toes on the left foot and something else wrapped around the second toe of my right foot.

"Then one of the men said give it to him.

"I felt a jarring shock to my body and fell to the floor with the chair. The towel fell off my head and I could see four men in the office," he alleged.

After further shocks and more questioning, Mr Mkhize or cells. He was held there until the Saturday evening when he was taken to hospital.

Mr Mkhize said in his statement that he had suffered swollen and cut lips, bruising behind an ear and on his wrists, a bloody nose and burns on his toes and penis where the electric flex was wrapped.

The senior investigating officer of the Railway Police in Durban, Colonel D S Malan, refused to comment and said the matter was in the hands of the Attorney-General.

Mr Mark Cutting, Mr Mkhize's employer for two years said he was disgusted by the alleged torture and assault.

He said Mr Mkhize had proved "100% reliable" and had never been in trouble.
(b) Compensation shall in no case exceed the value of the parcel or of the contents thereof which may be lost or damaged. In the case of documents which are of value because of the cost of preparation, compensation shall not exceed the cost of replacement."

Delete regulation 49

DEPARTMENT OF RAILWAYS AND HARBOURS

No R 734 3 April 1981

Under the powers vested in me by section 4 (3) of the Railways and Harbours Pension Act, 1971 (Act 35 of 1971), I, Hendrik Stephanus Johan Schoeman, 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 from 1 January 1980:

REGULATION 23

Substitute the following for paragraph (1) (a)

(a) salary and service bonus,

Substitute the following for paragraph (2) (c)

(c) fees, honoraria and bonuses of any kind, other than the service bonus referred to in paragraph (1) (a)

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 the New Fund retains the Administration’s contributions to the Fund in terms of section 12 (2) of the Act on the contributions of members.

(b) Vergoeding gaan in geen geval die waarde van die paket of van die inhoud daarvan wat verlore gegaan het of beskadigd is, te bowe nie. In die geval van dokumetjie wat waarde het vanwee die koste van opstelling daarvan is die vergoeding nie meer as die koste verbondie aan die vervanging daarvan nie."

Skrap regulasie 49

DEPARTEMENT VAN SPOORWEEN HAWENS

No R 734 3 April 1981

Ingevolge die bevoegdheid wat aan my verleen is by artikel 1 (3) van die Spoorweeg- en Hawepensioenwet, 1971 (Wet 35 van 1971), verleen ek, Hendrik Stephanus Johan Schoeman, Minister van Vervoerwees, na raadpleging met die Spoorweeg- en Haweraad, goedkeuring daaraan dat die Pensioenregulasies, gepubliseer in Goewermentskennisgewing R. 859 van 28 Mei 1971, soos gewywyn, soos volg verder gewysig word van 1 Januarie 1980 af:

REGULASIE 23

Vervang paragraaf (1) (a) deur die volgende

(a) salaris en dienbonus,

Vervang paragraaf (2) (c) deur die volgende:

(c) fees, honoraria en bonusie van enige soort, behalwe die dien-bonus waarna in paragraaf (1) (a) verwys word

REGULASIE 24

Vervang paragraaf (2) (e) deur die volgende

(e) Wanneer 'n terugbetaling ooreenkoms met sub-paragraaf (d) of (g) aan 'n lid gedoen word, behou die Nuwe Fonds die Administrasie se bydraes wat kragtens artikel 12 (2) van die Wet op die bydraes van lede tot die Fonds bygedra is

AGROCHEMOPHYSICA

This publication is a continuation of the South African Journal of Agricultural Science Vol. 1 to 11, 1955-1968 and deals with Biochemistry, Biometry, Soil Science, Agricultural Engineering, Agricultural Meteorology and Analysis Techniques. Four parts of the journal are published annually.

Contributions of scientific merit on agricultural research are invited for publication in this journal. Directions for the preparation of such contributions are obtainable from the Director, Agricultural Information, Private Bag X144, Pretoria, to whom all communications in connection with the journal should be addressed.

The journal is obtainable from the above-mentioned address at R1.50 per copy or R6 per annum, post free (other countries R1.75 per copy or R7 per annum).

Sales tax must accompany inland orders.

AGROCHEMOPHYSICA

Hierdie publikasie is 'n voortsetting van die Suid-Afrikaanse Tydskrif vir Landbouwetenskapjaargang 1 tot 11, 1955-1968 en bevat artikels oor Biochemjie, Biometriek, Grondkunde, Landbou-enginemewese, Landbouwekunde en Ontleidingstegnieke. Vier dele van die tydskrif word per jaar gepubliseer.

Verdienstelike landboukundige bydraes van oorspronklike wetenskaplike navorsing word vir plasing in hierdie tydskrif verwelkom. Voorskrifte vir die opstel van silke bydraes is verkrygbaar van die Direkteur, Landbou-inhenting, Private Bag X144, Pretoria, aan wie ook alle navrae in verband met die tydskrif gereg moet word.

Die tydskrif is verkrygbaar van hogenoemde adres teen R1.50 per eksemplaar of R6 per jaar, posvry (Buitelandse R1.75 per eksemplaar of R7 per jaar).

Verkoopbelasting moet bij binnelandse bestellings ingesluit word.
THE FOUR Soweto men who were arrested two weeks ago and held under Section 22 of the General Law Amendment Act are now being held in terms of Section 6 of the Terrorism Act, a spokesman for lawyers representing their families said yesterday.

Except for Mr Raboevane, all three are employed as telephone technicians. Mr Raboevane was a counter clerk at Orlando post office.

TRADE UNION

Sources close to the four men believe they are being detained in connection with their plan to establish a trade union of black post office and telecommunications workers.

Mr Khumalo’s wife, Nonzapha, said she was getting more and more concerned about the safety of her husband and his colleagues because when she went to Pretoria police station to give her husband clean clothes, food and toiletries, the dirty clothes he had on were not returned to her.

“How does one interpret this kind of thing? Why are the police keeping the clothes they wore when they were arrested?” she asked. — Sapa
the economic rewards allocated to members of the periphery do not satisfy them. Furthermore, these countervailing powers will be strengthened by support that can be obtained through those new institutions that grow out of the common economy. In addition, the point has repeatedly been made that this confrontation will be a political one and, therefore, a racial and ethnic one, rather than a class one. This is so since conflict tends to follow the dominant lines of cleavage in the society. In this regard, Lockwood (1970) writes "revolutionary" goals are unlikely to emerge from the antagonisms of groups in plural societies unless ethnic and racial divisions happen to coincide with lines of economic relationships. [For this reason] ethnic and racial conflict in a plural society is not inherently revolutionary.

The role of the group, would seem to be one of applying coercive sanctions. This probably will lead to a cloaking of the group and, eventually, to an open power struggle. All the other ethnic and racial groups' disappearance of any compliance leads to a racial and ethnic division.

The second application of this, seems to be that the processes of maintenance of the centre society which are that of maintaining pluralism and the gains over the periphery. The key variable in the economy, satisfying the material wants and bolstering the group's ability, is to maintain racial pluralism in an economic development. We see again that the maintenance of system goals in maintaining order in a plural society. If consensus can be obtained in the centre, and satisfaction in the periphery, order can be maintained.

The third possible direction is that toward a "democratic" plural society. Here, ethnic diversity (what M. G. Smith called cultural pluralism) can be maintained, but differences in other ways be made. We see that the process is that of maintaining pluralism and the gains over the periphery. The key variable in the economy, satisfying the material wants and bolstering the group's ability, is to maintain racial pluralism in an economic development. We see again that the maintenance of system goals in maintaining order in a plural society. If consensus can be obtained in the centre, and satisfaction in the periphery, order can be maintained.

At no time. Rather, with a history of partial power due to the pluralism of order—demolish, power, and order, and revolution. The norms are that toward a "democratic" plural society. Here, ethnic diversity (what M. G. Smith called cultural pluralism) can be maintained, but differences in other ways be made. We see that the process is that of maintaining pluralism and the gains over the periphery. The key variable in the economy, satisfying the material wants and bolstering the group's ability, is to maintain racial pluralism in an economic development. We see again that the maintenance of system goals in maintaining order in a plural society. If consensus can be obtained in the centre, and satisfaction in the periphery, order can be maintained.

A. A. Petition circulated among FSA faculty.

1. See a subsequent section in this Paper.
2. Emphasis in the original.
3. A further common concern is the conviction that plural societies are unjust social arrangements.

NOTES
Labour Reporter

Li. More jobs had to be created for workers. The
building work between the LD and the U.S. and the USSR
had been opened in the year 1973, at the 20th Annual
Meeting of the National Railway Association's Annual
Meeting, in June, according to the principle
that the lesser the longer the distance from
the South African coast to the North American
continent, the greater the number of
railway workers required. This was due to the
opening of the railway line between the LD and
the USSR, which had been opened in the year
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longer the distance from the South African coast
to the North American continent, the greater
the number of railway workers required.
Railways union opens up to blacks

By RIAAN DE VILLIERS

Labour Correspondent

A LEADING white Railways department union, the Artisan Staff Association, has decided to back the introduction of workers of all races as apprentices on the railways — and to open its own ranks to them.

It has also decided to apply for affiliation to the multiracial Trade Union Council of South Africa, the largest trade union co-ordinating organisation in the country.

The decisions were taken at the annual conference of the 21000-member association in Johannesburg this week and announced at a Press conference yesterday.

"However, the conference decided it would only accept black apprentices if they were subject to compulsory military training or white apprentices were exempted. White applicants would have to be given preference," its executive committee said.

Its executive committee would have to ensure that the ASA retained the "greatest measure of control over the influx of non-whites into the apprentices' ranks and into work situations over which it has jurisdiction."

"Commenting on these moves, the ASA's president, Mr Jimmy Zurich, said the association had been willing to accept black apprentices provided they were subject to the same employment conditions as whites.

The value of military training was more important in the Railways than elsewhere and apprentices who did not have to undergo training would gain a permanent advantage over the others."

However, Mr Zurich did not appear to see this as an insuperable obstacle. He said the issue was under urgent investigation by a Railways management committee and that the moot point of apprenticeship would take place next year, which gave the parties ample time to resolve the problem.

Mr Zurich said there had been some opposition to the decisions and some members "weren't very happy."

However, the conference decision to open ASA ranks had been virtually unanimous.

The ASA has not been affiliated to any co-ordinating organisation since 1978, when it broke away from the Right-wing SA Confederation of Labour with the intention of setting up a new "middle of the road" organisation.

Mr Zurich said yesterday that the union had worked hard to form a new organisation, but that process had to come to the conclusion that the idea "had never been realistic."

The ASA needed a platform for its views and it had consequently decided to affiliate to TUCSA.

The ASA conference also debated a resolution calling for a one-day strike in protest against price rises.

According to yesterday's statement, it took "all the persuasiveness of the president and the executive committee to dissuade the conference from such strong action."

The Government would be urged to take strong steps to check inflation and the union would also press for new wage increases to match inflation and compensate members for increased productivity.
Rail unions vary on affiliation

Labour Reporter

The SA Footplate Association, which represents about 10,000 white workers on the Railways, had discussed affiliation but has decided not to join the Trade Union Council of South Africa (Tucsa), a spokesman said.

Last week the Artisan Staff Association of the Railways decided at its annual conference to apply for affiliation to Tucsa.

The ASA presently represents about 22,500 white workers but will in future be open to members of all races.

The Footplate Association opened its membership last year.

The opening of Railways unions membership is seen as the result of growing pressures for skilled manpower and the shrinking white labour force in this sector.

See Page 21.
Response to Pressures

Railway's Union: Pragmatic
Railways welcomes founding of black union

By Drew

A black trade union — with a potential membership of 75,000 — has come into being at the South African Railways.

The Staff Association for Black Employees of South African Railways and Harbours was officially constituted on April 1 and has already enrolled close to 10,000 members, according to SAR public relations manager, Mr Tienie van der Berg.

Membership of the union was restricted to black employees of the Railways and Harbours with one year's work experience, he said — giving it a potential following of about 75,000.

Mr van der Berg described the emergence of the union as an "evolutionary" one. In keeping with the recommendations of the Wiehahn Commission, it had been decided to phase out the present system of works committees as the only form of representation for black workers.

The request for a black union had come from workers themselves, he said, after the admission of Indian and coloured staff associations to the official negotiating machinery at the end of last year.

But it was expected that works committee members would find their way into executive positions in the union. The committees, in collaboration with liaison officers, would bring the association to the attention of black staff.

Railways management had given "every assistance possible" to the union. It had helped in the drafting of its constitution, which was modelled on those of the white associations, and had granted it stop order facilities and organising access.

The union had applied for registration, which it expected to receive by the end of June. Thereafter, it would be represented along with other railways unions on the Federal Consultative Council of SAR and H Staff Associations and would be party to all future negotiations with management.
The Minister of Transport, Mr. Hendrik Schoeman, is preparing to take the necessary steps to ensure that the railway system operates efficiently. Mr. Schoeman has been pushing for some time now for a restructuring of the railway system to improve its efficiency and profitability.

Mr. Schoeman has been advocating for a privatisation of the railway system, stating that this would allow for better management and more efficient operations. He has also been pushing for the introduction of new technologies and systems to modernise the railway system.

In a recent speech, Mr. Schoeman said: "The railway system is in need of modernisation and restructuring. We need to invest in new technologies and systems to improve its efficiency and profitability. This will not only benefit the railway system, but also the economy as a whole."
One more Railways union to go non-racial?

By Tom Davis
Labour Reporter

The 7,000-member Railways Salaries Staff Association (SALSTAFF) is considering opening its membership to all races.

A resolution was taken at this week's annual general meeting of the union in East London to remove the word 'white' from membership requirements.

Salstaff is an affiliate of the all-white SA Confederation of Labour.

A Salstaff spokesman said the meeting had decided to defer acting on the resolution and a study group would be appointed to look into the matter.

If the union decides to go ahead and open its membership to all races this would be a serious blow to the Confederation of Labour whose numbers are rapidly dwindling.

Earlier this year the SA Railways Police Staff Association with about 3,500 members withdrew from the Confederation of Labour after opening its membership.

LEFT

Last year four unions left the Confederation after deciding to go multi-racial. They are:

- The SA Association of Municipal Employees with 4,000 members
- The Johanesburg Municipal Employees Association with 3,000 members
- The Durban Municipal Employees Society with 4,000 members
- The National Association of Furniture and Allied Workers with about 800 members

At the Confederation's conference last year the SA Technical Officials Association (3,000 members) was expelled.

PRAGMATISM

The move by the white excluded unions to a multi-racial membership is seen by labour experts as simple pragmatism — the diminishing ranks of skilled white workers need to be augmented with skilled black workers.

Last month the multi-racial Artisan Staff Association of the Railways opened up its membership.

The loss to the Confederation of Salstaff would mean the membership around 100,000.

But a recent congress of the Confederation scrapped its constitution's 'dissolution' clause which provided that the body would disband if its membership fell below the 100,000 mark.
No all-race decision

OWN CORRESPONDENT

EAST LONDON — The South African Railways and Harbours Salured Staff Association has deferred a decision on opening its rank to blacks.

Mr B L Currie, the president, said after the association's congress ended in East London yesterday that the issue of the possible opening of membership to people other than whites was to be given closer attention by the executive council.

"The congress asked the executive council to look into this matter with a view to making representations to a special congress which could be held in about a year's time.

"It was decided that we weren't quite ready to effect the necessary amendments to the constitution."

The association represents mostly clerical and administrative staff in the SAR and H and is the biggest of the seven white railway associations.
17 hurt as lorry, railway trucks collide

Mercury Report

SEVENTEEN people were injured when the lorry in which they were travelling collided with railway trucks at Tampico on the South Coast yesterday.

The lorry was taking railway workers home and was turning across the track when the trucks were shunted hit the lorry and pushed it about from down the track where it overturned.

Mr G D van der Veen, systems manager, said last night: "We don't like to do this shunting, but with the pressures of work we have no option. Vehicles take second priority now a railway line, and people must be very careful!"

Mr Ken Miller was in a 'fairly satisfactory' condition in Addington Hospital last night and Mr S M Langman was taken to Etonkomo Hospital. Fifteen coloured and black men were treated and discharged at King Edward VIII Hospital.
Man's legs crushed in docks

A RAILWAY labourer is in a serious condition in Somerset Hospital after a forklift truck crushed his legs against a wall in Cape Town docks today.

Mr A. Plaatje was taken to the hospital after the accident, in a goods Shed in the harbour.

In Observatory, Mr Anderson Montoyi received superficial burns in a garage fire in Trail Road last night. He slept in the garage.

He is in a satisfactory condition in Woodstock Hospital.

The blaze was extinguished by the Salt River fire brigade. The cause is unknown.
BLACK ADVANCEMENT

Steaming in

In terms of an agreement between the SAR and the Footplate Staff Association blacks, Indians and coloureds can now become firemen on the SA Railways steam locomotives -- a job previously reserved for whites.

This move is in line with SAR policy of gradually allowing blacks to fill semi-skilled and skilled jobs for which whites cannot be found. At present there are about 23,000 blacks, Indians and coloureds filling such posts on the railways, and according to an SAR spokesman the railways would have come to a complete standstill if we did not have these people.

There is a significant difference between the decision to allow blacks to become firemen and the opening of other SAR jobs to them in the past. The post of fireman is an important step on the ladder towards fully-fledged train drivers -- a highly skilled job -- and therefore there is some symbolic value in blacks being allowed into this job. Senior SAR sources, however, say that because there is an adequate number of whites to fill train-driving jobs it is highly unlikely that blacks will be able to become drivers on the open lines in the immediate future.

Although they will get the same pay as whites who formerly held the job, blacks, Indians and coloureds will be known as locomotive men and not firemen.

There are now about 900 posts for firemen on SAR steam locomotives. The plan is that blacks, Indians and coloureds will be allowed into vacant posts -- a process which will be speeded by the planned transfer of white firemen on these locomotives to diesel and electric units, where they will become drivers' assistants.

Steam loco. for blacks, a step up the ladder.
Blacks train on aircraft maintenance

Argus Correspondent

JOHANNESBURG - South Africa's first group of black aircraft repair shop assistants in aircraft maintenance have embarked on a 13-week training programme at the Chander in-house training centre, near Krugersdorf.

The four trainees have successfully completed the first five weeks of the course, which involves the handling of tools and basic metalwork skills, reports the Mampowari Project monthly bulletin.

Throughout the remainder of the course, the trainees will undergo an intensive course on the ground handling of aircraft, and in routine duties such as cleaning, removing and installing of parts, says Mr. Juon Pennin, director of Chander.

INSPECTION

They will also carry out some of the service functions embodied in the 13-week inspection of light aircraft, he says.

Successful participants in such a course may be permitted to go further and qualify as aircraft engineers.

"A second course is proposed during the second half of the year, also to be run at Chander," Mr. Pennin said.
Black hostesses won't initially get whites' pay

By Marion Duncan

Black and coloured hostesses who are to be recruited by SAA will not immediately receive the same salaries as their white colleagues.

A spokesman for the airline confirmed to The Star that black, Indian and coloured hostesses accepted under the new settlement policy announced on Tuesday will have to wait for the wage differential to disappear.

"The new system whereby everybody will be paid the rate for the job regardless of race, is in the Government pipeline now," he said. "It will come into application within the foreseeable future."

He stressed that new black hostesses would receive the same testing, screening and basic training as whites and that the first blacks would appear on domestic flights before the end of the year.

Applicants require a minimum of Standard 8 education, although higher educational qualifications will help.

Aspiring candidates must not be overweight and must have particular skills or short minimum age requirement is 18.

For the best student in each of the course of building economics, I/II and III, in the third, fourth and fifth year respectively. Second best student in the building construction association prizes.

For the best student in each of p.a. swift, profession prize. The highest marks in supervisory prize. For the student obtaining 80% of quantity surveyor's prize. Ball-John prize for any year of study.
The Committee of the Western
Cape Chapter of Quantity
Surveying

P. C. Key

For the best all-round student in any year of study.
Bell-John Prize

Quantity
Surveying

(Continued)

The Committee of the Western
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Quantity
Surveying

(Continued)

The Committee of the Western
Cape Chapter of Quantity
Surveying

P. C. Key

For the best all-round student in any year of study.
Bell-John Prize
In Transnet for example, 620 Whites had been replaced by Blacks who now operated the railway system there under the guidance of only four Whites.

"And they will be replaced as soon as we can train Blacks to acquire the necessary skills," Verster added.

They are doing everything that has to be done to keep their system going. They are driving their trains, they are station foremen and they are doing all clerical work.

"We are employing Blacks as truck recorders, as stokers on tugs, as heavy-duty lorry drivers. All the train marshalling work in 111 marshalling yards is now being done by 5,000 people of other colours working under the supervision of only a few Whites.

"We are using non-Whites as ticket collectors. At first we did this on only suburban lines for their own people, but we are now using them on mainline trains as well.

"On top of all this we have a scheme whereby we train people of other colours to become technical helpers.

"At present one qualified White journeyman has up to four technical helpers who by assisting him get on-the-job training. They also get theoretical training and we constantly encourage them to upgrade their skills."

Verster said these innovations had been introduced with the knowledge and cooperation of the seven White trade unions that acted for railwaymen, with whom the top brass at SAR headquarters maintained a constant dialogue.

He stressed that these people were not labourers and that they had acquired a high degree of technical ability.

Negotiations were in progress to allow each journeyman to have up to eight helpers—so successful had the scheme proved.

While Verster did not say this, he left me with the impression that the SAR's building programme and work in, for example, its carriage and wagon repair shops—where they were doing the same work as Whites—would have been seriously affected without the labour of Blacks.

He also said the SAR gave all its non-White workers thorough training at its colleges at Braamfontein and Germiston, but because they were so well trained they were soon snapped up by the private sector.

"Our staff turnover in this section is about 20% a year," he said. "Most of these people are entitled to you small undertakings that cannot afford to run their own training schemes."

"There would be little point in us increasing their wages just to keep them. As it is, we pay them well. Whatever our increase would be, it would be topped by those firms."

"The same happens with Whites. Of the between 10,000 and 11,000 apprentices that are trained in South Africa each year, we train 2,500.

"Many leave us as soon as they have completed their apprenticeship."

Verster said that, had it not been for the SAR's policy using people of other colours to replace Whites, it could not have recruited SAR might have found itself facing a serious manpower situation.

The innovation of bonus schemes had shown that there were too many highly skilled men in some workshops. They have been moved to shops where their skills were now fully used.

Verster believed that if all industrialists would use the skills their trained men had as logically as the SAR had done, the country's shortage of skilled manpower would be substantially eased.
New FCC moves on blacks

By GERALD REILLY

SOUTH AFRICA'S 270 000 black and white railway workers were moving towards a situation where all would fall under the umbrella of the Federal Consultative Council of Railway Staff Associations, the chairman of the FCC, Mr Jimmy Zurich, said yesterday.

A second coloured railway union is expected to be admitted to membership of the previously all-white FCC at the council's half-yearly meeting in Johannesburg tomorrow.

Last year the FCC admitted the other coloured union and an Indian union.

This had been done with the unanimous support of the seven white staff associations, Mr Zurich said.

According to the bulletin of statistics in October last year, there were 24 000 coloureds in the railways and nearly 2 000 Asians.

Mr Zurich said railway management was now busy encouraging blacks to form a representative union.

**Big step**

There were 190 000 blacks in railway service in October last year.

Mr Zurich said he foresaw little difficulty when the black union was eventually formed of its being admitted to membership of the FCC.

"This would be a big step forward in race relations, in industrial relations, and in the orderly discipline of the trade union movement," Mr Zurich said.

At present black workers were loosely organised under works committees.

The committees had access to management to negotiate and discuss working conditions, and some had even had meetings with the railways general manager, Dr Kobus Loubsen.

**Equal pay**

"Labour peace is a prime objective among railway union leaders, and we see the organisation of all workers into staff associations in terms of the Railways and Harbours Services Act as a strong move in this direction."

Mr Zurich added that a stated management aim was to have a situation of equal pay.
A relevant cost is one that will change as the result of a decision of one that must be taken into account in making a decision.

iv) A variable cost is one that does not move with fairly wide movements in output.

v) A variable cost is one that moves with fairly wide movements in output.

vi) A fixed cost is one that moves with fairly wide movements in output.

This may be an even material to them.

The relevant cost is one that will change as the result of a decision of one that must be taken into account in making a decision.

2.3 The revenue is not from the public group.

3.1 These factors are being provided for.

4.1 These factors are being provided for.

5.1 These factors are being provided for.

6.1 These factors are being provided for.

7.1 These factors are being provided for.

8.1 These factors are being provided for.

9.1 These factors are being provided for.

10.1 These factors are being provided for.

11.1 These factors are being provided for.
Parliamentary Staff

Mr Ray Swart (PFP) asked the Minister of Transport, Mr Hendrik Schoeman, whether SAA intended training black air hostesses, and what conditions of training, service and pay they would receive.

Mr Schoeman said black air hostesses were being trained under the same conditions of service applicable to other non-white employees of the railways and that they would share facilities with whites.

However, they would not receive the same salaries as their white colleagues because 'the elimination of the total wage gap has not yet been expanded to this level of staff.'
(a) How many properties are owned at present by employees of the South African Railways and Harbours Administration through the (i) House Ownership Scheme (ii) Assisted Building Society Housing Scheme and (iii) House Ownership Scheme with Pension Fund Assistance and (b) how many such houses are owned by (i) Whites, (ii) Coloureds, (iii) Indians and (iv) Blacks.

The MINISTER OF TRANSPORT AFFAIRS

(a) (i) 21 720

(ii) 4 426

(iii) 14 214

(b) (i) 20 759

(ii) 751

Assisted Building Society Housing Scheme

House Ownership Scheme with Pensions Fund Assistance

239


25. Thompson, Cape Coloured Franchise, pp. 2 and 3.

24. Moslem, "Constitution, Encouragement of Islamic Education, and Emancipation of the Cape, the Coloureds."

questioned the Cape Muslim participation with the fact
newspapers, both the Cape Times and the Cape Argus seriously
conference put it in time for rally attack from the opposition
Association, the first night's proceedings of its first-ever
Association, the first night's proceedings of its first-ever

Nevertheless, despite the wrong

He called to jump on social-religious

administration pension funds

Mr. Goodall said that the

South African Railways and Harbours

Minister of Transport, Dr.

A good time was had by all.

It caused Argus with the changing

right and the rate.

earned for the

socio-religious and personal

Association, Scorn Association, since members of the

complement, the first time in the history of

Association, to write: "This is the first time in the history of

History, it caused Mona de Wires, Secretary of the Muslim Women's

appeal to the conservative elements in the Cape Muslim

was not read to the

Friday, 28 August 1981

(a) 229 Nil Nil 5

(b) The Cape Widows' Pension Fund (Act No. 32 of 1923)

(c) The Railways and Harbours Superannuation Fund (Act No. 5 of 1923)

(d) The New Railways and Harbours Superannuation Fund (Act No. 43 of 1924)

(e) The Railways and Harbours Pension Fund for Non-White Employees (Act No. 43 of 1924)

Benefits are paid from revenue

Provided

As at 30 June 1981

income, representation on juries in cases involving

For the rest, such welfare issues as free railway tickets for

Regardless of race, and the introduction of night schools,

Resolution also favored compulsory education for all children. It was made to bring education under the control of Parliament, the

in which the Provincial Council administrated education and a call

On education, general dissatisfaction was expressed with the way
Unions urge: Freeze prices

IN a concerted nationwide effort aimed at slowing South Africa's inflation ogre, the country's trade-union movement is to urge Pretoria to introduce voluntary price restraint.

The Federated Consultative Council of Railway Unions (FCCRU), with 97,400 members, has already made top-level representations at Ministerial level — representations which, Business Times learns, have been favourably received.

This week the FCCRU is to make a formal approach to the Prime Minister, Mr. P. W. Botha, to request the Government to call a summit meeting of leading businessmen with a view to an agreement on price restraint.

It will be the first major effort to involve private-sector support in a new, concerted drive against inflation, which is forecast to be at least 14.5% for 1981.

The idea of a meeting to call for price restraint was first mooted — and the new plan was sparked — by Business Times editor Stephen Orpen, who wrote in a comment column in October 1979: "The true reason for rising inflation in South Africa is not simply cost push, but the way the country's oligarchic business sector is able to keep lifting prices regardless of the volume of demand."

"Of the 40 key industries in the country, virtually all are obligated to accept an arbitrary wage hike below the inflation rate. In effect, we have already been exercising wage restraint.

"It's now up to the Government to pull its own weight as well," he says.

"We have no illusions: In many areas, especially wholesaling and retailing, the public is being ripped off. Production costs bear no relationship to consumer prices."

"Many employers obviously don't give a damn about inflation. They just raise their prices according to a fixed mark-up."

Clearly, however, many were left disillusioned by the previous wage and price agreement during the anti-inflation campaign of the mid-70s. According to Mr. Grobbelaar, the unions were "taken for a ride" by employers who failed to stick to their side of the bargain.

He adds that a reduction of price increases in the pipeline should slow the time lag before other measures such as monetary policy and tighter public-sector spending take effect.

"This would improve prospects of a slowdown in the inflation rate," he says, "which looks unlikely to be achieved all this year."
SAR may soon to black appren

SOUTH African Railways — the country's largest employer — is likely to open its doors to black apprentices in the next few weeks.

Conservative white trade unions, which have so far refused to train black apprentices, say they will give the go-ahead after the Government's concession that the national service of white apprentices could be deferred.

The unions previously argued that black apprentices would be favoured as they did not have to do national service. With the granting of the concession, white apprentices would be able to complete their apprenticeship before doing national service.

Mr. Wessel Bornman, general secretary of the South African Confederation of Labour, to which many conservative unions are affiliated, said yesterday he did not know of one trade union which would continue to refuse to train black apprentices.

Delighted

He said that in the past the confederation had frequently petitioned the Minister of Manpower Utilisation on the issue of national service, and he was "delighted" at the concession.

Mr. Arthur Grobler, general secretary of the Trade Union Council of South Africa, to which the powerful Artisan Staff Association of the Railways is affiliated, said the concession would mean that many trade union objections would fall away.

He said that in the past the Government had twice, in the White Paper on the fifth Wessel Commission Report, stated that no applications to register black apprentices had been refused.

The chief secretary of the Artisan Staff Association, Mr. C. P. Grobler, said his union would probably reach agreement with railroads' management on the issue in the next two to three weeks.

Resolved

He had "good hopes" that the issue would be resolved soon.

But while the doors are opening for black apprentices, the doors for the training of black miners appear to be as firmly shut as before.

Mr. Arrie Pauw, general secretary of the powerful Mine Workers Union, said that apprentices should be trained "in their own country".

Asked whether his union would take a hard line on the training of black miners, he declined to comment.

Military situation

He said the Government concession would not mean "nullius bolus aferment" of national service for white apprentices.

Application would still have to be made, while much depended on the country's military situation.

In his Association's deliberations with management, two principles were spelt out. The first was that black and coloured apprenticeship applicants should not be preferred to white applicants. "We insisted that whites should not be discriminated against because they have a white skin," he said.

The second principle was that white apprentices should not be penalised regarding salary and promotion because of their national service.

It meant that the two years' service should be seen as two years of productive employment, whether or not the apprentice had already completed his apprenticeship.
South African Railways Police rates of pay.

255 Mr D. N. Malcomess asked the Minister of Transport Affairs:

(1) What are the rates of pay for (a) White, (b) Coloured, (c) Asian and (d) Black members of the South African Railways Police Force of each rank.

(2) Whether such members are entitled to additional benefits, if so what additional benefits?

The MINISTER OF TRANSPORT AFFAIRS

(1) and (2) It is not the policy to make public details of the salaries and other service conditions of the staff.

I am, however, prepared to make such information available to the hon. member on a confidential basis.
The Minister of Transport Affairs

(1) and (2) The information is not readily available and it will demand much time and expense to gather the particulars.

South African Railways and Harbours Administration - Wages

Dr A L BORAINIE asked the Minister of Transport Affairs:

(1) How many (a) White, (b) Coloured, (c) Asian and (d) Black persons were in the employ of the South African Railways and Harbours Administration in respect of (i) the Railways, (ii) the Harbours, (iii) the Airways, and (iv) the Pipelines.

(2) What average annual wage was paid as at the end of December 1980 to (a) White, (b) Coloured, (c) Asian and (d) Black employees of the South African Railways and Harbours Administration?

The Minister of Transport Affairs

The information is not readily available and it will demand much time and expense to gather the particulars.

Dr A L BORAINIE asked the Minister of Transport Affairs:

(1) How many (a) White, (b) Coloured, (c) Asian and (d) Black persons were in the employ of the South African Railways and Harbours Administration?
South African Railways and Harbours Administration employees.  

Dr A M BÖRAINE asked the Minister of Transport Affairs (28.7.81):

(1) (a) How many (1) Coloured (2) Asian and (3) Black employees of the South African Railways and Harbours Administration are (aa) temporarily employed on work normally performed by White graded staff and (bb) performing work formerly done.

(2) what is the date in respect of which this information is given?

The MINISTER OF TRANSPORT AFFAIRS

(1) (a)

(2) 15 July 1981
4.2.2 End

The idea that the capital constructed asset is used fully operational even if by over 70% of the respondents 23% are in favour of half substantially completed, into use. The reason for population by management with just to have the capital "substantially complete"

Both of these seem to over cost - it is an acquisition should be added to its to payments for the asset (the interest cost does not stop) and therefore are made. The interest during construction, but continues as long as the "interest during construction would be no different than interest during the operating period." 13

Arthur Young & Co concur:

"Interest is both an acquisition cost and a holding cost - as an element of asset cost it neither stops nor changes its character when an asset begins or ceases to be under active development. It is continuous and unchanging as long as the asset is owned." 14
South African Railways and Harbours Administration: staff establishment.

241. Mr B B GOODALL asked the Minister of Transport Affairs

(1) What is the total staff establishment (a) of, and (b) in respect of each rank in the South African Railways and Harbours Administration?

(2) (a) how many posts are (i) suitably and (ii) not suitably filled, by rank, and (b) what are the vacancies per rank?

(3) what is the total number of (a) male and (b) female incumbents in each rank?

405

TUESDAY, 15 SI

The MINISTER OF TRANSPORT AFFAIRS

(1), (2) and (3) The information is not readily available and it will demand much time and expense to gather the particulars. Most of the information requested is, however, made available in the Annual Report of the General Manager and should the latter prove to be inadequate, the Railway Budget which will be considered by this House shortly, can be studied to clarify any problem.
<table>
<thead>
<tr>
<th>LECTURE DATE</th>
<th>LECTURE NO.</th>
<th>TOPIC</th>
<th>THE INCOME TAX ACT</th>
<th>MEYEROWITZ</th>
<th>ILLUSTRATIVE EXAMPLES</th>
<th>TUTORIALS</th>
</tr>
</thead>
<tbody>
<tr>
<td>10 August</td>
<td>17</td>
<td>Source</td>
<td>s.1 'gross income' definition paras. (gA), (k),(n); s.9, s.10(1)(w), s.22A(2), s.24A(3)</td>
<td>Chapter 7</td>
<td>-</td>
<td>10.4</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Double Tax Agreements</td>
<td>s.108 and peruse double tax agreements noted below with emphasis on articles listed - United Kingdom Art.1,3,4,6, 9,10,11,14,22. United States, Germany Art.7, Switzerland, XXII.</td>
<td>Chapter 27</td>
<td>(skim)</td>
<td>10.6</td>
</tr>
<tr>
<td>17 August</td>
<td>18</td>
<td>U.P.T. (including foreign companies)</td>
<td>ss.48 - 53,</td>
<td>Summarised</td>
<td>table on D.T.A.</td>
<td>T.1523</td>
</tr>
<tr>
<td>26 August</td>
<td>19</td>
<td>Tax Planning</td>
<td>S.1 definition of 'South African 1294A, 864A, 193, Company 'Republic', 'territory'; 1637, definition of 'permanent establishment' in various DTA's; 548J - K, 847B.</td>
<td>Imputation</td>
<td>T.1423</td>
<td></td>
</tr>
</tbody>
</table>
Staff shortages in key railway positions

LABOUR relations in the Railway remained sound and had enabled it to fulfil its task, notwithstanding staff shortages in certain key grades, Mr Schoeman said.

The SAR realized the value of efficient channels of communication between employer and employee and had therefore involved its staff associations in future planning.

Staff associations for Indians and coloureds had already gained representation as had seven existing white associations, on the Federal Consultative Council of SAW and R Staff Associations.

"The department's black employees have now also formed their own staff association. I have already granted recognition to this association to the end of March this year the department's labour force totalled about 271,000 of whom 116,000 were whites, 150,000 blacks 23,000 coloureds and 1,000 Indians.

"This exceeds the figure for the previous year by about 5,000. The growth in staff reflects, inter alia, increased recruitment for framing. The total increase in staff is less than 2% while the increase in production is 3.5%.

The staff position in certain grades was, unfortunately, still unsatisfactory. Despite special recruiting efforts during the past few years, the vacancies in many key grades could not be filled.

"Owing to the shortage of white staff, steps had to be taken in collaboration with staff associations to use available labour as productively as possible.

"Employees, irrespective of colour, are being trained to perform work previously done by white technicians.

"More than 1,000 blacks and coloureds are employed as ticket collectors, carriage and wagon assistants, sorters and so on.

"Some 1,000 women are also being used in positions previously occupied by male staff.


18 OTZ, 2. 91 =...... 7 READ... 20 WRITE..... 42 A =... . .

GO TO KZ (18, 30, 7, 42)

ASSIGN 42 TO KZ

ASSIGN 7 TO KZ

ASSIGN 20 TO KZ

ASSIGN 18 TO KZ

ASSIGN 7 TO KZ
Western Cape: Blacks employed by
Railways and Harbours Administration/statutory bodies

Mr. P. A. MYBURGH asked the
Minister of Transport Affairs:

(a) How many Blacks are employed in the Western Cape by (i) the South African Railways and Harbours Administration and (ii) statutory bodies for which it is responsible in relation to such Administration and (b) what is the estimated average figure in respect of each such category for the preceding period of 10 years?

The MINISTER OF TRANSPORT AFFAIRS:

(a) (i) July 1981 4,737

(u) Nd

(b) (i) 5,724

(u) Nd
Mr P. A. SAMBURGH asked the Minister of Transport Affairs:

(a) How many Blacks are employed in the Western Cape by (i) the Department of Transport and (ii) statutory bodies for which he is responsible in relation to such Department and (ii) what is the estimated average figure in respect of each such category for the preceding period of 10 years?

The MINISTER OF TRANSPORT AFFAIRS

(a) (i) 3

(a) (ii) 2

(b) 4 by the Department of Transport

SEPTEMBER 1981

and 2 by the National Road Safety Council
<table>
<thead>
<tr>
<th>Date</th>
<th>(a)</th>
<th>(b)</th>
<th>(c)</th>
<th>(d)</th>
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</thead>
<tbody>
<tr>
<td>July 1981</td>
<td>16 537</td>
<td>1 106</td>
<td>4 735</td>
<td>2</td>
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<tr>
<td>July 1980</td>
<td>15 968</td>
<td>1 058</td>
<td>3 920</td>
<td>Ns</td>
</tr>
<tr>
<td>July 1979</td>
<td>15 824</td>
<td>1 047</td>
<td>4 299</td>
<td>Ns</td>
</tr>
<tr>
<td>July 1978</td>
<td>15 687</td>
<td>982</td>
<td>4 538</td>
<td>Ns</td>
</tr>
<tr>
<td>July 1977</td>
<td>15 913</td>
<td>987</td>
<td>5 309</td>
<td>Ns</td>
</tr>
<tr>
<td>July 1976</td>
<td>15 270</td>
<td>1 008</td>
<td>8 343</td>
<td>Ns</td>
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<tr>
<td>July 1975</td>
<td>15 793</td>
<td>905</td>
<td>3 032</td>
<td>Ns</td>
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<tr>
<td>July 1974</td>
<td>15 712</td>
<td>945</td>
<td>6 253</td>
<td>Ns</td>
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<tr>
<td>July 1973</td>
<td>16 104</td>
<td>916</td>
<td>5 226</td>
<td>Ns</td>
</tr>
<tr>
<td>July 1972</td>
<td>16 040</td>
<td>888</td>
<td>5 685</td>
<td>Ns</td>
</tr>
</tbody>
</table>
A plea for the forgotten men.
Promise on
SAR pensions

The Minister of Transport, Mr Hendrik Schoeman, has
held out the promise of increased pensions for railway
workers in next year's budget.

Replieding late last night to
first part of the railways' budget debate, he said the
administration would have
to get together with the staff
associations on the matter.
Railmen will push for 15% pay increase

By GERALD REILLY

THE seven railway staff associations, representing 270 000 workers, will demand increased wages which compensate for inflation at meetings with the Minister of Transport, Mr Schoeman, next month. Some of the associations' leaders insist telling the Minister that they want their increases based directly on their individual representation.

For the past few years all public sector workers — the Post Office, Railways and State departments — have been given blanket increases, which last year amounted to about 15%. The demand by the servant staff associations is expected to be for at least 15% — or the level of inflation for the 12 months to the end of next March, should the level exceed 15%.

The bill

The Railways annual wage and salary bill now amounts to nearly R1 500-million. So a 15% pay rise all round would mean the Minister would have to find almost R350-million more in his 1983-84 budget. This strengthens the fear of Assecon, the Africanans Handels-Instituut and the SA Federated Chamber of Industries that next March's railway budget will impose substantial across-the-board tariff increases.

The extent of the increases will be directly influenced by the extent of the pay rises.

In last week's budget the Minister increased only rail and air passenger fares. But it seems likely that goods and stock tariffs will be lifted substantially next year.

The president of the 38 000 strong Southern Staff Association, Mr Brian Curre, said his association would press for at least full compensation for the rise in living costs over the 15-months to March.

A spokesman for the South African Footplate Staff Association said his association would adopt a similar stance.

The president of the Artisan Staff Association, Mr Jimmy Zurch, said the living standards of ASA's 22 000 members were falling steadily and it had become urgent that adequate compensation paid.
Africa and what has apply to any other. will be said does not than South Africa. A scrutiny of there lowing mining companies practising such a hlights certain relationships.

A. WESTERN DEEP (7).
B. ELANDSRAND LTD. (8).
C. BLYVOORUITZIC CO. LTD. (9).
D. DURBAN ROODE (10).
E. KLOOF GOLD LTD. (11).
F. DOORPONTINE LTD. (12).
G. APEX MINES L

TABLE 6. APPROPRIATIONS OF SELECTED S. A. - 1980 (R-000).

<table>
<thead>
<tr>
<th>PROFIT BEFORE APPROPRIATIONS</th>
<th>AP</th>
<th>IVIDENDS</th>
<th>RETAINED</th>
</tr>
</thead>
<tbody>
<tr>
<td>R %</td>
<td></td>
<td>%</td>
<td>R %</td>
</tr>
<tr>
<td>A  271 034</td>
<td>100</td>
<td>68 129</td>
<td>75</td>
</tr>
<tr>
<td>B  36 779</td>
<td>100</td>
<td>36 000</td>
<td>-</td>
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<tr>
<td>C  76 911</td>
<td>100</td>
<td>677</td>
<td>89</td>
</tr>
<tr>
<td>D  29 241</td>
<td>100</td>
<td>14 933</td>
<td>37</td>
</tr>
<tr>
<td>E  127 781</td>
<td>100</td>
<td>28 000</td>
<td>76</td>
</tr>
<tr>
<td>F  45 750</td>
<td>100</td>
<td>31 000</td>
<td>26</td>
</tr>
<tr>
<td>G  11 246</td>
<td>100</td>
<td>7 800</td>
<td>30</td>
</tr>
</tbody>
</table>

It must be noted that company expenditure is generally expensed as incurred, thus appropriations represent actual expenditure incurred for the financial period. Reference to the above companies statements of source and application of funds confirms this.
Director tells why detained three sacked

EAST LONDON — Three workers had been fired from the SATV Manufacturing Company here because of normal company policy and not because of their trade union activities, Mr Mike Bosworth, the managing director said yesterday.

Mr Bosworth, who was referring to three workers who were dismissed following their detention by the police two weeks ago, said workers who absented themselves without contacting the company within three days were automatically dismissed.

"We can't bend the rules for employees every time they stay away for more than three days. We merely applied the rules of our company to them and their dismissal had nothing to do with Soweto," he said.

Workers resolved at a public meeting on Sunday to approach their management in an effort to get the three workers reinstated as they had not been convicted of any offence. The names of the workers are Miss Sylvia Tayela, Miss Thandwe Ngondole and Miss Dorcas Kilele.

Mr A Jonker, systems manager of the SA Railways in the Eastern Cape, said two railway workers had been fired following the detentions but this was mostly due to their poor record. He said two other railway workers who had been involved had been allowed to recommence duties.

"These two men were regarded as having absconded when they only showed up for work on Friday after having been released on Wednesday. This coupled with their work record convinced the superintendents on what action to take." — DBE
Pay for hostesses.
Schoeman explains

HOUSE OF ASSEMBLY
Black air hostesses are to be paid the same as whites when they have the same experience, the Minister of Transport, Mr Hendrik Schoeman, said yesterday.
He was replying to Mr Ray Swart, the Opposition's chief spokesman on transport, who asked during the Railways debate why black hostesses would be paid less than whites.
"They will have the same training, do the same work and deal with the same public," said Mr Swart.
"It is unwise for people doing the same work to have different salaries."
"Why start a new service with a wage gap? Why is it not possible for these young women to start with the same salaries? Here is a golden opportunity for rate for the job and pay on merit,"
Mr Schoeman replied and said that it was not possible to close the wage gap overnight.
"It is a different post," he said.
Many of the white hostesses had years of service and it could not be expected that new hostesses should be paid the same as they were.
"If she has gone through the process, she will get the pay," he said.
This was what the railways were striving for and the gap would be eliminated as soon as possible.
Mr S S van der Merwe asked the Minister of Transport when:

1. Whether there was any reduction recently in the staff of the South African Railways and Harbours Administration employed in (a) Zimbabwe and (b) Mozambique, if so, (i) when and (ii) why, in each case?

The Minister of Transport Affairs replied:

(a) and (b) No

(i) and (ii) Fall away
Hostels for railmen to cost R17 m

Argus Bureau

PORT ELIZABETH. — The railways will spend nearly R17 million on hostel accommodation in New Brighton township, Port Elizabeth.

The complex will eventually house 2,623 workers in 10 four-storey blocks.

The first stage, which will provide housing for 1,740 in seven blocks, will be completed by February 1983.

A dining-cum-recreation hall, administration block, beer hall and sportsfield will be built.

At present about 1,500 employees are housed in 185 wood and iron huts, each accommodating between six and eight, and 40 prefabricated concrete huts.
End of phase one in sight

Earthworks almost complete for Railways hostel complex

Property Reporter

WORK will be completed at the end of next month on the earthworks and other services for the new railways single hostel complex at Imbali near Pietermaritzburg.

The project, worth R1 239 000, has been carried out by Shire Construction of Pinetown and includes 190 000 cubic metres of building sites and sporting facilities — a concrete cycle track and four football fields.

Conversion

It is one of many schemes being undertaken throughout the country and one feature of the Imbali complex will be that the single quarters can be converted into family units if the need arises.

Bill Morris, Shire's contracts manager, said the job had been delayed somewhat due to the current shortage of labour. It will have taken nine months to complete.

It was the first time PVC pipes had been used by them on a project, but despite a few teething problems they had been very satisfied with the results.

Services

In addition there are 15 km of service roads and parking areas, 2 000 m of sewerage recirculation, 2 700 m of water reticulation, 2 000 m of precast concrete walling surrounding the site, and stormwater drainage — which includes a 422 m box culvert and 5 000 m of PVC piping for road and building site drainage.

The PVC pipes were all from Durapenta of Pinetown.

SAR district engineer for the area, Robin Rosston, explained that the hostel, which will house 1 000 workers, initially, will cost between R15 and R20 million and take about three years to complete. Work is likely to start in the New Year.
A Railway porter was killed and another was injured last night when a train struck their barriers at a station. The porter, Mr. A. W. Johnson, was instantly killed when the train struck him as he was working at the station. The injured porter, Mr. W. Smith, is in a serious condition. "The barriers were not up," said a station master. The weather was bad but there was no indication of a train strike. The inquiry was being held in Middlesbrough today.
Mr C DU PLESSIS asked the
Minister of Transport Affairs:

1. Whether the number of return journeys by rail which passengers are entitled to pay by crediting the cost of single tickets from the proceeds of return tickets will be affected by the abolition of suburban return tickets with effect from 1 October 1981, if so, what (a) is the number at present and (b) will this number be with effect from 1 October 1981.

2. Whether he will make a statement on the matter.

The MINISTER OF AGRICULTURE
AND FISHERIES (for the Minister of
Transport Affairs):

1. No

(a) and (b) Fall away

2. Yes. From 1 October 1981, as is presently the case, only one concession order will be required when passengers undertake return journeys on suburban trains, irrespective of whether the return journey is undertaken on the same date or later.
Mr G B D McIntosh asked the Minister of Transport Affairs:

(a) How many posts of station foreman are there on the establishment of the South African Railways and Harbours Administration and (b) how many such posts are (i) vacant and (ii) filled by (aa) White, (bb) Indian, (cc) Coloured and (dd) Black railwaymen?

The Minister of Transport Affairs:

(a) 1,800
(b) (i) 686

<table>
<thead>
<tr>
<th></th>
<th>(aa)</th>
<th>(bb)</th>
<th>(cc)</th>
<th>(dd)</th>
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<tbody>
<tr>
<td></td>
<td>1,800</td>
<td>Nil</td>
<td>99</td>
<td>90</td>
</tr>
<tr>
<td></td>
<td>(including 71 in training)</td>
<td></td>
<td>(including 12 in training)</td>
<td>(including 8 in training)</td>
</tr>
</tbody>
</table>
A BART train hit two men who were walking near the tracks. The train was traveling along the line where it intersected the tracks.

The men, identified as Mr. A. and Mr. B., were struck and died at the scene. They were both riding bicycles at the time of the accident. 

Mr. A. was pronounced dead at the scene, and Mr. B. was taken to a hospital where he later died. The train was traveling at 15 mph at the time of the accident.
FIVE years ago the thought may have sounded ridiculous, but fact is that the railways is building a hostel complex for its black workers at Umlazi, near Louis Botha Airport, with features normally found only in Olympic villages and expensive townhouse developments. It is being built in two phases at a total cost of nearly R60 million and is the first of eight complexes the SA plans to build for its black workers in the next eight years at a cost of more than R250 million. More important than this figure, is the metamorphosis in the way the Administration regards the needs and comforts of its black workers.

It now acknowledges — and for some users of ungent labour this is still a complete anathema — that workers would like to visit their families and spend a few days with them, and so has provided them with all mod cons including fully furnished double rooms in a building where they can do just that.

The new line of thinking does not stop there. It goes as far as realising that sooner or later — probably sooner than many think — no one will be able to get migrant labour unless the workers are allowed to bring their wives and families with them. The complex is therefore planned so that the modules which are designed to accommodate four each with their own furnished lounge can, without great cost, be changed into small flats to accommodate a set of parents and two children. If another set of baths is added, accommodation for four children can be provided.

Koos Hardling, the SAR's deputy personnel director, says: "We expect a full day's work from our labourers but we realise that we cannot get that unless they have had a good night's sleep, that they have been well fed and have been given the facilities and time they need to relax the way they want to.

The first phase of Umlazi, which is roughly two-thirds of the complex that will cover an area of 21,64ha obtained from the Kwazulu Government is about 5 percent completed, and is due for completion late in 1985.

Ownership of the complex will pass the Kwazulu in 30 years but the SAR will be able to use it for 99 years after that.

The cost of this phase had escalated by about 20 percent to R255-million since work started 28 months ago.

The estimated cost of the second stage is R250 million.

The whole complex will accommodate 6,600 staff members, as the SAR refers to them, of which 3,900 will be accommodated in the 15 dormitory blocks being built now in the phase one contract.

Workers from the SAR compounds at Rydges Brown Road, Mayton Wharf, the West Compound and the temporary Central Compound — all of which are to be demolished as soon as they are vacated — will be housed at Umlazi.

Each of the 15 dormitory blocks being built now (two will be built in the second phase) will be four floors high.

A conscious effort has been made to use local materials and move away from a rubber stamp sort of design.

In 13 of the 15 blocks, there will be four occupants to a module and there will be 19 modules per floor, plus toilet facilities and an ironing room. The other three blocks will offer much more luxurious accommodation for senior staff members.

Those blocks will have 11 single rooms and four modules designed to accommodate three people each on every floor, as well as all the necessary toilet facilities and an ironing room.

Each of the blocks will have a full-scale laundry room complete with hot and cold running water, washing troughs, large slabs for washing blankets and drying facilities.

Paved underground parking for cars and bicycles will be provided under some of the blocks. Inhabitants will be able to use a workshop being built for more than R180 000. Perhaps the most striking feature of the complex at present is the 43m by 19m projection screen at the one end of the amphitheatre, believed to be the largest outdoor cinema screen in the southern hemisphere.

The amphitheatre, which will be able to seat 3,000, will be used mainly for ngoma dancing and for cinema shows.

Apart from the normal cloakrooms and change-rooms for participants, banks and toilets facilities for spectators it will also have a commentary box.

Below it is a stadium that will be able to accommodate 7,000 people, of which 3,000 will be under roof, being built.

This stadium also has all the necessary facilities for spectators and participants and will be able to cater for soccer, cycling and athletics on a tartan track.

That soccer pitch in the stadium will be made of...
seven soccer fields and one rugby field.

There will be one main recreation centre, 300 m long, which is being built now at a cost of nearly R1.5 million. It will house the administrative offices, a beer garden, and an open-air dining terrace with beer hall that will be equipped with quadruphone sound, a dining hall and kitchens. Four thousand people will be able to eat and sit in the beer garden.

Food and mahewu will be available round the clock.

The community centre, which will form part of one of the dormitory blocks for students now being built, is best described in a document sent by the SAR to the contractor, LTA.

"The community centre consists of an upper level comprising shopping terrace, library, boardroom, shops, stores, stairs to lower level and open terrace (where tables and chairs will be positioned) while the lower level comprises access passage, recreation hall, stores, billiards and card-playing area, air-conditioning rooms, toilets, referees’ and coaches’ accommodation and showers."

Each phase — the one being built now and the one due to be started in 1982 — will have another recreation hall which is at present known as Centre A.

Each, like the main centre, will have a dining room to seat 2,000 people, a beer garden, a boardroom and toilet facilities for men and women.

The “centres” will be used for indoor cinema shows and indoor sports such as boxing and wrestling. The cost of the boxing ring is R10,108.

A feature is that it is being built with black labour from KwaZulu. Many of those now expertly laying bricks and doing carpentry know little or nothing about their trades when they came on site but were trained by LTA in an on-the-job basis.

Because LTA has been able to build the complex with a minimum of expensive white labour, it has been able to drastically reduce the cost of building it.

Everything is of the best. The doors, for example, are solid meranti fitted with brass hinges. The SAR is not afraid it will have to cope with vandalism to any great extent.

The reason is simply that hand-in-hand with the job training newcomers to the hostel will receive, they will also receive training in how to operate these things they will have to use, such as showers and switches.

Harding says: “We have tried that approach. It works and no one is going to break down a door and burn it if he knows that if he is cold all he needs do is turn up a heater or put another blanket on his bed.”

Staff members will have to supply and clean their own crockery and cutlery.
By Arndt Davis

In each class
8500 a year with
plans to train
new college for Blacks

SAR to spend R62m on...
TRANSPORT WORKERS

Trouble down the line?

The South African Railways (SAR), the single largest employer of manpower in SA, could in the coming months face one of the severest tests of its ability to maintain good relations with its black workforce.

The SAR is faced with an application for recognition from a workers' committee of the unregistered General Workers Union (GWU), one of the fastest-growing black unions in SA. Many employers have had to deal with this type of challenge before but because the railways employs so many people and is so important to SA's economy, labour unrest within the SAR could have severe consequences for the whole country.

The GWU represents most of the black stevedores at SA ports and claims to have signed up virtually all these workers at East London and most at Port Elizabeth. This claim, however, disputed by the SAR.

Recently, the union's application to the SAR for recognition of a workers' committee was turned down. The SAR says a union for all its black employees has been formed and thus represents all SAR workers in the port.

The potential for conflict is aggravated by claims (disputed by the SAR) that the GWU's stevedores earn significantly higher wages than the SAR's black harbour workers. According to one well-informed source, there are periods when the stevedores earn nearly 50% more than the SAR harbour workers. Both groups do the same kind of work.

The SAR employees on- and offload goods from the trains to the quayside while the GWU stevedores on- and offload goods from ships to the quayside.

Potential for conflict

The stevedores, employers, as well as some motor industry executives, are aware of the potential for conflict and are nervously watching how the SAR will deal with the problem.

Besides the potential for conflict over pay differentials, some observers fear that SAR workers who are members of the GWU could strike over the union recognition issue. The SAR makes it clear that as far as it is concerned such a strike is forbidden by law and would be seen as a 'criminal transgression.' GWU stevedores would be drawn into such a strike which could cause severe problems at all SA ports. There is the possibility that other black unions with which the GWU has friendly relations, could also become involved in the dispute.

It is probably premature to outline such a gloomy scenario. Indeed the GWU leadership is taking pains to avoid a head-on clash with the SAR at this stage. We really would not like that to happen, says GWU general-secretary David Lewis. But the dangers ahead cannot be ignored. The GWU's recruitment of SAR workers is a challenge to the way in which labour relations have been conducted by the SAR in the past. Lewis says there is nothing unlawful in the GWU seeking to represent SAR workers.

He believes it is logical for the GWU to recruit the SAR dockworkers because they do the same kind of work as the stevedores. It was in fact the stevedores who took the initiative to recruit the SAR workers, he says. He describes the SAR's attitude as 'particularly unhelpful.' He emphasizes that the union will continue trying to negotiate with the SAR while doing all it can to avoid conflict.

In the past, the SAR has conducted its labour relations through staff associations which have represented its employees. There are seven such associations representing the SAR's white employees two for coloureds and one for Indians. Three of the white associations have already decided to grant membership to coloured Indian and black employees. The SAR has also helped its black employees to form a staff association which already has about 50 000 members and which has just been registered. It can now apply for affiliation to the Federal Consultative Council of SAR Employee Associations.

Some senior SAR men believe that, in fact, it would amount to a breach of faith with the emerging black SAR staff association for them to even speak to the GWU. They say the SAR black staff association has been recognized as the only body representing black workers who cannot join the 'mixed' staff associations. It would be impractical to negotiate with a large number of unions, each representing only a minor portion of the SAR workforce. They maintain that recognition of the GWU would set a dangerous precedent.

SAR management obviously prefers dealing with its own staff associations. When black workers become affiliated to the Federal Consultative Council the SAR will be able to negotiate on broad policy matters with one body representing all its employees, irrespective of race or colour. This would be an ideal situation for any industry seeking peace on the labour front, says an SAR spokesman.

However, will the SAR be able to withstand a challenge from a union such as the GWU? Many large companies have had to bow to pressure exerted by emerging black unions for recognition. Experienced industrial relations managers are beginning to emphasize the need for black employees to be allowed to help shape the structures within which collective bargaining takes place. They say that attempts by employers to limit workers' freedom of association by defining which union should represent them are bound to fail.

However, the SAR believes that sound labour relations can be maintained through the staff association system which it says has worked very well for many years.
Railway station chaos to be probed

Mercury Report

Ten people died and at least 30 were badly hurt when commuters were tripped in a stampede at Kwa Mashi railway station during the evening rush-hour on Thursday.

A Railways spokesman said yesterday that a commission of inquiry had been set up to investigate events surrounding the tragedy, including the arrival of three fully-loaded commuter trains at the station within minutes of one another after a widespread power failure.

Vast crowds, heading in opposite directions, met on Kwa Mashi’s solitary overbridge. The force of one crowd outweighed the other and panic ensued and a chain reaction began. Many people were trampled.

The injured received emergency treatment at the station before being taken to King Edward VIII Hospital. Ambulances ferried the dead to the Government mortuary.

Claims to the Mercury yesterday that the dead and injured had been robbed where they lay before emergency services arrived could not be substantiated by the Railways Police.

They would not comment, either, on claims that gang of youths had set off the stampede in order to indulge in a riot of rock-packeting, bag-snatching and robbery.

Survivors yesterday spoke of those at the head of the two crowds shouting a Zulu war cry as they ran.

Women screamed frenziedly as they held on to their children. One woman’s clothes were ripped from her body and she fell from the platform, bleeding and bandaged. People trying to get free were trampled and those struggling to rise from the ground were knocked down.

When the chaos was over, Kwa Mashi station was blood-stained and littered with broken food packets and pieces of clothing torn from those unable to escape the stampede.

And power failure culprit could be a storm or a fire

Mercury Reporter

A STORM or a fire in northern Natal was likely to have caused the massive power cut which affected much of Natal on Thursday afternoon, Mr Edwin Wolberg, regional manager of Eskom, said yesterday.

He said investigations had shown that two major lines in northern Natal tripped simultaneously at 3.48 p.m. on Thursday and because of the loss of these lines to the system, it became overloaded, resulting in the power failure.

We do not know exactly where the line tripped, but we do know which lines were involved and we are investigating. We believe there was a fire and storm in the vicinity of the lines and are trying to ascertain which of the two caused the simultaneous tripping,” Mr Wolberg said.

Fire, he said, could cause a line to trip because warm sparks could pass through the wires of the line and cause a “flash-over”.

Areas thrown into darkness by the power failure stretched from Durban inland to Pietermaritzburg and Ladysmith to Matatiele in east Griqualand and the Natal South Coast.

Mr Wolberg said that from 4.30 p.m. on Thursday supplies were being restored and Ladysmith, like last to have power, had electricity restored from 5.15 p.m.
FOUR of the 10 Section Six detainees released after spending approximately seven months in detention resume duties at the post office today.

This was told to The SOWETAN by Mr Vusi Khumalo, one of the 10 released last week after spending what he called "seven months of hell" in the cells.

They were all taken from their homes by members of Security Police on March 25 and kept in detention at Norwood Police Station until they were released last Tuesday.

All of us are prepared to take legal action against the Minister of Police, Mr Khumalo said.

The options are:

1. Update: Produce a new re-cycle of the file.
2. Insert: Initial insertion of data into the file.

The options affect may concern the following character:

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STARTLING facts about heavy-duty truck drivers have been revealed in a CSIR report on transportation.

Compiled by the CSIR’s National Institute for Transport and Road Research, the report shows that:

- Very few drivers know what dashboard warning lights and gauges on their trucks indicate.
- While the effects of fatigue on heavy-duty truck drivers are well known, little has been done to improve the situation. There is no legal limit on the number of hours a driver may spend behind the wheel, and
- An ‘alarming’ incidence of impaired vision, caused by sugar diabetes, was found by firms which regularly test their drivers. Most firms do not carry out any tests.

The report, issued by the institute’s Group for Vehicle Safety, also focuses on the transportation of dangerous materials.

It recommends that some form of control should be introduced to regulate the transport of dangerous substances before a major disaster occurs, as already has happened overseas.

**Training**

It found that the training and ability of vehicle drivers were key areas, and a large section of the report deals with this aspect.

The report says the introduction of a compulsory annual medical certificate for drivers of hazardous loads would go a long way towards preventing those who are found to have poor vision or who suffer from epilepsy from guiding large, hazardous loads along the country’s roads.

CSIR researchers found that ‘very few’ applicants for a certain class of heavy-duty licence actually took their tests on the type of truck they would be driving.

**Stability**

It was necessary that this situation be rectified, particularly in the case of liquid-carrying trucks. Their stability was often impaired by the surging of the tank’s contents during braking and cornering manoeuvres.
RADICAL changes in licensing procedures for heavy duty truckers were suggested by a CSIR road safety researcher yesterday as a step towards making them more safety conscious and better qualified.

The Mercury reported yesterday that a CSIR transportation report had revealed startling gaps in the competence of many heavy duty truck drivers, and yesterday a CSIR researcher suggested that the following steps should be taken to improve the situation:

- Drivers should be tested, and certified fit to use, every type of truck they would be driving.

At the moment, a trucker might qualify on a standard one-unit truck, and then legally drive an articulated truck.

Similarly, there was no provision in the law for a driver to receive training in how to handle a liquid load, which changes a truck's handling characteristics.

Licences specified only the weight of the truck, but this was inadequate, the researcher said.

- The law should stipulate that a driver must qualify where he would be employed, not at his place of residence.

Truckers, and ordinary motorists, might get their licences where they reside in terms of the law as it stood.

It was always possible, the researcher said, to 'find an obscure aunt' in a small town, give a residential address in that town, and obtain a licence there.

**Advanced**

Testing procedures were not uniform, and it was often found that a trucker who qualified in a small town was not able to meet the challenges of driving a large vehicle in heavy urban traffic.
Public Sector
Transport — Labour
1982
15% pay rise for 100,000 workers.

Appar: the pay rise will be applied to all workers in the public sector. The government has decided to increase the pay of public servants by 15% to address the cost of living and to retain the services of experienced staff.

The increase will be effective from next month and will apply to all public servants, including teachers, nurses, and other employees.

The government has also announced that the pay rise will be retroactive to the beginning of the current financial year.
Department officials, however, maintain that there are about 1200 posts available for air traffic controller of which more than half have been filled. If the staffing levels proposed by the controller were introduced there would be little to any people sitting around doing nothing.

Claims that the safety of air traffic will be prejudiced by a lack of staff are strongly denied by the department. It would never allow that to happen. If we did not have enough staff we would suspend certain services. There would never be a shortage of staff, it's a serious official.

It has never been necessary to cancel services in the past. But the question of whether certain services will be put on hold will depend on the departmental ability to retain the controllers.

AIR TRAFFIC CONTROLLERS

Under stress

SA's air traffic controllers are becoming increasingly dissatisfied with their pay and working conditions. They warn that unless they are granted a substantial pay increase soon, the air traffic control systems at the country's major airports could be seriously understaffed because of resignations.

Senior officials in the Department of Transport believe that salaries should be higher and are anxious that something should be done soon. But they reject some complaints made by controllers.

Controllers interviewed by the PM emphasize that they are not seeking a confrontation with government along the lines of the one initiated by controllers in the US. But they warn that unless grievances over pay and working conditions are resolved, the already thin ranks of controllers in SA will be seriously depleted. They complain of:

- Low pay, with qualified controllers who have had three years' training earning about R500/month basic pay, while those who have about 10 years' experience earn about R900/month.
- Large amounts of overtime due to staff shortages. Controllers complain that they often have to work additional 100 hours overtime a month.
- Difficulties in taking annual leave. Because of staff shortages, some controllers have accumulated about three months' leave. This is despite the fact that some medical authorities in Western countries have recommended that controllers should take leave twice a year because of work pressures.
- Health problems due to stress. They believe full early retirement should be offered to controllers working at large control towers, such as the one at Jan Smuts Airport.

In a report compiled in 1976, the controllers said about 240 controllers were needed to adequately man the country's airports and that the "minimum viable number" was 180.
Black air hostesses to train in February

Argus Correspondent

JOHANNESBURG - South African Airways will start training black air hostesses early next month.

This was disclosed yesterday by SAA's spokesman Mr J C van Rooyen.

Mr van Rooyen added that the course would finish at the end of next month and successful hostesses would start working on domestic flights.

He refused to give the number of applications received and to say how many would be on the training course.

 Asked why he refused, Mr van Rooyen replied that it would be wrong to do so because not all black air hostesses would be successful on the course.

MINISTER

Last year the Minister of Transport, Mr Hendrik Schoeman, announced that they would enlist blacks as hostesses for the first time this year.

The decision was welcomed by all sections of the community but came under fire when the SAA disclosed that blacks would be paid less than their white counterparts.

The Minister gave the SAA permission to start recruiting a limited number of black hostesses immediately with the approval of the staff associations concerned.

Candidates would be subject to the usual selection procedures and would have to comply with the same requirements as other candidates, the SAA said.
Union accuses SAR

Labour Reporter

A MAJOR union recognition row on the SA Railways took a dramatic new turn yesterday when the SAR was accused of "waging a campaign" against union members in an attempt to "instigate" worker unrest.

The allegations came in a statement from the unregistered General Workers Union (GWU), which claims majority membership among workers employed by the SAR at East London and Port Elizabeth harbours.

An SAR spokesman said yesterday the railways were aware of the allegations contained in the GWU's statement but were not prepared to comment on them.

The GWU said the chairman of its workers' committee at PE harbour was fired two weeks ago and that a large number of workers had been questioned by railway police and management.
He got the short end

By CHARLES MOGALE

"SHORT" man Mr Absalom Seshange of Evaton got a job with the South African Railways one day, but lost it the next because he was not tall enough.

Mr Seshange has told of his "misery" at the hands of SAR officials who let him get himself registered before deciding he was too short to make it.

"They made me write a test, which I passed. Then they measured my height and said it was right. But now, after leaving me to run around Vereeniging, Germiston and Johannesburg trying to get registered, they discharge me because I am a short man," he said.

As a result, he lost the little money he had kept to look for a job, and left other opportunities.

He said: "One more thing that annoys me is the stamps they put in my pass. To prospective employers, I appear the kind of man who gets a job on January 26 and loses it the next day. Who will employ such a man?"

A SAR spokesman said Mr Seshange should contact the Railways as soon as possible. He had not heard of his story, but said it had been arranged that Mr Seshange should be interviewed by senior SAR officials.
Pilots fly off the handle

By JON SWIFT

SOUTH African Airways pilots believe they are underpaid. And they are on the warpath about it.

They have set February 11 as the deadline for settling their complaints about money... or, they say, they will declare a dispute.

This was stated in a message to members of the South African Airways Pilots' Association II, linked to the date when delegates from the SAAPA - along with other airways employee groups - will meet with Mr Hendrick Schoeman, Minister of Transport Affairs.

Their main aim at the meeting will be to seek recognition of senior officials among the aircrews as a separate negotiating body.

Thus, they feel, will give them the necessary muscle without what they describe as "the tiresome and often unproductive process of dealing through Salstaff".

Salstaff is the union - one of nine representing the interests of railway employees which speaks for the aircrews.

The pilots, like all other employees of the Transport Services, have rights of negotiation and dispute not open to other public servants.

But individual employees, like other public servants, may not strike.

Under the Services Act, any staff group within a specific union can ask to go before the Conditions of Employment Advisory Board made up of equal members of the employees and employers.

But the employers elect the chairman, who has a casting vote, and the machinery is used infrequently.

It can be bypassed in two ways, according to union sources.

The group concerned can petition the Minister directly to appoint a judicial commission. But the Minister may decide not to do so.

But if they circulate a petition among the members of the staff group and obtain a simple majority, the Minister is compelled to appoint the commission.

The commission comprises a judge or ex-judge, a member representing the employees and a member representing the staff group.

A majority recommendation by the commission must be implemented by the Minister, but legislation does not stipulate when.

It is this machinery that the pilots' strike would invoke if a deadlock is reached on February 11.

The pilots feel that the "differential system" at present in operation is outdated and antiquated.

In most cases SAA do not differentiate in salary between captains who have converted from one aircraft to another. This, the pilots feel, is wrong.

They maintain that these conversion courses entitle them to a revision of pay and that salaries paid to Boeing captains are "way out of line" with that of other airlines.

The pilots have approached both the University of South Africa and the Stellenbosch University's Bureau of Economic Research to produce figures to back up their claims.

The pilots have figures of the pay scales operating for their counterparts on United Airlines in the United States.

Pilots on United have contracts that guarantee a salary revision every six months until April 1983.

A Boeing 747 captain at United earns R181,000 a year while the annual salary paid for the same expertise on SAA is R40,000.

United pay a 727 captain R115,000 and a captain of a 727, R130,000 a year, but SAA recognize no differentiation and pay both captains an annual salary of R29,000.

The pilots point to the "awesome responsibilities of their task" as justifying an increase in pay demands.
brought to the notice of his Department the irregularities referred to in paragraphs 3 to 10 on pages 1 to 8 of the Advocate General's Report in terms of section 3(1) of the Advocate General Act, No. 118 of 1977 which was laid upon the Table on 14 September 1981, were subsequently reported, so (a) for which there was no action taken; (2) for which what action was taken against them.

(2) whether he will make a statement on the matter.

The MINISTER OF ENVIRONMENT AFFAIRS

(1) No (a) (b) and (c) fall away

(2) No

Bloemfontein/Onverwacht transport of goods

"No Prof N J J OLIVIER asked the Minister of Transport Affairs

(1) Whether the decision to build a railway line between Bloemfontein and Onverwacht has been completed, if so,

(2) whether a decision has been taken to build an express railway line from Bloemfontein to Thaba Nchu, if so, what is the estimated cost thereof;

(3) whether such railway line can be operated economically, if not, what will be the estimated annual subsidy thereon;

(4) whether any other decisions were taken in consequence of that investigation, if so, what decisions?

The MINISTER OF TRANSPORT AFFAIRS

(1) No request has to date been received to investigate the transport of goods between Bloemfontein and Onverwacht. However, a feasibility study to establish the best mode of transport for cargoes between the two points in question is at present being conducted

(2) (3) and (4) fall away
Former SAA man says he is ‘stunned’ by allegations

Weekend Argus reporters in London and Cape Town

FORMER South African Airways sales manager Mr. J.K. Rennie is ‘stunned’ by allegations by a top SAA official that he worked ‘against the interests’ of the airline while heading the London sales team.

‘The whole thing is absolutely nonsense,’ he says. ‘I worked for SAA for 20 years and thought them a tremendous airline I still do.’

Mr. Rennie, now working for a tour company, said his departure from SAA in London three years ago had been ‘entirely amicable and on my own initiative’.

This week Dr. Kobus Louwerse, SAA’s Director-General, said the airline paid R56,000 to get rid of Mr. Rennie, who he described as a British trade unionist working against the interests of the airline.

DISCLOSURE:

Dr. Louwerse made his disclosure as an explanation for unauthorized expenditure in the second report of the Parliamentary select committee on railway accounts.

Mr. Louwerse said he had been impressed by Mr. Rennie’s services to the airline, but he had been instructed by the British government to do so in order to protect the airline’s interests.

Mr. Louwerse added that the investigation into the matter had not been completed and that the company was still hoping to reach a settlement.

He said that the matter was still under investigation and that the company was working towards a resolution.

As far as he knew, the company had no plans to take any legal action against Mr. Rennie.

CURIOSITY:

Mr. Louwerse said that the company had no plans to take any legal action against Mr. Rennie, and that the matter was still under investigation.

He added that the company was working towards a resolution and that the matter was still under investigation.

As far as he knew, the company had no plans to take any legal action against Mr. Rennie.
SAA cabin crews plan work to rule

ANGRY cabin crews on SAA flights plan a work-to-rule over proposed changes in their work schedule and a cut-back.

Negotiations are still being conducted between SAA management and the union, but industrial action is likely if some of the proposals are accepted.

The Sunday Tribune spoke to cabin crews on internal flights and most seem to be angry at the new policy of "rationalisation" that SAA has introduced in this service:

- Crew on the Airbus service to Cape Town from Johannesburg have been reduced from 11 to nine and crew feel they have to work harder on this run.
- Introduction of the block-system on internal flights means crew have absolutely no say in their flight schedules whereas in the past they were given a certain amount of choice over these.
- The withdrawal of free travel passes and 10 percent overseas flight concessions has made crews feel that the work outweighs the perks.

SAA pro-Mr J. C. van Rooyen said the changes were justified but management would not push through any proposals without thrashing things out with the union first.

He was emphatic that a cabin crew on the Cape Town flights did not have to work harder as the system had been streamlined by cutting out in-flight meals and by supplying drinks free.

Mr van Rooyen said the block system was one of the fairest and SAA had had no complaints about it although cabin crew seemed disappointed that they were no longer allowed to choose flights.

A proposed one-day strike by cabin crew in December 1980 in protest against low pay and excessive overtime fell flat when SAA management threatened to bring in the police.

Cabin crew now say they fear victimisation if they go through with proposals for a go-slow.

"We hope that management will realise that we are unhappy with the proposed block system for overseas flights and the free time we get while on certain flights is making us unhappy and we will act accordingly," said a flight steward, who did not wish to be named.

"If a work-to-rule does take place it will mean crew scheduled to go on flights which result in overtime will not report for them.

"We will also refuse to work on our free-days," he said.
Former UK sales manager stunned by SAA chiefs’ allegations

BY GARNER THOMSON

LONDON: Former South African Airways sales manager Mr. J.K. Rennie has been stunned by allegations by SAA chiefs that he was working against the interests of the airline while heading the London sales team.

He told me: “During the whole thing is absolute nonsense. I worked for SAA for 20 years and thought them a tremendous airline. I still do.”

Mr. Rennie, now working for a tour company, said his work with South African Airways in London had been “entirely amicable and on my own initiative.”

Mr. Rennie was reacting to a statement issued in Cape Town by Dr. Kobus Loubsen, director general of South African Airways and Railways. Mr. Rennie has been accused of Britain as a British trade unionist who turned out to be working against the interests of SAA.

A scale investigation to prove the charge would have caused “irreparable damage” to the image of the airline in the UK, Dr. Loubsen said.

Mr. Rennie was nominated for a pension lump sum to leave, he said. But Mr. Rennie denied almost every detail of the accusation.

“I was never an active trade union member, although I belonged to ASTWIS (Associated of Scientific, Technical and Managerial Staff) dating back from 1958 when I was with BEA,” Mr. Rennie said. “On the contrary, with my sales team, I helped build up the airline here from a very small turnover in the UK to something around R36 million.”

To say I discouraged people from flying SAA is just ridiculous. Oddly enough, the company I work for now promotes only South African tours, so I still promote South Africa. I think it is a fine country and I think SAA was a fine company I still do.”

Mr. Rennie said he had a feeling that some people at SAA might have thought he was not sympathetic to the airline, but dismissed it as “probably a bit of paranoia” about trade unionism.

“In fact, I broached the idea of an early retirement with the personnel director myself. He said, ‘Do you want a change?’ and I said, ‘Do you want a change?’ and we worked out an arrangement.”

As you know, golden handshake retirement are quite common in Britain. There was nothing extraordinary about this one.”

He said he had said he wished to comment on Mr. Rennie’s departure from SAA as it was a domestic matter, but he understood that Mr. Rennie had not behaved with the loyalty expected of an employee.
IN THE DRIVING SEAT  Mrs Lea le Roux and Mrs Truus van der Berg hope to be Johannesburg's first women bus drivers.

Women training as Jo'burg bus drivers

By DAVID CAPEL

TWO women are training as bus drivers at the Department of Municipal Transport — and will soon be behind the wheels of Johannesburg buses.

Mrs Lea le Roux and Mrs Truus van der Berg are Johannesburg's first potential women bus drivers.

It will be several weeks before they actually transport passengers. Mrs Van Der Berg already has her extra-heavy duty licence and Mrs Le Roux will be tested shortly.

Mrs Van Der Berg, a former tax driver, says she enjoys 'transporting people and helping others on the road.'

'I have been wanting a long time for women to be allowed to drive buses — it is something that has always appealed to me,' she said.

Mrs Le Roux is not oblivious of the hazards of being responsible for dozens of passengers. Her husband Pieter has been a bus driver for many years.

Both said they wanted to be treated as equals by their male colleagues.

'We don't want doors opened for us. We can do these things ourselves!' they said.
Sacked!
The man who said he was sorry

ORLIANDE POLLOK
Political Correspondent

CAPE TOWN—A Louis Botha Airport official, who apologised to a British doctor who had a book of harmless newspaper clippings confiscated from his luggage after questioning by the Railways Police, later was dismissed on 24 hours' notice.

This was revealed at question time in Parliament yesterday by Mr Ray Swart, Opposition chief spokesman on transport, who said the official, Mr Kurt Reenken, had been dismissed as a 'security risk.'

However, Transport Minister Hendrik Schoeman denied that his dismissal had anything to do with the incident involving Dr Nigel Clay of Birmingham and said that the police officer had been "overzealous." Dr Clay said that his book of political cuttings from The Natal Mercury and the Rand Daily Mail had been confiscated.

Mr Schoeman said the book and a letter of apology were handed to Dr Clay on October 26.

'The Press cuttings contained nothing harmful. The police officer concerned was overzealous,' he said. "...and a letter of apology were handed to Dr Clay on October 26."

Mr Schoeman could not explain why the official had been dismissed as a security risk because he apologized to an overseas passenger.

Mrs Helen Suzuki (PPP, Houghton) "Oh, come on,/ Mr Schoeman. 'Well, that is the information I have.'

Mr Swart is it not that because the official apologized to an overseas passenger he was considered part of the total outbreak?"

Later Mr Schoeman said South African Airways was the best in the world and it did not become a 'patriot' to spoil its good image.

In a brief comment on the minister's remarks, Mr Swart said the official was trying to maintain that good image. He was doing a good public relations job and it is disgraceful that he was dismissed for it.

London Bureau

THE Des O'Connor TV show was the last straw for a husband who was constantly nagged by his mother-in-law.

After spending all day cooking after her, cooking and running errands while his wife was at work, Frederick Dobson settled down to watch his favourite comedy show.

But his mother-in-law didn't like the show and started nagging him again — so he strangled her with her own tights.

At Winchester Crown Court, Dobson, 37, unemployed at Portsmouth, was jailed for life after a jury found him guilty of murder.

Dobson, who denied the charge, told the Court of his life of misery with his wife's 50-year-old mother, Irene Tuck.

His wife, Joyce, had left for work, leaving him to look after her mother.

'During the day she nagged me about money, nagged me about shopping and cooking her eggs and bacon.

She was nagging, nagging, nagging, nagging, but every man has a breaking point.

'I told her there was a good programme on the telly — the Des O'Connor show I switched it on but even that was not right. I just got worked up, got the tights, and that was that. I put an end to nine years of nagging,' he told detectives.

Tennis chief apologises for remarks about blacks

PEBBLE BEACH—The president of the Interna-

Women's Tennis Championships is 'play-

Tennis will be played as
The black-white wage gap in the transport services would disappear within three to four years, the Minister of Transport Affairs, Mr H Schoeman, told staff association leaders in Cape Town today.

Mr Schoeman had talks today with representatives of coloured, Indian and black staff associations which have been registered as trade unions.

He said that within a few years the rate for the job would be paid to all race groups in his department.

White trade unions were also insisting on this because they regarded this to be in their own interest.

Both the Minister and the black staff unionists expressed satisfaction with today's talks.

Mr N M Mbedu, president of the executive of the black staff association, said the Minister had promised that blacks would receive wage increases in April.

In order to close the wage gap the percentage increase for blacks would be higher than that for whites.

The delegation also asked for housing loans on the same basis as whites and for consideration to be given to granting trade union rights to blacks from 'national states'.

Mr Schoeman promised to take up these matters with the Cabinet and the governments of the black homelands.
Minister Schoeman says SAA clerk fired for medical reasons,

By RON GOLDEN

THE Minister of Transport and a senior official in his department contradicted each other this week on the possible reasons for the dismissal of a Louis Botha Airport clerk who apologised to a British doctor after a bungling policeman seized his book of Press cuttings.

All efforts to trace the sacked man, Kurt Rencken, a casual employee at SAA, failed.

His mother and father, Mr and Mrs W. Rencken of Grootfontein, said they wanted to leave the matter alone and had nothing to say to the Press.

Mrs Rencken, who would not give her first name, said, however, that Kurt had not got another job.

A man who answered the telephone of the transport ministry yesterday said they had gone away. He said Kurt had left a long time ago and he did not know if Kurt was in Johannesburg.

In Parliament this week Ray Swart, opposition chief spokesman on Transport, claimed Mr Rencken had been dismissed on 24-hour notice as a "security risk".

Transport minister Hendrik Schoeman, replied that Mr Rencken had lost his job on medical grounds.

The director of Transport Services, Garvee la Grange, said he had read Press reports that Mr Schoeman had said Mr Rencken had been dismissed because of medical reasons.

"The formal reply which I had prepared for the minister was that something for which he had been suspended but had not been found guilty of."

Mr la Grange would not disclose exactly what Mr Rencken had allegedly done.

The regional manager of SAA in Natal, Mr Gert Raffert, said that, in his personal capacity, he had given Mr Rencken a letter of recommendation after his dismissal which came through SAA's head office in Johannesburg.

Hendrik Schoeman... medical reasons

Mr Rencken, a senior official in his department, had been terminated in terms of his service contract under railway regulations. He had done something for which he had been suspended but had not been found guilty of.

Ray Swart... questions in Parliament

Mr Rencken had been suspended in terms of his service contract under railway regulations.

"I was not in Parliament at the time," he said, adding that such information could have been passed to the minister by someone else.

Mr la Grange would not disclose exactly what Mr Rencken had allegedly done.

The regional manager of SAA in Natal, Mr Gert Raffert, said that, in his personal capacity, he had given Mr Rencken a letter of recommendation after his dismissal which came through SAA's head office in Johannesburg.

Swart says he was considered a...

TY RISK

Dr Clav left for England and his scrapbook was later returned.

The Commissioner of Railways Police subsequently apologised for the "inattentiveness" of the junior officer who had confiscated the cuttings.

Mr la Grange said Mr Rencken was not a pensioner. SAA had no contact with him since the dismissal.
SAA not training black hostesses

NO BLACKS were being trained as hostesses by South African Airways and it was impossible to indicate at this stage when they would be, the Minister of Transport, Mr Hendrik Schoeman said yesterday. He said in reply to Mr Ray Swart (PPR Berea), that SAA were training one coloured woman and one Indian woman as hostesses. They were receiving training at Jan Smuts Airport and were being paid a starting salary of R5 670 — one notch lower than that for whites. However from April 1, all cabin service officers would receive the same remuneration, irrespective of race.
Man 'set on fire at station'...
Acting-sergeant 'set fire to hobo' - From the Cape Times, 15/2/32.

Johannesburg. — A young railway policeman appeared in the Rand Supreme Court yesterday charged with murdering a hobo by pouring methylated spirits over him and setting him alight.

Acting-Sergeant Hermans Jacobs Redelinguys, of Lenasia, pleaded not guilty to the charge of murder before Mr. Justice Irving Steyn and two assessors.

The hearing followed the death of Mr. Johannes Hendriks who died of extensive burns in Johannesburg Hospital on June 2.

Constable G D Labuschagne, of the Railway Police, told the court that on the evening of June 1 he had been on duty at the police station on the Johannesburg Station.

An unknown man arrived at the charge office with a bottle of methylated spirits which, he said, he had found in the station toilets.

The man left the bottle which was three-quarters full at the charge office.

Constable Labuschagne said he threw the bottle belonging to Mr. Hendriks whom he had removed from the station several months before.

He went to look for Mr. Hendriks and found him completely drunk in front of a bench on the main concourse.

He took him to the charge office.

At the charge office Sergeant Redelinguys told him to hand him the bottle of spirits. He did so and Sergeant Redelinguys poured the spirits over Mr. Hendriks' head.

Sergeant Redelinguys took Mr. Hendriks out of the charge office.

On the way to look for Mr. Hendriks and found him completely drunk in front of a bench on the main concourse.

Redelinguys asked him for the matches he had found in the station toilets.

Outside the charge office Sergeant Redelinguys threw Mr. Hendriks to the ground and also pulled off clothes.

Constable Labuschagne said, 'Acting-Sergeant Coetsee came running from the charge office with a blanket and wrapped it around Mr. Hendriks. The fire was smothered and an ambulance later took Mr. Hendriks to hospital. The hearing continues today.'
Johannesburg — A Rand Supreme Court judge said yesterday that some Railway policemen who had given evidence in a murder trial had committed perjury.

Mr Justice Irving Steyn acquitted a Railway policeman, Acting Sergeant Hermanus Jacobus Redelinghuys, 30, of LENZ, of having murdered a hobie by setting fire to him.

Mr Johannes Jacobus Hendriks died in the Johannesburg Hospital on June 3 of extensive burns.

Mr Justice Steyn said there had been two versions of what happened and the State witnesses had not impressed him and his two assessors at all.

"It is a disgrace that in a case like this policemen should commit perjury. There is no possibility that they were mistaken. It is perjury," the judge said.

He pointed out that Sergeant Redelinghuys had wilfully set fire to Mr Hendriks; he would not have said "Oh God, the man is on fire" and would not have tried to smother the flames, injuring himself in the process.

Constable G D Labuschagne and Acting Sergeant F Coetsee had made a very poor impression. Constable Labuschagne was a self-confessed liar, Mr Justice Steyn said.

He accepted Sergeant Redelinghuys's evidence as being more probable than that of the State witnesses.

At a previous hearing, Constable Labuschagne told the court that on the evening of June 1 an unidentified man arrived at the charge office on Johannesburg station with a bottle of methylated spirits which he claimed to have left in the station toilets.

Constable Labuschagne said he knew the bottle belonged to Mr Hendriks, whom he had removed from the station concourse on several occasions.

He found Mr Hendriks lying in front of a bench on the main concourse, helped him up and took him to the charge office. He was completely drunk.

At the charge office, Sergeant Redelinghuys poured the spirit over Mr Hendriks's head, then struck a match and held it towards Mr Hendriks.

The next moment Sergeant Redelinghuys shouted "Oh God, he is burning," Constable Labuschagne said.

Sergeant Redelinghuys told the court he had pulled Mr Hendriks's clothes from his body, then wrapped him in a blanket and smothered the flames. He said his hands had been badly burnt and that he had had to receive treatment in hospital. — Sapa
Railways to train black firemen

Mercury Reporter

INDIAN, coloured and black trainees are being accepted by the South African Railways for training as firemen on steam locomotives.

Their starting salary is to be the same as that for whites, R382.50 a month, according to a spokesman for the SAR's Durban system manager's office.

A Std 8 school certificate, and the ability to speak English or Afrikaans are basic requirements for the job, and applicants should be in good physical health.

Applications were being invited, and application forms for employment could be obtained from the nearest station master or from Employment and Registration offices of the SAR & H, the spokesman said.

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(1) Premia premie of businesses between

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(2) Premia premiums for the first year.

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PREMIUMS RECEIVED & BUSINESS EXPOSED

Jan 2: Jan 2:]

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PREMIUMS RECEIVED & BUSINESS EXPOSED

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PREMIUMS RECEIVED & BUSINESS EXPOSED

Jan 2: Jan 2:]
for inclusion in the annual report of the Department, hence the overlap in the abovementioned periods. The statistics for the last quarter of 1981 will be included in the statistics for the period 1 October 1981 to 30 September 1982.

270

Mr D J N MALCOMESS asked the Minister of Transport Affairs

(1) How many (a) qualified and (b) trainee air traffic controllers were employed at (i) Jan Smuts, (ii) D F Malan, (iii) H F Verwoerd, (iv) Ben Schoeman and (v) Louis Botha Airport on 31 December 1960, 31 December 1970, 31 December 1980 and 31 December 1981, respectively.

(2) What was the staff establishment in respect of air traffic controllers in 1981?

(3) What are the salary scales applicable to air traffic controllers?

The MINISTER OF TRANSPORT AFFAIRS

(1) No information is available in respect of 31 December 1960 and 31 December 1970. The information is not readily available in respect of 31 December 1980. On 31 December 1981 the staff position was as follows:

<table>
<thead>
<tr>
<th>Airport</th>
<th>(a) Qualified air traffic controllers</th>
<th>(b) Trainee air traffic controllers</th>
</tr>
</thead>
<tbody>
<tr>
<td>(i) Jan Smuts</td>
<td>34</td>
<td>7</td>
</tr>
<tr>
<td>(ii) D F Malan</td>
<td>13</td>
<td>4</td>
</tr>
<tr>
<td>(iii) H F Verwoerd</td>
<td>8</td>
<td></td>
</tr>
<tr>
<td>(iv) Ben Schoeman</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>(v) Louis Botha</td>
<td>13</td>
<td>2</td>
</tr>
</tbody>
</table>

(2) The staff establishment for 1981 was as follows:
Staff Reporter

SA Transport Services is to build a R12-million residential complex at Philipoli for 2,000 males in its employ.

The contract for the complex, due for completion in 1987, has been awarded to Ovcon (Cape) (Pty) Ltd. and work has already started.

The complex will consist of eight three-storey, single-room hostel blocks, four social centres, a combined administration, dining room and kitchen complex and a laundry block. There will also be a block of six houses for residential staff.

A recreation hall-cum-sports centre will be completed in the first phase of construction and operational by 1986, when 1,000 employees move into the partly-completed complex.

The hall, with a club-house attached, will have cinema facilities and sufficient floor space for badminton, basketball, volleyball and other sports.

The sports fields will contain a cricket pitch, three rugby pitches, four football pitches, tennis courts, a cycling and a running track. A grandstand to seat 900 is also on the cards.

Mr. Leon Els, public relations officer of SA Transport Services, said an advantage of the new complex was that employees now housed in municipal and private compounds would be housed under one roof.

"The complex is in line with our policy to upgrade accommodation for our employees. The accommodation we are giving these coloured employees is the same as white standards of accommodation."
Powerful railway union joins Tucsa

By Drew Forrest

A predominantly white Railways trade union, the 10,000-strong SA Footplate Staff Association, has affiliated to the Trade Union Council of South Africa (Tucsa).

It is understood that Safsa's affiliation to the council — made early this year — has been approved by the council's officers' committee.

A black and a coloured union have affiliated from Tucsa. They are the Textile Workers Union (TWU), which boasts more than 2'000 members, and the 2,500-strong Metal Building Industry Employees Union.

Safsa's affiliation is the second by a conservative, largely white Railways union in the past year. Last year the 23,000-strong Artisans Staff Association joined the council.

Sources within Tucsa fear that it will exert further "ideological clout" on an already conservative union grouping.

Safsa's new general secretary, Mr A C Koekemoer, said the time was right for the union to come in from the cold and Safsa and Tucsa "had probably grown together".

The disaffiliation of the Textile Workers Union is the climax to a long dispute over union demarcation.

TWU general secretary Mrs Evelyn Seloro had accused Tucsa of failing to protect the union's membership from encroachment by another council affiliate, the Textile Workers Industrial Union.

She wanted an amendment to the Tucsa constitution which would allow it to intervene in demarcation disputes between its affiliates.

In a letter to Mrs Seloro, Tucsa stated that its approach to inter-union rivalry was one of non-interference and that any other policy would be "totalitarian".

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ACCOUNTING

V

Date 31.

Received payment of premium

01. Jan: Insurance Expense

Premiums prepaid as business expense

SOLUTION TO: G3
13 trades to learn in SAA

Aviation technicians in the South African Transport Services receive initial training as apprentices in one of the 13 trades needed to maintain more than 30 aircraft and support equipment.

The trades are as diverse as aircraft mechanic and painter, electroplater and motor mechanic. The usual period of apprenticeship is three years during which the apprentice is trained in all aspects of the trade.

The first six months training is in a well-equipped school where the apprentice learns the basics of the trade from specialist instructors. Later he is assigned to the various workshops and maintenance hangars in accordance with a strict schedule. He learns by watching, assisting and doing.

In the hangars he is part of a crew, in the workshops he works under qualified technicians.

For three months a year he attends full-time lectures at a technical college. The subjects for a radio technician include mathematics (a must for all apprentices), electronics, communications. For a metalworker the main subjects are technical drawing and aircraft structure theory.

Even after qualifying, training continues. For example, the newly qualified air mechanic is assigned to the long range-aircraft hangar will later be sent with other recently-qualified technicians on an intensive theoretical course on Boeing 747 maintenance.

Such a course, in the airline's own technical school, lasts 12 weeks.

When a later model of the 747 is added to the fleet it is back to school again for the technicians and their supervisors, to learn the differences between old and new.
Navigators sue SAA on unlawful dismissal

Own Correspondent

Three navigators have alleged in papers filed before the Pretoria Supreme Court that their employer, South African Airways, was guilty of dismissing them unlawfully.

Mr. Jacobus Hendrik Slaaen, Mr. Gideon Jacobus van Metzinger and Mr. Graham Ronald Minnott have worked for SAA for more than 15 years as navigators. In 1980 they were told the SAA no longer wanted them to be employed and that they would become redundant.

In affidavits the men say they offered them alternative posts as navigation instructors or early retirement with the applicable benefits.

All three turned down the offer of a post as an instructor.

They said the post was of a lower status and grade. The work was clerical and mental and had nothing to do with navigation and they would lose their navigator's license which had to be renewed every five years. Last year they wrote to the SAA asking for a re-appointment but their applications were turned down.

The airline said an employee could be employed in any capacity as determined by the board of department.

Sugar up?
The price of sugar is expected to go up shortly.

There are rumors that the new price will be announced in the government Gazette on Friday but the Price Controller, Mr. Duggie de Beer, said he could not comment on this speculation.

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SAA Jumbo turnaround for sick child cost R26 000

Air Correspondent

A Jumbo Jet pilot's decision to return to Jan Smuts Airport two hours after taking off for New York last week because of a sick child aboard cost SAA more than a bad weather diversion, said an airline spokesman yesterday.

Fifteen month-old Martine Schwartz of Wisconsin, US, went into convulsions during SA flight 209 on Thursday night after leaving Johannesburg. After her parents requested medical assistance, a doctor on board determined that she needed to be taken to hospital.

Although the aircraft was over Namibia at the time, Windhoek's international airport had closed down for the night. It was decided to return to Jan Smuts where an ambulance took Martine to the Johannesburg Hospital.

The spokesman described as incorrect a report that the return to Jan Smuts and the delay of several hours in getting the aircraft to New York cost SAA R50 000.

"We estimate it was more in the region of R26 000 and, while this figure sounds high, it is not necessarily more than a diversion that might have to be made owing to bad weather or other problems"
Black union welcomed to SAR 'family'

Trade unions on the South African Railways were called by some people but trade-unionists, Dr Loubscher, asked 'Why can't a union be a sweet-heart union?' As long as you can see the general manager and have a right to your union, as the Department of Transport Secretary, Dr Rethabile Makushane, said yesterday.

Opening the annual meeting of the Federal Council of RAILWAY EMPLOYEES, Dr Loubscher said: 'The first time by observers from the SAR and RAILWAY UNION comming the middle of a dispute over a recognition between an independent union and railway workers, the Union of Transport Employees and the General Workers Union and Railways management.

This year's official opening of the IFC meeting was a special occasion,' Dr Loubscher said, as it was attended for the first time by observers from the SAR and Staff Association for Black Employees.

This union formed last year with the assistance of railways management now claims 52,000 members.

'Addressing officials of the black union Dr Loubscher said the railways, as elsewhere in the world was a 'conservative, family-type organisation.'
No-cheating' memo
for SAA staff

By KEN SLADE

SOUTH African Airways personnel have been issued with a "friendly warning" to stop importing dutiable articles into the country without declaring them.

In a memo recently issued to all SAA staff, it was stated that such unlawful acts, plus the contravention of currency-control regulations, were occurring more frequently.

"These activities have increased to such an extent that customs inspectors have been imposing heavy punishments against SAA staff," the memo read.

Crew members were warned that, although they were in positions of trust, the authorities could change their tolerant attitude towards SAA staff if the situation persisted.

The public re 'honest officers for SAA, Mr J C van Rooyen, told the Sunday Times that the memo was simply a friendly warning to staff.

He denied that there had been any sudden increase in unlawful activities.

Unethical

"Such directives are issued in the interests of our staff to ensure that they are not tempted into breaking the law," he said.

But Mr van Rooyen admitted that, although in most reported cases the guilty crew members were directly involved, it had also come to the attention of the airline's authorities that sometimes they were assisted by other personnel and outsiders.

He said that in some cases the "activities" were not illegal, but most certainly unethical.

"An example of this would be if a crew member bought two cameras overseas and asked another crew member or passenger to take one of them through customs for him or her.

"In this way duty on one of the cameras could be avoided," he explained.

"But I have been informed that such incidents are minimal when compared to staff numbers," he said.
Wiley's plea for free seats

EMPTY SAA aircraft seats should be made available free to national servicemen, Mr John Wiley (NP Sommers彼得), said yesterday.

He said during the committee stage of the Transport Services Appropriation Bill that servicemen often queued for seats at D F Malan Airport because they could not book in advance.

These otherwise empty seats should be made available to them free of charge even if they were on the last flight,

"I ask the Minister (Mr Hendrik Schoeman) to see if the servicemen could not be accommodated where these seats are not required by normal paying passengers," he said.

It was common practice in countries such as Israel for servicemen to travel free and he wondered whether the serviceman's pass could be re-introduced on the railways.

Mr Wiley also asked the Minister to consider the introduction of special air fares for school children who had to travel to distant boarding schools.—Sapa.

Parliamentary Staff

CABIN crews on SAA international flights were dissatisfied and discontented because of poor working conditions, an unsatisfactory "roster" system and bureaucratic alienation, Major R Sive (FPF Beaufort) told the Assembly yesterday.

Major Sive highlighted what he considered the sorry plight of these cabin crews during the committee stage debate on the transport services budget.

He said cabin crews on international flights worked on a roster system which meant they never knew their future schedules.

They complained of insufficient rest periods at home between flights, which did not allow them time to see loved ones or recover from jetlag.

Roster crews complained they could not arrange the rosters any other way because of shortage of staff.

"The result is a downward spiral — the more they have to fly, the more they resign, thus the more those who remain have to fly," he said.

Major Sive said equipment on board the planes seen as archaic. With the removal of sex discrimination in job allocation, air hostesses were now forced to push heavy and clumsy trolleys with great difficulty. There was also slackness in the repair and damaged equipment.

Cabin crews were also dissatisfied with meritorious measurement. With the roster system, it was impossible for an arrower ever to consist of the same people and it was therefore difficult to find suitable criteria for measuring merit.

"An insidious system of judging merit is the 'please explain' letters from passengers. These are placed on the personal file of the aircrew and the personal file is then too often used for quality assessment," said Major Sive.

Many air hostesses were bored and 'demotivated' because they had university degrees, and some came from the teaching profession. Little was done for their intellectual stimulation — they had to leave the service, or not mentally.

As far as the recent introduction of black air hostesses was concerned, Major Sive said unsatisfactory psychological research seemed to have been done to prepare a white cabin crew to accept them.

AN APPEX system reducing air fares by 15 percent on internal flights would come into effect on April 1, the Minister of Transport Affairs, Mr Schoeman, announced yesterday.

The system would apply to a limited number of seats and would be aimed at maximising presently unused capacity on flights originating at inconvenient times.

Mr Schoeman announced the new measure during the debate on the second reading of the transport services budget and said that certain categories of freight would also be exempt from the recently announced tariff increases.

SAA had decided to introduce an internal APPEX system in the place of the present seven to 28-day and 10 to 21-day procedure.

"A limited number of seats on selected flights will be carried throughout the year at a 15 percent discount on the normal economy tariff," Mr Schoeman said.—Sapa.

NOTE CAREFULLY

1 Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering
2 Blue or black ink must be used for written answers. The use of a ball point pen is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used
3 Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used
4 Do not write in the left hand margin

WARNING

1 No books, notes, pieces of paper or other material may be brought into the examination room unless candidates are so instructed
2 Candidates are not to communicate with other candidates or with any person except the invigilator
3 No part of an answer book is to be torn out
4 All answer books must be handed to the commissioner or to an invigilator before leaving the examination

Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University

Made in South Africa TRIG ANAND P CY PSL/UPD 100000 1978 PD UCT AM7a Verwoerdweg in Sand Afrika
SATS pay efforts praised

Political Staff

HOUSE OF ASSEMBLY

The South African Transport Services had made great progress in closing the wage gap, the Nationalist MP for East London North, Mr Hendrik Coetzee, said during the parliamentary debate on its budget.

Because there were a large number of coloured, Indian and black employees in the transport services, the closing of the salary gap could not be achieved overnight, he said.

"The salaries of coloureds, Indians and blacks have been adjusted on a percentage basis over the last few years and it has introduced great progress in the closing of the wage gap," Mr Coetzee said.

The government had a definite programme to eliminate the wage gap which was being introduced from the higher grades.

The SA Transport Services was committed to implementing this policy and due to the greater percentages the government's programme was being strictly implemented.

In April last year, the transport services had introduced phase six of the programme and the first group of people of other races — about 650 people — had been placed on the same salary scale as whites.

"It is expected that equal pay for equal work will be achieved for all personnel in the SA Transport Services by 1984," Mr Coetzee said.

The first step towards the narrowing of the salary gap in the transport services had taken place in July 1976 when whites received a ten percent increase, the coloureds and Indians at least 12.5 percent and the blacks 15 percent.

Similar adjustments had taken place in April 1979, April 1980 and April 1981.

"The question exists now why the opposition press avoids this," Mr Coetzee said.

In December 1979, an in-depth study had been made of this matter and it showed that it would cost about R208.5 million to eliminate the gap and to equalize service conditions.

"The indications are that since that in-depth study was made the additional expenses in connection with the achievement of salary parity in the SA Transport Services have reduced to R957m.

"These facts reflect a wonderful achievement by the SA Transport Services," Mr Coetzee said.
SAA selection 'not racist'

HOUSE OF ASSEMBLY — The Minister of Transport Affairs, Mr Hendrik Schoeman, yesterday gave an assurance that there was absolutely no prejudice on the basis of race in the selection of cabin crew and air hostesses for South African Airways. Selection was undertaken by an impartial panel and the requirements for acceptance of black, coloured, and Asian candidates were exactly the same as for whites, he said in committee on the transport services budget.

When posts were advertised this year for cabin crew and air hostesses of all race groups, only 204 of the 880 white applicants were accepted while "with the best will in the world", only one out of 341 black and one out of 90 Asian applicants could be accommodated.

Of the 37 coloured applications received, six were accepted.

One of the main problems was language, he said. — Sapa
Hostel
contract
14/3/82
By John Spira

A R10-million contract has been awarded by SA Transport Services to LTA Buildings (Natal) for a hostel complex to house 1700 workers at Mbilzi, near Maritzburg.

The contract calls for the construction of seven multi-storey dormitory blocks, a double-storey main centre and ancillary buildings, a soccer stadium and cycle track and roads.

Work at the site has started and is expected to take three years.
TAKING AN EAR

REAL TO GO... "Isono" the last woman this section, Fina van der Burch, is on another long drive.

Catal.

The Ultimate Chinese Soup

IF THE VILLAGE

FACE-SETTER TRAIN

AND ONLY MAIL TRAINED MARCH 15, 1965

20
Railway union opens its doors to all races

One of the most conservative of the white Railways trade unions — the 6 000-strong Spoornet — has amended its constitution to allow black, coloured and Indian members.

The 50-year-old union, which caters for SAR and H construction workers and road transport drivers, was the first formed on the Railways for Afrikaner workers, and is affiliated to the all white South African Confederation of Labour (Sacla).

Spoornet's general secretary, Mr Eben Jacobs, said, however, that the union would not withdraw from Sacla as it had decided not to recruit workers of other races at this point.

"Blacks, Indians and coloured people have their own staff associations," he said. "We will have to negotiate with these unions to take over workers eligible for Spoornet membership."

Explaining Spoornet's decision to open its constitution, taken at its quadrennial conference late last year, Mr Jacobs said, "More and more blacks are working shoulder to shoulder with our members — and we negotiate on items which affect them."

Three other formerly white Railways unions, the Artisan Staff Association, the SA Footplate Staff Association, and the SA Railways Police Staff Association, last year amended their constitutions to allow for multi-racial membership.
Call for patience as pink eye hits bus drivers

African Affairs Reporter

At least 50 African bus drivers of the Durban Corporation's Transport Department were absent from work yesterday because they had pink eye—conjunctivitis—which has reached epidemic proportions in Natal and Zululand.

Mr Allan Bray, deputy manager for the department, said they hoped that there would be no bus delays and everything would be done to avoid the disruption of the bus service. He appealed to commuters to be patient.

Dr W G McNeil, superintendent of Prince Mahdyeni Hospital in Umlazi, said they were treating about 150 people a day for pink eye.

In Newcastle, Mr P van der Merwe, administrative secretary for Madadeni Hospital, said they had treated about two to three cases a day. A spokesman for Ladysmith Provincial Hospital said not a single case had been reported.

In Durban more than 2,300 pink-eye cases have been treated at King Edward VIII hospital in the past two weeks, while the Kwa Masha Polyclinic is treating more than 300 people a day.

A spokesman for Ngwelezane Hospital in Zululand said the disease was at its peak in the area. At Ekhawini near Empangeni more than 80 people were being treated daily.
ONE of the most conservative of the white Railways trade unions — the 6 500-strong Spoorbond — has amended its constitution to allow for African, coloured and Indian members.

The 30-year-old union, which caters for railway workers and road transport drivers, was the first formed an decision to open its doors to the Railways for All Association (RAA), an all-racial organisation of labour.

The union's amendment was adopted at the RAA conference last year, but it was only recently that the union's executive decided to implement the change. The union's amendment was signed by the secretary, the president and the general secretary.
Mr. A. F. SWART asked the Minister of Transport Affairs:

1. How many pilots are employed by the South African Airways?

2. How many of them received their training in (a) the South African Air Force and (b) flying clubs and schools?

The MINISTER OF TRANSPORT AFFAIRS

(1) 637.

(2) (a) 334

(b) 203.
Blacks taking off on a new career with SAA

By CHERYL VAN EYSEN
Mail Reporter

FOR the first time two black girls — a coloured and an Indian — yesterday received their "wings" to look after passengers on South African Airways’ domestic flights.

Miss Gaul Charles, 22, and Miss Glenda Prins, 21, were among 70 recruits, many of them former teachers and nurses, who received their badges. They are expected to graduate to international flights early next year.

Miss Charles had worked as a ground hostess for four years.

Miss Prins, who gave up nursing to become an air hostess, said she was looking forward to working on domestic and international flights. Among yesterday’s successful group were twins, 21-year-old Gerda and Frieda Ferreira, of Pretoria.
Africans can be SAA hostesses

AFRICAN women can now become air hostesses on South African Airways provided they have suitable qualifications.

This assurance was given today by a senior official of the Department of Transport who said, "Gone are the days when the posts of hostess on our aircraft were filled only by white girls.

From now on applications will be accepted from any racial group and selection will be done purely on qualification and merit," he said.

Asked if this included African women, the official replied that it did.

The change in policy by SAA coincides with the recent appointment of the airline's first two black air hostesses - 21-year-old Miss Glenda Frans of Cape Town and 22-year-old Miss Gale Charles of Durban.

Miss Frans, formerly a nurse, and Miss Charles, who served as a ground hostess at Durban's Louis Botha Airport, received their 'wings' at a passing-out parade last week after completing the three-month training course.

The Department of Transport official said, "Quite a number of non-white girls have applied for positions as air hostesses, but the next training course will be held..."
SAA's black air hostesses will get same pay as whites

CAPE TOWN — Black women can now become SAA air hostesses provided they are suitably qualified, a senior Department of Transport official confirmed yesterday.

The policy change coincides with the recent appointment of SAA's first two black air hostesses — Miss Glenda Price, 31, from Cape Town, and 22-year-old Miss Gable, of Durban.

White and black air hostesses underwent the same training for the job, had the same working conditions and received the same pay, the official said.

"Gone are the days when posts of hostesses on our aircraft were filled only by white girls," the official added.

"From now on applications will be accepted from any racial group and selection will be done purely on qualifications and merit."

The department official said a number of black girls had applied for positions as air hostesses but no more training courses would be held until more aircraft cabin staff were needed.

Sapa
Black air hostesses

Staff Reporter

THE Progressive Federal Party has welcomed the decision by the Department of Transport to allow black women to become air hostesses on South African Airways.

The PFP's spokesman on transport, Mr Ray Swart, said, however, that while the decision was "certainly to be welcomed", there should be a definite move towards eradicating discrimination on the airways.

He was responding to a statement by the senior official of the Department of Transport, who said that week that black women could become air hostesses provided they were suitably qualified.

"From now on applications will be accepted from any racial group and selection will be done purely on qualification and merit," the official said.

The official confirmed that included blacks.

Mr Swart said he had been told in reply to a question in Parliament that there was only one coloured and one Indian hostess working for the SA Airways.

"It would be interesting to know how many black applicants will be given training," he said.
Miss Jenny Katz, Johannesburg's first coloured woman bus driver, cannot
wait to complete her training programme and to get down to some real
work. © Picture by Dale Yudelman.

A driving ambition motivates
Jenny to get behind the wheel

Municipal Reporter

Within the next fortnight Johannesburg commuters will be greeted with
a cheerful smile from the city's first
coloured woman bus driver, 26-year-
old Miss Jenny Katz of Eldorado
Park.

"With instructors of the calibre
of those employed by the Johannesburg Transport Department, I am
confident of completing my training
by then

"I am absolutely delighted that I
was selected because I have always
wanted to be a bus driver," said the
enthusiastic recruit, previously em-
ployed as a sales assistant and a
secretary.

Her dream was realised when she
recently visited a driving school in
Eldorado Park to obtain a heavy
duty driver's licence.

"I told the man I wanted to learn
to drive a bus and he told me I did
not have to pay for the instruction
as the transport department would
pay me to learn."

Miss Katz did not waste any time
and after an interview was appointed
a trainee bus driver.

"It's easier than driving a car. All
I must get used to is the length of
the vehicle," she said.

An added bonus is that Miss Katz
earns more than in any previous job
doing work that until now was only
a dream.
EAST LONDON — Employees of Ciskel Transport Corporation — the bus company that runs services here, in King William's Town and Nieuw — has increased salaries and wages of its staff by an average 22 per cent, the company's group manager, Mr Hans Kaiser, announced yesterday.

Mr Kaiser said the increases were in keeping with the Ciskel President's philosophy of providing a meal a day, and would benefit the company's 116 employees of all categories.

He said the increase should not be seen as just passing hard cash from employer to employee.

"It should be seen as an expression of the meal-a-day concept initiated by President Sebe," he said.

He added that the concept should be seen as a good thing by all those who loved peace and prosperity in the Border-Ciskel region.

The increases would add R700 000 to the company's annual wage bill, Mr Kaiser said — DDR.
SATS will not negotiate with new unions

By BRIAN POTTINGER
Political Correspondent

The Minister for Transport Affairs, Mr Hendrik Schoeman, has again emphasised the South African Transport Services' (SATS) refusal to negotiate with unregistered emerging unions.

Opening the 51st congress of the Artisans Staff Association in Port Elizabeth today, Mr Schoeman said the unregistered unions were making continuous efforts to win over members of the existing black personnel association of the SATS.

"Since the establishment of the black personnel association in April last year, unregistered unions outside our organisation have made full-scale attempts to bring our black employees over to their side."

"One of the unions is involved in black workers dealing with loading and unloading cargo in four of our biggest harbours.

The SATS had refused to recognise any outside union or to allow them to make representations on behalf of SATS employees.

Mr Schoeman praised the various transport service staff associations for their co-operation in implementing the terms of the Wiehahn Commission recommendations.

He said the association had approached the question of greater employment of blacks in the transport services with realism.

With the recognition of black trade unions and the unfolding of the Wiehahn Commission's recommendations the transport services had earlier begun negotiating with representative black leaders. The result was the establishment of a personnel association for black workers which now had a membership of over 50 000.

The two coloured personnel associations and the Indian personnel association already associated with the Federal Advisory Council of Personnel Associations of the transport services. There were now indications that the black personnel association would also in the foreseeable future affiliate with the Federal Council.

"This will mean that I and the senior supervisors will be able to negotiate over broad policy matters on a joint basis with the Federal Council on behalf of 270 000 workers of all races."

Three of the personnel associations, including the Artisan Staff Association, had already registered as non-racial unions and many Indians, coloureds and blacks had subscribed.

Mr Schoeman said it was heartening that the existing personnel associations had such a good attitude towards the newly established association for black workers.

As a result of the growing economy and advances on industrial and other areas, everybody now accepted there were not enough whites to provide for all the labour needs.

"There must therefore on a greater scale, but in a planned way, be made greater use of the potential labour sources from other race groups."

Mr Schoeman warned that the country was heading for a time of strict economic discipline and it was essential that everybody adapted to a smaller real income than was the case in the past few years.

Although recruitment for the year of artisans exceeded expectations there were specific trades, especially in the building trades, at which there were not sufficient whites to fill the posts.

This year the first coloured, Indian and black apprentices were appointed in such trades as communications, radio-technician, bricklayer, carpenter and vehicle builder.

10) Building and Monumental Masonry Industries (Transvaal)
   Building and Monumental Masonry Industries Transvaal
   (Non artisans agreement)

11) Building Industry Western Province
   a) Agreement for Boland
   b) Agreement for Cape Peninsula

1972 - Coloured Malay and Asiatic Building Workers Union is absorbed by the Union. 
(See p. 59)
1979/80 - Part of the Amalgamated Society of Woodworkers merge with the Union. 
(See p. 127)
Call to Goyt to employ staff of all races

THE manpower shortage in the public sector could only be eased by a non-racial employment policy, the president of the Artisan Staff Association, Mr. J. Zurch, said today.

Speaking at the opening of the association's annual congress in Port Elizabeth, he said the shortage of manpower would not be solved by "buying" workers from the private sector.

This would lead to higher salaries being paid in the private sector — and this would be inflationary.

The solution lay in employing people of any race, he said. He also accused agricultural control boards of "artifically high" cost of food.

An investigation into the workings and effectiveness of these boards, and their worth, would benefit the consumer, he said. Their dissolution would be of service to the free enterprise system.

It was unfortunate that the present economic climate meant that despite wage increases, workers' wages did not keep pace with rising living costs, Mr. Zurch said.

If workers did not occasionally get wage rises which were higher than the inflation rate, their standard of living would drop.

The association had hoped the economy would be strong enough for the Minister of Finance to end the general sales tax on basic foodstuffs.

The higher sales tax on basic foodstuffs placed a greater financial burden on pensioners and the less fortunate race groups.

Workers, who generally did their duty in attempting to keep wage demands within the limits of the inflation rate, expected commerce and industry to keep their profits within reasonable bounds.

Amidst increasing unemployment the Government service complained of staff shortages. It needed trained workers for certain posts and "because they work with the public it is difficult to employ people of other race groups in certain posts".

However, the public service had to take note that the public did not complain about being served by "persons of other race groups" in building societies, shops and banks.

Address

Officials: General Secretary: T.S. Neethling

Area of Operation: National

Founded: 1886-1893 (2)

Registration: Yes

Industrial Council:

1. Industrial Council for the Dissolving Pulp Manufacturing Industry
2. Industrial Council for the Electrical Contracting and Servicing Industry - Cape
3. Industrial Council for the Electrical Industry - Natal (a) Electrical Contracting Section (b) Electrical Engineering and Servicing Section
5. Industrial Council for the Pulp and Paper Manufacturing Industry

(1) 1980/81 TUCSA Directory gives figures as 30465 - this is presumed to be a typographical error.

(2) Between 1886-1893 branches of British Amalgamated Society of Engineers formed - became Amalgamated Engineering Union and remained a branch of the Commonwealth
Unusual issues for PE congress

Post Reporter

Issues as diverse as bonus bonds, death gratuities, overtime rates and the date-stamping of food will be discussed behind closed doors at the SA Transport Services Artisan Staff Association's annual conference in Port Elizabeth.

Resolutions, both controversial and strange, appear on today's agenda.

Among the resolutions is one from Pietersburg calling for women to be balloted into the Defence Force for a year, during which time they would also work in hospitals.

The Koedoespoort mechanical branch has suggested that apprentices "of other race groups" be taken into the Railway Police for two years in place of military service.

The date-stamping of all food, with the exception of fresh produce, has been mooted by the Cape Town transportation branch and the Pietersburg branch of the association.

From Kimberley comes the suggestion that one-tenth of bonus bond prizes and all prize money unclaimed for two years should be placed in a fund for the improvement of hospitals and to improve nurses' salaries.
By STEVEN FRIEDMAN
Labour Correspondent

OVERSEAS transport unions are taking a personal interest in a union recognition row brewing in South African ports between SA Transport Services (SATS) and the General Workers Union.

The dispute has re-erupted following a speech last week by the Minister of Transport, Mr Hendrik Schoeman.

He said the GWU was organising SATS workers and said the railways would never recognise "outside unions." It would deal only with its own black staff association.

His speech followed one earlier this year by SATS general manager Mr Kobus Louboer, who also ruled out talks with unions organised independently of SATS.

The GWU issued a statement yesterday attacking Mr Schoeman's speech and saying it would seek a meeting with him on SATS's refusal to deal with the union.

It said most SATS workers at Port Elizabeth and East London harbours had belonged to the GWU for over seven months. It was also gaining support in Cape Town and Durban.

A union spokesman said yesterday Port Elizabeth and East London harbours were tense. He said railway police had been harassing GWU members. Pamphlets attacking the GWU had been distributed and a union man fired.

"The workers are refusing to be provoked into a confrontation. But we don't know how long we can hold them back," he said.

The GWU said the International Transport Workers Federation had promised it support. Employer sources confirmed this. They said wharfide managers were "very worried.

The GWU statement said the union had consistently tried to discuss the issue with Mr Louboer and had been rejected.

It warned of tension and said SATS management appeared to be "completely insensitive to the potentially serious consequences of their actions."

A senior SATS source said yesterday he knew of no harassment of union members.
Cheque stops test case for rail workers

By STEVEN FRIEDMAN
Labour Correspondent

AN ATTEMPT to test in court a point of law with far-reaching implications for labour practices at SA Transport Services (SA Railways) has ended in a settlement — which means the legal point has not been tested.

But similar cases in the future are a possibility.

At issue is an alleged SATS ruling which, lawyers claim, deprives black rail workers of protection against unfair dismissal by automatically classing all blacks as "casual" workers.

SATS is the largest employer of black workers in the country.

Employment practices at SATS are governed by the Railways and Harbours Services Act which offers workers extensive protection against unfair dismissal.

But the Act also lays down that casual workers are not covered — their conditions are to be laid down by the railways administration.

Lawyers acting for the General Workers Union, which is locked in a battle for recognition at SATS, claim that all black workers are automatically classed as casual by SATS.

The GWU briefed lawyers earlier this year to act on behalf of Mr Jeremia Tolwana, a former GWU leader employed by SATS at Port Elizabeth docks who was allegedly fired after being given 24 hours' notice.

The union's lawyers alleged that Mr Tolwana was classed as a casual worker despite working continuously for SATS since 1983. They said he was not a casual worker in the eyes of the law and was entitled to 30 days' notice.

Had the court ruled in Mr Tolwana's favour, it would have established the right of black workers to become either "permanent" or "casual" workers in terms of the Act and give them greater job security, lawyers said.

Instead, SATS has sent a cheque for 30 days' notice pay for Mr Tolwana, settling the claim. It has not admitted any liability and the legal point remains unresolved.

A lawyer for Mr Tolwana said yesterday he had discussed with SATS the possibility of agreeing to dismiss the claim to court as a test case. The arrival of the cheque had removed the possibility of such a case.

An SATS legal representative confirmed yesterday:

"SATS had sent a cheque. But he insisted this had been done without conceding that Mr Tolwana had any legal claim to the money."
TRANSPORT WORKERS

Pressure builds up

Increasing attention is being focused on the status of the more than 100,000 blacks working for the SA Transport Services (SATS). Virtually all these workers are classified as 'casual servants' in terms of the SAR & H Services Act of 1960, a status which provides them with limited service conditions.

When Jeremiah Stokw Tolwana, a SATS employee in Port Elizabeth, was dismissed with only 24 hours notice in January this year, the General Workers Union (GWU) sought legal advice. No reason was given for Tolwana's dismissal, but the GWU believes he was fired because he was the chairman of a workers committee attached to the union.

The view of the SATS was that because Tolwana was classified as a casual servant the employment of his services were not determined by the Act but by internal regulations which provided for dismissal with 24 hours notice.

Lawyers of the Legal Resources Centre who handled Tolwana's case saw matters differently. They argued that because he had worked continuously for the SATS since 1969, it was wrong to classify him as a casual servant. They said he should have been regarded as at least a 'temporary servant,' a status which would have resulted in his employment conditions being governed by the Act. If he had been awarded this classification the SATS would have had to give him 30 days notice of dismissal.

Worker paid

Lengthy negotiations took place between Tolwana's attorneys and the SATS in a process which could have paved the way for a court hearing. However, before the matter came to court, the SATS paid Tolwana a month's wages without admitting any liability. A test case, which could have had an important bearing on the status of virtually all SATS black employees, was therefore avoided.

There the matter rests for the moment. However, the union is determined to bring a test case to court. If a court were to rule that blacks providing lengthy uninterrupted service to the SATS are entitled to temporary servant status, this would be an important gain for them. In terms of the Act, once they have this status they will automatically, after a specific period of time, be entitled to the more secure position of "permanent servant."

The GWU has already briefed a group of workers who plan to go to court to have a ruling made on their status. GWU general secretary David Lewis deplores the attitude of the SATS. With some important exceptions, the Act is a fairly progressive piece of legislation, he says. It does not, for example, specifically provide for racial discrimination. Lewis charges that the SATS has in fact manipulated it to discriminate against black workers.

These developments are taking place against a backdrop of potential conflict between the SATS and GWU over the issue of recognition. The SATS has rejected a GWU application for recognition of a workers' committee attached to the union. Senior SATS officials insist that for a number of practical reasons labour relations have to be conducted through SATS staff associations.

Any doubts about the SATS attitude to "outside" unions encroaching on what it regards as its turf were dispelled by a speech given recently by Transport Minister Hendrik Schoeman. He displayed a hostile attitude towards these unions and emphasized his commitment to the traditional system of negotiating with staff associations only.

Meanwhile the deteriorating relations between the GWU and the SATS are attracting attention abroad. The International Transport Workers' Federation is taking an interest in the matter and there are signs of increasing press coverage.
GWU in recognition dispute with SATS

By PHILLIP VAN NIEKERK

A RECOGNITION dispute which could alter the course of labour relations in South Africa is emerging between the South African Transport Workers' Union (SATWU) and the unregistered General Workers' Union (GWU).

While the dispute involves only about 1000 workers, mainly in the East London and Port Elizabeth docks area, it started to capture the attention of trade unions and the media after the Minister of Transport Mr Hendrik Schoeman had already been drawn into it.

This is because it is the first time that a predominantly black union operating outside the official bargaining system has applied to a State employer for recognition.

Tension at the two ports began about a year ago when Railways quashed workers at East London and later Port Elizabeth joined the GWU. At both ports along with Cape Town, the union had already organized the stevedores and been recognized by the SA Stevedoring Service Company (Sassco) and Rendles Grandcorn Co.

Harassment

Mr David Lewis, general secretary of the GWU, claims that the response of the SATWU management, apart from rejecting the union's approaches for negotiation, has been harassment and intimidation of union members.

He says police have questioned workers, threats of dismissal have been made and the chairman of the Port Elizabeth workers committee, Mr Jeremy Tolwana, was dismissed early this year.

Mr Lewis believes the GWU could be provoked to strike - in which they would be afforded an excuse to sack the entire workforce at the two ports - in an attempt to ridicule the SATWU/GWU members.

Too late for classification

MINIATURE (215x155mm) - NEWSPAPER ADVERTISEMENT

The SATS has rejected any possibility of dealing with the GWU. At the end of last month, Mr Hendrik Schoeman told the annual congress of the Black Staff Association that the SATS refused to recognize any 'outside union' or to let them represent railway workers.

The SATS standpoint is that there is no such union to represent their workers - the Black Staff Association which, after one year of existence, claims to represent 5000 workers.

Mr Lewis dismisses the Black Staff Association as the "SATS black personnel department dressed up and registered as a trade union.'

Discipline

"The SATS workers want to be represented by a union of their own choice. A right which has been recognized in present government policy," he says.

"What must be noted is the extraordinary discipline of our workers who have not allowed themselves to be provoked into striking." There would be profound implications for industrial relations in South Africa if the SATS were one of the largest employers in the country and a State corporation chose to recognize a worker's voluntary power to effectively shut both ports, affecting Cape Town and Durban as well.

In addition, interest was generated by the powerful International Transport Workers' Federation (ITW) and its affiliate unions, who have pledged support for the GWU, raising the possibility of blacking of South African goods.

The question is how the private sector and in particular the stevedoring companies, who have not been consulted, will react to the mounting tension at the two ports, which could prove a setback to industrial relations.
Minister baulks on black rail workers

Pretoria Bureau

THE Minister of Transport Services, Mr Hendrik Schoeman, has baulked at giving black railway apprentices the same employment benefits as are available to whites.

As a result he is in serious conflict with the Artisan Staff Association.

The Minister's refusal to accord black apprentices all benefits enjoyed by white apprentices follows a demand by the ASA that, because the 30 black apprentices in railway workshops are on the same grade and get the same pay as whites, they should get the same fringe benefits, including housing loans.

The president of the ASA, Mr Jimmy Zurch, said in Pretoria yesterday that most black apprentices were members of the ASA.

"It is completely unacceptable to us that black apprentices should be discriminated against in this way. It makes no sense, especially at a time when there is, for the first time, serious talk of reform," he said.

Because of the Minister's attitude, Mr Zurch said the ASA had told him the association was not prepared to accept black, coloured or Indian apprentices in 1983.

"If we can't give them equality with whites in all aspects of their employment then we are not interested in indenturing them," he said.

Mr Zurch said he was at a loss to understand just how the Minister could defend or justify his attitude.

The official attitude seemed to be that full work equality — including pension and sick fund membership — for black apprentices might only be possible in 1987. This was also unacceptable to the ASA.
The Minister of Health and Development, Her Excellency Annette Smart, on behalf of the Government of the Commonwealth of Guadeloupe, has been informed that the territory of the Guadeloupe Department is in the process of preparing the annual budget for the fiscal year 2023/2024.

The annual budget is a crucial document that outlines the financial plans and priorities of the government for the coming fiscal year. It is prepared by the Ministry of Finance and submitted to the Parliament for approval.

The Minister of Health and Development, therefore, encourages all stakeholders, including the public, civil society organizations, and private sector representatives, to participate in the budgetary process. This can be done through public consultations, feedback sessions, and other mechanisms available.

The budget will be presented to the Parliament in the coming months, and the Minister looks forward to a thorough examination and discussion of the proposals to ensure that they align with the needs and aspirations of the people of Guadeloupe.

In conclusion, the Minister of Health and Development reiterates the commitment of the Government of the Commonwealth of Guadeloupe to transparent and participatory budgeting, and invites all interested parties to contribute to the development of the annual budget for the fiscal year 2023/2024.
By CAS SI LEGER

HOUSING loans for new South African Railways' employees are likely soon to be drastically curbed.

Top management met this week to discuss changes to the Railways' housing schemes, regarded by employees as the biggest and the best in the country.

Mr E L Grove, deputy general manager of SAR, said because of the economic recession, management was looking at the entire capital budget.

The Railways' home-ownership scheme was just one of the aspects of the budget being examined.

Railways PRO Mike Adendorf said loans already allocated or in the pipeline would definitely not be cancelled or withdrawn.

However, he said, there were sure to be curbs on allocations of new loans for prospective Railways' homeowners.

Earlier on Friday, a Roodepoort estate agent was telephoned by a Railways' housing inspector and told that three deals she was negotiating for employees had been cancelled.

The estate agent said she was told the deals had been withdrawn due to lack of funds.

Union leader speaks out

Mr J R Benade, secretary of the Federated Consultative Council of the SA Transport Services Staff Association and general secretary of the Running and Operating Staff Union, said the Railways' housing scheme had come under the magnifying glass.

No curtailment on benefits would be made by management without consultation with the union and Mr Benade had been assured that no cutbacks would be made except in the case of luxury.

There had been a growing commitment in regard to housing for coloured, Asian and black Railway worker housing over the last few years.

The railwaymen had to be realistic, said Mr Benade.

The 10 local housing officers throughout the country had been asked to provide housing statistics with a view to reviewing the situation.

Instead, clerks had misinterpreted this instruction and some applicants had been told that funds had been cut off.

Two years for loan

This had occurred particularly in the Western Transvaal and Western Cape areas, said Mr Benade.

At present, railwaymen on permanent staff (after two years' employment) are entitled to a 100 percent housing loan or they may apply for assistance under the pension-fund scheme.

The sum available under the Railways Home Owners' Scheme is fixed by Government White Paper.

For the year 1962-43, R382-million had been allocated.

This sum may not be used for other purposes.

Under the 10 percent scheme, funds totalled R146,23-million.

Of the R1 205-million in the pension-fund scheme, SA Transport Services could borrow R178,75-million for housing for all races.

Requirements under the second scheme were allocated monthly.

If employee benefits were to be changed, said Mr Benade, he would be the first to know. Nothing had yet been finalised.
South African Airways: Cabin crew positions

*5 Maj R SIVE asked the Minister of Transport Affairs

(1) Whether senior cabin crew positions in the South African Airways are open to men and women alike, if not, why not, if so.

(2) Whether there are any senior cabin crew positions in the South African Airways which are held by men at present and for which applications were received from women with higher educational qualifications if so, (a) how many such positions are there and (b) what are they?

The MINISTER OF AGRICULTURE AND FISHERIES (for the Minister of Transport Affairs)

(1) Yes

(2) Senior positions for cabin crew are filled in accordance with the nomination procedure. This implies that candidates do not apply for promotion to such positions whatever their educational qualifications, but the most suitable candidates are promoted.

(a) and (b) Fall away

South African Airways: Cabin crew employees

*6 Maj R SIVE asked the Minister of Transport Affairs

(1) Whether male cabin crew employees of the South African Airways are granted rebates on travel for their families if so, what is the amount of the rebate.

(2) Whether such rebate applies to (a) local and (b) overseas travel.

(3) Whether (a) husbands and (b) children of female cabin crew employees are entitled to the same rebate if not why not

The MINISTER OF AGRICULTURE AND FISHERIES (for the Minister of Transport Affairs)

(1) Yes the rebate varies between 7% permanent and 100 per cent on normal leave depending on the employee's length of service.

(2) (a) and (b) Yes

(3) (a) and (b) No Travel concessions are granted to the breadwinner of the family only. A married male cabin crew member under normal circumstances is regarded as the breadwinner, however, one thing does concern me about you yester...

ESSAY 2: FIVE PRESENTATION
Status of 100 000 SATS workers may be tested

By SANDRA SMITH

THE status of more than 100 000 black employees of the SA Transport Services (SATS) as that of "casual servants" could be seriously challenged if the General Workers Union (GWU) goes ahead with a plan to bring a test case to court.

Virtually all black SATS workers are classified as "casual servants" in terms of the SARS & H Services Act of 1960, even if they have been in the employ of the SATS their entire working life. It is a status which provides them with limited service conditions.

The issue came to a head in January when an SATS employee in Port Elizabeth, Mr Jeremiah Stokoe Tolwana, was dismissed with only 24 hours' notice. No reason was given for his dismissal, but the GWU believed it was because he was the chairman of a workers' committee attached to the union.

The union therefore sought legal advice at the Legal Resources Centre in Johannesburg.

SATS spokesmen said because Mr Tolwana was classified as a casual servant, the conditions of his employment were not determined by the Act, but by internal regulations which provided for dismissal with 24 hours' notice.

The GWU attorneys did not agree and argued that because he had worked continuously for the SATS since 1949, his dismissal was not valid.

The SATS cleared the case of going to court, but the SATS took the position that the GWU's case going to court, if it happens, would have the effect of determining the status of the SATS employees.

In terms of the Act, once they had this status they would automatically, after a specific period of time, be entitled to the somewhat more secure status of "permanent servant".

A group of Port Elizabeth workers has already volunteered and been briefed by the GWU to go to court and have a ruling made about their status.

The general secretary of the GWU, Mr Dave Lewis, is critical of the SATS attitude. He said the Act, with some important exceptions, was a fairly progressive piece of legislation. For example, it did not specifically provide for racial discrimination.

Mr Lewis said the SATS had in fact manipulated it to discriminate against black workers.

These developments are taking place against a backdrop of potential conflict between the SATS and the GWU.

Union plans to test black SATS workers' status

From Page 2

GWU over the issue of recognition. An application to have a workers' committee attached to the union which had been recognised had been rejected by the SATS.

Spokesman for the employer have insisted labour relations must be conducted through SATS staff associations.

Opening the annual congress of the Artisan Staff Association in Port Elizabeth last month, the Minister for Transport, Mr Hendrik Schoeman, dispelled all doubt about the SATS' attitude.

He stated categorically the SATS would not negotiate with unregistered unions. He said one union was organising SATS workers "in four of our biggest harbours" and the department would never recognise "outside unions".

In response, the GWU warned that if railway workers in South Africa were not allowed representation by the union of their choice, the consequences could be politically and economically damaging.

In a statement, the union said: "The situation at the Port Elizabeth and East London docks is extremely tense and management appears to be completely insensitive to the potentially serious consequences of its actions."

The SATS, as the largest employer of blacks in South Africa, was not "exempt from the evolving industrial relations framework."

The SATS should take the lead in implementing Government policy in this regard, the statement said.

The GWU's attempts to discuss the issue with management had met with "intensified police harassment and management victimisation". Pamphlets attacking the union had been distributed at the harbours.

Overseas transport unions have shown an interest in the dispute and the International Transport Workers Federation has promised its support for the GWU.
3 JUNE 1982

such Blacks are employed subject to a notice period of (i) 30 days, (ii) 7 days and (iii) 24 hours?

The MINISTER OF TRANSPORT AFFAIRS

(a) (i) 131,518
(ii) 55,809
(iii) (aa) Nil
(b) Nil
(bii) (i), (ii) and (iii) The information is not readily available

South African Transport Services, staff associations

667 Mr G B D McINTOSH asked the Minister of Transport Affairs

(1) How many staff association members of the South African Transport Services are (a) Black, (b) Coloured and (c) Indian.

(2) whether any conditions have been laid down in regard to membership of such staff associations, if so, what are these conditions.

(3) whether such conditions differ from those laid down in respect of White membership of staff associations, if so, in what respect?

The MINISTER OF TRANSPORT AFFAIRS

(1) (a) Blacks 50,834
(b) Coloureds 10,790
(c) Indians 1,247

(2) The S.A. Transport Services do not lay down any conditions in regard to membership of staff associations. However, the conditions laid down by the respective staff associations in regard to membership are as follows...
Argentina says UK and US forming alignment

Britain, the US and South Africa plan for a "military alliance" at will seriously affect the stability of the region, Foreign Minister Costa said in a conference in London.

Earlier, he had a series of meetings with the Cuban leader, Mr. Fidel Castro, the current chairman of the Non-Aligned Movement.

"Colonialism is an act of aggression," he said, accusing Britain of interfering in Argentina's "in an act of aggression 140 years ago." Mr. Costa said Britain had a history of violating the rights of self-determination of peoples whenever its interests had been affected.

Argentina was a firm defender of the anti-colonial principles of the Non-Aligned Movement, he said, adding that the small and middle-class people had long been fighting for their freedom.

The military junta was taking the country "as a blundering and bungling regime," he said, with a strong army and an inefficient navy.

In the letter, the GWU said its members had met with "an extraordinary response" from the SATS and Railway Police in their activities.

The chairman of the Port Elizabeth Community Committee, who was fired and members of the SATS transport workers unregistered unions, warned of "bloodshed" in Port Elizabeth and East London harbours.

In its letter, the GWU said its members had met with "an extraordinary response" from the SATS and Railway Police in their activities.

Mr. Costa said there was "good reason to believe there will be heavy police intervention" and in an area as "volatile" as Port Elizabeth this would generate an angry response from other workers in the city. We are genuinely worried at the possibility of "bloodshed," he added.

The SATS has acknowledged receipt of the letter but has refused to comment publicly. Officials claim the GWU represents less than 1000 of the 8000 SATS workers in the docks and is unrepresentative.

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Club opens doors to all races

JOHANNESBURG - South Africa's biggest sports club, the Wanderers Club, has thrown its membership open to all races.

The club, which has long resisted integration, has taken steps to integrate its members and facilities.

Previously, they were able to join as sectional members. The outgoing chairman, Mr. Kelsey Stuart, said the recent changes in the Financial Act and the Group Areas Act had enabled the club to make the change.
on Collision Course

SATS and Labour

A dispute in two East Cape harbours between the SATS Transport and General Workers Union could spark a chain of events with considerable economic and political consequences. Labour-Congress Services

RMN 4/6/82 (M)
HUNDREDS of black women have applied to work as cabin hostesses for South African Airways, but none have made it.

Attractive, as the SAA says, is a major criterion for being accepted. And the physical selection panel, which made the final decision, wanted women who are at least 5 feet 5 inches tall and have no physical defects.

But most of the black women who applied were completely ineligible, according to the supervisor of the selection committee.

"We had a panel of eight men, but we looked carefully at the physical selection criteria," said the supervisor. "And we found that most of the women who applied did not meet the requirements."
SOUTH African Airways turned down all African applicants for its non-racial air and ground hostess scheme because none made the grade.

In August last year, a month after SAA's decision to recruit black hostesses, more than 500 blacks applied for training. Only an Indian and a coloured received their wings at graduation this year.

SAA chief executive Mr F Swart said no more applications would be considered.

He denied race influenced SAA's selection. The selection committee set rigid screening requirements, he said.

Since then 520 more applications had poured in from all races, about 110 from Africans. There were no vacancies and none was screened.

Mr Swart said of the hundreds of black applicants, only a small minority were Indians and coloureds. Many blacks did not meet minimum educational and age requirements and were turned away.

Hostesses had to be aged between 19 and 31, bilingual and with at least a Junior Certificate. "They must be sophisticated, friendly and spontaneous, with neat appearance, sympathetic to elderly people or children, and at least 1.6m tall in proportion to their mass." None had met these requirements.

An SAA air hostess, Miss B van Rensburg, said SAA emphasized the importance of grooming above anything else.

"It's not so difficult to be accepted — it's got a lot to do with looks. You have to prove you are refined."

Air hostesses from British Airways, TAP (Portuguese), and KLM (Dutch), said the acceptance standards were high.

BA hostess Julian Cooper said she had been interviewed three times by individuals and a panel of judges before being accepted.

Miss Cooper and KLM ground hostess Morgan Krys said their airlines employed hostesses from all classes and race groups.
Union warns of "severe consequences"

The dispute, over SATS's refusal to recognize GWU shop steward committees in the two Eastern Cape harbours, as representative of the railway workers, is almost a year old.

In the letter to Dr Louwser, the union claims that the railway workers' decision to join the GWU "has met with an extraordinarily brutal response" from the railways administration, particularly the Railway Police.

DISMISSED

The chairman of the workers' committee in Port Elizabeth, Mr Jeromo Tedwa, has dismissed the SAR & H's 24-hour notice after 13 years' service.

Moreover, "scores" of workers have been detained and interrogated by the Railways Police about the union, says the letter.

"The workers have been subjected to a reign of terror and abuse.

"But in the face of the most extraordinary provocation, they have not wavered in their commitment to the union and have exhibited an exemplary commitment to negotiation and conciliation," it adds.

The GWU general secretary, Mr David Lewis, said the conflict in the two Eastern Cape ports had now affected Cape Town and Durban harbours.

AT GUNPOINT

The abduction at gunpoint last week of union organizer, Cindy Magada, in Durban, by men claiming to be security policemen, is seen by the union as an attempt at intimidation.

In Cape Town, union organizers have been told by the Railways Police that they are not allowed to collect subscriptions from the stevedores who are GWU members.

"We've been doing this freely and peacefully for two years now. It is unlikely that the stevedores are going to accept this," said Mr Lewis.

The "extraordinarily severe consequences" of open conflict in the harbours are spelled out in the union's letter to Dr Louwser.

GOOD REASON

It says there is good reason to believe there will be police intervention.

"We are genuinely worried at the possibility of bloodshed," it says.

In an area as volatile as PE, police intervention will generate an angry response from other workers in the city, it adds.

It also points out that the union is representative of the stevedores throughout the country.

Both major stevedoring firms, Rennies Grindrod and South African Stevedoring Services Company, have recognized GWU and the union says they enjoy a "productive and harmonious relationship" with them.

The letter says the stevedores are "outraged at the harsh treatment meted out to their fellow dockers and will undoubtedly lend their support in the event of a serious conflict."

The GWU is affiliated to the International Transport Workers' Federation (ITF), which represents transport workers throughout the non-communist world.

If conflict erupts, it might "swell beyond the confines of South Africa," says the letter.

The manager of the public relations division of the SAR & H, Mr T van den Berg, said SATS would not negotiate with the GWU because they were not nationally representative of railway workers.
SAR unions clash

By Drew Forrest

The controversial SAR and H Staff Association for Black Employees has denied that it is "the railways' black personnel department" and registered General Workers Union (GWU) which claims to have won majority support among railways workers at the Port Elizabeth and East London docks.

SATS says it will deal only with the association - it will not recognize "outside unions," and says the GWU is unrepresentative nationwide.

Mr Mbewu accused the GWU of deliberately encroaching on his membership. "This is inconsistent with trade union practice," he said.

He added that it was not clear how a union could seek to negotiate for staff without knowledge of their work and service conditions.

The GWU says railways police have begun blocking the collection of union dues from stevedores at the Cape Town docks.

"We have been collecting dues freely and peacefully for two years," a GWU spokesman said. "It appears the police are trying to restrict our access to the docks, where railway workers are not fully organized."

An SATS spokesman denied the allegations.

About 550 paintshop workers at Volkswagen in Uitenhage returned to work yesterday after a series of work stoppages which paralysed production at the plant.

The paintshop workers were demanding the reinstatement of a shop steward dismissed, according to management, for disciplinary reasons.

About 3600 employees in other departments were sent home on three successive days as a result of the unrest.

The company said it would rehire the dismissed man in another position at the plant, but not as a steward. It also said it would not negotiate on the issue.

Workers return to paralyzed car plant

until all workers returned to their posts.

Despite the return to work, our Port Elizabeth correspondent reports that the workers are still demanding the steward's full reinstatement.

Representatives of the National Automobile and Allied Workers' Union were to meet top management, including the managing director, Mr Peter Searle.
LABOUR NEWS

Strike by 400 hits container service

By STEVEN FRIEDMAN and AMRIT MANGA

ABOUT 400 black truck drivers at SA Transport Services's City Deep container depot went on strike yesterday, disrupting deliveries of containerised goods to central Johannesburg.

Workers sources said about 670 drivers had joined the stoppage, but a spokesman for SATS (formerly SA Railways) put the figure at around 400.

The spokesman said the stoppage was caused by an incident when an official at the depot disciplined one of the drivers.

The workers objected to this and downed tools.

He said container deliveries to the city would “invariably be delayed” but added that SATS had assigned other workers to temporarily lead trains.

“Fortunately, the trains are still moving,” he said.

Late yesterday afternoon, SATS management and workers were locked in negotiations which had begun in the morning.

The workers do not belong to a trade union and it is not yet clear which worker representatives are taking part in the talks.

Workers at the depot said the strike had been prompted because workers were dissatisfied with one of their supervisors.

Attempts to speak to SATS management at the depot were unsuccessful. “There is nothing happening here,” an official said. He referred the Rand Daily Mail to another official, who was not available.

The SATS spokesman said management had reacted by deciding to hold an inquiry into the incident. “We obviously want to establish whether the supervisor was right to take the action he did,” the spokesman added.

He said this approach had “the full support of worker representatives at the depot.”

The spokesman said talks were continuing with worker representatives.

“It is nothing serious. It simply revolves around this one issue and workers have not made any other demands,” he added.

Workers assured: No pension freeze plan

Labour Correspondent

The Government is not planning to “freeze” workers’ pensions.

This assurance was given yesterday by the Registrar of Financial Institutions, Mr. Naas van Staden.

“Any legislation is contemplated will not interfere with the right of any worker to have a member of a pension fund to withdraw their money when they leave their jobs,” Mr Van Staden said.

Mr Van Staden stressed that it was more logical than that.

Last year, a pension Bill which proposed the “freezing” of employees’ pension contributions was dropped after nationwide strikes by black workers.

Mr Van Staden was reacting to reports of a sharp increase in labour unrest and threatened strike action by Natal black workers on the pension issue.

The workers have been reacting to a speech made by the Minister of Finance, Mr. Owen Horwood, in Durban.

Mr Horwood said then that he had given instructions for fresh pension legislation, incorporating some of the provisions of the Pensions Bill which was dropped last year, to be drawn up.

But he implied the Government was not planning to reintroduce the “freezing” clause.

However, the speech led to a strike at a Durban plant which threatened unrest in the Natal paper and textile industries, when workers demanded the refund of their pension money, fearing that the “freezing” clause was to be reintroduced.

According to unions, workers were also upset at a reference by Mr Horwood to the fact that 85% of pension money must be invested in Government securities.

However, Mr Van Staden said yesterday the Minister had been referring only to a plan to allow workers to open “frozen” savings accounts at banks, building societies and post offices, which would be subject to the same tax concessions as pension contributions.

“We are offering workers an opportunity — on a purely voluntary basis — to accumulate money which they can use in their old age. Absolutely no one will be forced to make use of these accounts,” he said.

Strike ends, but dispute lingers on

Labour Correspondent

The strike by 500 paint shop workers at Volkswagen’s Uitenhage plant which brought the assembly line to a standstill for four days ended yesterday.

But negotiations between Fo satu’s National Automobile and Allied Workers Union and top Volkswagen management had not resolved the issues last night.

The strike was sparked by the dismissal of a NAAWU shop steward. After a strike on the issue last month the company agreed to re-employ the worker on condition he no longer served as a union shop steward.

NAAWU members rejected this and downed tools again.

Yesterday management and NAAWU representatives met to negotiate on the issue.

A company spokesman said yesterday the talks had not resolved the dispute, and that a further meeting was planned soon.

A NAAWU spokesman said yesterday the talks had not resolved the dispute, and that a further meeting was planned soon.
RAILWAYS management was bound by a "gentleman's agreement" to negotiate only with recognised staff associations, the SA Transport Services' assistant general manager, Dr Anton Moolman, said yesterday.

Dr Moolman was speaking at a Press conference called to explain the SATS refusal to deal with the independent General Workers' Union (GWU), which claims majority support among SATS workers in the Port Elizabeth and East London docks.

The dispute has attracted international interest. The GWU says it threatens labour peace in the docks — although Dr Moolman questioned this.

**IMPOSSIBLE**

Dr Moolman said it would be "totally impossible" if every employee group on the railways had separate representation. Through the 11 recognised staff associations, management could deal coherently with all SATS employees.

Emphasising that the policy would hold "until the situation changed entirely", Dr Moolman said the GWU would not be recognised even if it won full support in the Cape Town and Durban docks.

Mr Moolman said there was no indication that railways police had harassed workers because of their GWU membership, as the union claims.

He also denied union claims that GWU members were being forced to pay dues by stop-order to the rival Black Staff Association, after formally resigning from it.

"For administrative reasons, we cannot keep chopping and changing," he said.

"Workers therefore have to maintain stop-orders for a 12-month period."
Dockers' union gets cold shoulder

Labour Correspondent

THE SA Transport Services yesterday ruled out any dealings with the General Workers Union, which claims majority support among SATS dockworkers, "unless circumstances change considerably."

But at a press conference yesterday, SATS assistant general manager (staff), Dr Anton Moolman, said he could not spell out what conditions would have to exist for the railways to negotiate with the union.

He also said he could not spell out any conditions the union would have to meet to gain recognition from SATS.

Dr Moolman issued a press release which appeared to confirm that railways police had questioned union members, but denied that SATS was harassing workers in an attempt to get them to leave the union.

The GWU says 1500 SATS dock workers in East London and Port Elizabeth harbours -- the "vast majority" -- belong to it and are demanding recognition of the union in the two harbours. But SATS has refused.

There are fears the dispute could spill over into a confrontation in which the stevedores and overseas dockers would become involved.

Dr Moolman issued a statement yesterday which said SATS "does not prescribe to or prohibit its staff from joining the union of their choice."

But it was "morally bound to only negotiate with those registered associations which are best suited to promote the interests of the staff they represent."

Dr Moolman said SATS had a "gentleman's agreement" with its 11 staff associations, including that for blacks, not to deal with any other union.

The size of SATS's labour force — it employs about 276 000 workers — also made it impossible to recognise the union.
Warning on effects if union is ignored

By SANDRA SMITH

THE Midland Chamber of Industries and an industrial relations expert have warned of possible serious economic consequences if the South African Transport Services continues to refuse to recognise the General Workers' Union (GWU).

The GWU has attempted unsuccessfully to arrange a meeting with SATS management, which has moved from a position of refusing to deal with an unregistered union to saying the GWU is not sufficiently representative.

GWU general secretary Mr Dave Lewis said the union had more than 1,000 members on the Port Elizabeth and East London docks.

He said the GWU was not asking for the right to negotiate national conditions for dock workers but to negotiate in respect of local matters in the Port Elizabeth and East London docks.

The executive director of the Midland Chamber of Industries, Mr Brian Matthew, said today the chamber was seriously concerned, as any disruption of "our supply lines" would affect industry in the area.

"We are hopeful the matter will be amicably resolved to the benefit of all concerned," he said.

Ford's director of industrial relations, Mr Fred Ferrera, said it would be a pity if the SATS management were "to continue to underestimate the seriousness of the situation developing in this area - particularly in the light of potential international ramifications."

"It seems totally senseless for an impasse to develop when the issues involved appear to be essentially questions of principle which are totally consistent with current perspectives on labour relations in South Africa," he said.

"One hopes that this is not another case of different Government departments each going off in their own direction."

The country could not afford to have its harbour activities crippled through potential strike action and the SATS ought therefore, at least, to show a willingness to discuss the issues involved, he said.

In an open letter to the SATS general manager, Dr Kobus Louhs, this month, the GWU said its members had met with "an extraordinarily brutal response" from the SATS and Railway Police in their activities.

The union warned of the possibility of bloodshed if the dispute led to open conflict. Overseas transport unions have shown an interest in the dispute, and the International Transport Workers Federation has promised its support.
Mr S P BARNARD asked the Minister of Transport Affairs:

Whether the South African Transport Services recently provided accommodation to Black employees on its site at Sentrand, if so, (a) to how many Black employees and (b) what is the cost of the accommodation per person?

The Minister of Transport Affairs:

No, but a hostel to accommodate approximately 1,000 Black employees is at present being built and should be completed by 31 January 1983.
Mr W V Raw asked the Minister of Transport Affairs:

(1) Whether any persons have been granted annuities in terms of section 13 (1) of the Railways and Harbours Service Act No. 22 of 1966 since 1965 if so (a) how many persons, (b) what are their names, (c) what were their grades, (d) what reasons were furnished by the South African Transport Services (e) on what dates were such annuities granted to them and (f) what were the percentages of the annuities granted.

(2) Whether any persons have been refused annuities in terms of section 12A of the said Act since 1965 if so (a) how many persons, (b) what are their names, (c) what were their grades, (d) what reasons were furnished by the South African Transport Services and (e) on what dates were such annuities refused?

The MINISTER OF TRANSPORT AFFAIRS:

(i) Yes

(a) 29

Particulars relating to parts (b), (c), (e) and (f) of the question are contained in the enclosed annexure

(d) Each case was dealt with on its own merits

(ii) No

(a) (b) (c), (d) and (e)—fall away

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<td>Messenger</td>
<td>3 November 1965</td>
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<td>M J P Pieterse</td>
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<td>J J Roke</td>
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<td>J G Shickerling</td>
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<td>P J van Deventer</td>
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<td>W J Willemse</td>
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BY PHILLIP VAN NIEKERK

THE FRAGILE labour peace at the East London and Port Elizabeth docks — where the South African Transport Services (Sats) has refused to recognize the unregistered General Workers' Union (GWU) — was rapidly deteriorating yesterday, the general secretary of the GWU, Mr David Lewis, warned yesterday.

And two prominent industrialists, Mr Fred Ferreira, industrial relations director of Ford SA, and Mr Brian Mathew, executive director of the Midland Chamber of Industries, said they were seriously concerned at the situation and called for an amicable resolution to the dispute.

Mr Ferreira said: "It would be a pity if the Sats management were to continue to underestimate the seriousness of the situation developing in this area, particularly in the light of potential international ramifications."

Willingness

He said the country could not afford to have its harbour activities crippled through potential strike action and urged the Sats to at least show willingness to discuss the issues involved.

The dispute has attracted international attention and the GWU, which claims a majority membership among railway dockers at the two ports, has issued an open letter to Dr Kobus Loubser, general manager of Sats, calling for negotiation, alleging a “rooft of terror” by Railways Police against GWU members and warning of “extraordinarily severe consequences” if a confrontation developed.

At a press conference this week, the assistant general manager of Sats, Mr Anton Moolman, ruled out any chance of the GWU being recognized, even if it won full support at the Cape Town and Durban docks as well.

Sats ‘policy’ stand

Mr Moolman said railways management was bound by a "gentleman’s agreement" to negotiate only with the 11 recognized staff associations. It would be totally impossible to deal coherently with Sats employees if every employee group had separate representation.

This policy would hold until the situation had changed entirely — mean-
About 300 railway workers at Johannesburg's Kanerme yards lost their jobs on Wednesday after being involved in several work stoppages.

At the Irvin & Johnson food processing plant in Springs yesterday more than 600 striking workers agreed to return to work when the company agreed to mediate the dispute with the union.

A South African Transport Services spokesman confirmed that 300 workers at the Kanerme sheds lost their jobs as the result of a dispute over working hours.

The workers involved had conducted a number of stoppages and their employment was terminated in terms of their contract, he said.

But the men were eligible to reapply for work on Monday and their applications would be considered, the spokesman said.

There are about 1,800 shed workers at the yards.

The I & J strike saw more than 600 workers stop work yesterday morning over wage demands.

Talks were held with the Cusa-affiliated Food and Beverage Workers' Union, which has a recognition agreement at the plant, and workers returned to their jobs in the afternoon.

Under the dispute procedure between I & J and the union, a mediator will be appointed soon to examine worker demands.

The Reckitt and Colman group, a British-owned company, has announced it will retrench about 200 workers in South Africa because of a "re-direction in business."

The Car Distributors Plant in East London has also announced its intention to retrench 28 workers. The decision was reached in conjunction with the National Automobile and Allied Workers' Union.
Home for SAR pensioners

Staff Report

An old age home to house 285 white Railways pensioners will be built in Parow North. It will cost the Department of Community Development more than R4 million.

The Minister of Transport, Mr. Pen Kotze, told a meeting of the Parow City Council yesterday that his department would give an initial R2 556 000 for the complex to be built on a seven-hectare open lot between the Pearl National Road and Sonnendal Parow falls in his constituency.

The Mayor of Parow, Mr. Jan Burger, who is also the chairman of the Western Cape Region of the South African Railways Association for the Care of the Aged, said yesterday that the building plans for the project had been drawn.

"The minister gave us the go ahead to get tenders. Building will probably start before the end of the year."
In an unprecedented move, Ford's industrial relations director in Port Elizabeth has asked SA Transport Services to hold talks with the General Workers Union which is demanding recognition from SATS at two East Cape ports.

Mr Ferreira said yesterday he did not ordinarily comment on "the problems of other employers", but was doing so now because the dispute was "of national importance".

He said it would be "a pity if SATS were to continue to underestimate the seriousness of the situation, particularly in the light of the international ramifications".

The Midland Chamber of Industry, which represents industrialists in the Port Elizabeth area, has also publicly expressed concern about the dispute.

And in a reaction to their statement, the assistant general manager (staff) of SATS, Dr Anton Moolman, flew to Port Elizabeth on Friday to talk to Mr Ferreira and the Midland Chamber.

Although Mr Ferreira would not comment on the visit, an SATS spokesman confirmed that Dr Moolman visited Port Elizabeth on Thursday. He said he did not know who Dr Moolman had seen or what they had discussed.

The GWU claims majority membership among SATS workers at Port Elizabeth and East London docks, but SATS refuses to deal with it. There are fears the dispute could spark a confrontation with local stevedores and sympathy action by dockers at foreign ports.

Mr Ferreira said it seemed "totally senseless for an impasse to develop when the issues involved appear to be essentially questions of principle which are totally consistent with current perspectives on labour relations in South Africa".
Transport union row could threaten vital supply lines

Labour Reporter

TOP industrialists in South Africa are deeply concerned about the current deadlock between the General Workers’ Union (GWU) and the South African Transport Services (SATS).

THE GWU has asked SATS to recognise shop stewards committees representing railway workers employed in the Port Elizabeth and East London harbours.

The union says it represents 95 percent of the railway workers in PE and 75 percent in East London, but the SATS management says they will not negotiate with a union that is not nationally representative.

Mr. Brian Matthew, Director of the Midlands Chamber of Industries, which represents about 90 percent of industry in the Port Elizabeth-Uitenhage area, said he hoped the matter would be resolved amicably.

He said it was not the policy of the Midlands Chamber of Industries to tell others how to run their businesses, but businessmen in PE were concerned about the possible disruption of important supply lines.

International

Mr. Fred Ferreira, general manager of Ford Motor Company (SA) said it was important for SATS management to find a peaceful solution to the dispute. "Whatever the merits of the GWU case is, they do have a legitimate claim to some form of negotiation," he said. "A heavy responsibility rests on the SATS management not simply to dismiss that claim, but to negotiate the matter," he added.

He said he was concerned at the possible international ramifications, should the dispute erupt into open conflict.

Captain G. J. Stockley, chairman of the SA Stevedoring Employers Association, said the stevedore employers had a very healthy relationship with their workforce, who were also members of the GWU. "We hope the railways management can follow the example of industrial relations in our industry," he said.

Referring to incidents where GWU organisers had been stopped from collecting union subscriptions from the stevedores in the East London and Cape Town ports, he said the employers were planning to talk to the railways management to explain to them the need for this to continue. "We would not like to think a small thing like this could become a major flashpoint," he said.

He hoped the stevedore employers would be able to define the situation and find a solution acceptable to both parties.

Attention

Mr. R. Irwin, the acting managing director of General Motors (SA) and vice-chairman of the Federated Chamber of Industries, said it was obvious that matters in the PE and East London harbours concerning the GWU needed attention. "If SATS were to listen to what the union is saying, it would lead to a point where the two parties would not be able to accommodate each other," he said.

Because the dispute had not been resolved it had the potential to spreading and causing major disruption, Mr. Irwin said. "This would affect most employers in the area," he added.
Official has talks in PE on union issue

The assistant general manager (staff) of the South African Transport Services (SATS), Dr Anton Moolman, came to Port Elizabeth last week for talks after warnings of possible economic disruption if recognition for the General Workers' Union (GWU) was refused.

His visit was confirmed today by the SATS manager of public relations, Mr M P van der Berg, who said Dr Moolman's visit "was not entirely connected with the GWU issue."

Mr Fred Ferrera, Ford's director of industrial relations, confirmed today he had met with Dr Moolman. However, it could not be confirmed that Dr Moolman also had discussions with Mr Brian Matthew, executive director of the Midland Chamber of Industries.

Last Thursday Mr Matthew said the chamber was seriously concerned about the SATS refusal to recognize the GWU as any disruption of "our supply lines" would affect industry.

Mr Ferrera said then that the country could not afford to have its harbour activities crippled through potential strike action and the SATS ought therefore, at least, to show a willingness to discuss the issues involved.
Some rail workers get more security

By STEVEN FRIEDMAN
Labour Correspondent

THE country's biggest employer, the State-run SA Transport Services (SA Railways), has relaxed a controversial regulation which denies black, coloured and Asian workers the same job security enjoyed by white railway workers.

The move will give greater job security to thousands of rail workers. But black contract workers will not benefit — and blacks, coloureds and Asians will still not enjoy the same job security as whites.

The move comes after an attempted legal action by the General Workers Union to change the controversial ruling which classified all blacks, coloureds and Asians as "casual" workers, no matter how long they had worked. The action was settled out of court.

SAWS assistant general manager (staff), Dr Anton Moolman, denied at a Press conference last week that the change was prompted by the court action.

He said it followed two years of talks with black worker representatives, including the SAWS Black Staff Association.

Work conditions on the railways are governed by the Railways and Harbours Services Act, which lays down that "permanent" workers can only be fired for breach of a disciplinary code.

But blacks, coloureds and Asians have always been classed as "casual workers" which means they have had no job security at all — they can be fired on 24 hours notice even if they have not breached the code.

SAWS have announced that, from Wednesday, this ruling is to be scrapped and a new dispensation introduced.

But Dr Moolman has made it clear that blacks, coloureds and Asians will still not be able to become "permanent workers". Thus, he said, would make their conditions the same as those for whites and we cannot do this yet — but we are working towards this and should get there in the next few years.

Blacks, coloureds and Asians with two or more years service — and who belong to SAWS's Non-White Pension Fund — will now become "regular workers".

Thus means they can only be fired because of "disciplinary misbehaviours, reductions in staff, ill-health or permanent disability".

If they are fired for reasons other than disciplinary, they will be entitled to notice on a sliding scale based on length of service.

Workers with three to six months' service must get seven days' notice, with six to 24 months, 14 days, with two to five years, 21 days and with more than five years, 30 days.

But contract workers who make up the bulk of SAWS's black workforce will not benefit from this.

Their conditions will continue to be regulated by the terms of their contract, an SAWS spokesman said.

He added that this did not mean these workers could be fired without reason.

Workers excluded from the pension fund for medical reasons would still be classed as "casuals" and those with less than two years' service can still be fired "without application of the disciplinary code", the spokesman said.
SAR is to relax job ruling

Own Correspondent
JOHANNESBURG — The country's biggest employer, the State-run South African Transport Services (SAR), is to relax a controversial regulation which denies black, coloured and Asian workers the job security guaranteed in law for white railway workers.

The move will give greater job security to thousands of rail workers. But black contract workers will not benefit from the change — and blacks, coloureds and Asians will still not enjoy the same job security as whites.

The move comes after an attempted legal action by the General Workers' Union which sought to have the controversial ruling — which classed blacks, coloureds and Asians automatically as "casual" workers, no matter how long they had worked — overruled by the courts. The action was settled out of court.

The Sars assistant general manager (staff), Dr Anton Moolman, denied at a press conference last week that the change was prompted by the court action.

Talks
He said it followed two years of talks with black worker representatives, including the Sars Black Staff Association.

Work conditions on the railways are governed by the Railways and Harbours Services Act, which lays down that "permanent" workers can be dismissed only for a specific breach of a laid-down disciplinary code.

But blacks, coloureds and Asians have always been classed as "casual workers", which means they have had no job security at all and can be fired on 24 hours' notice even if they have not breached the code.

Sars has announced that from Wednesday this ruling is to be scrapped and a new dispensation introduced.

Conditions
But Dr Moolman has made it clear that blacks, coloureds and Asians will still not be able to become "permanent workers". This, he said, would "make their conditions the same as those for whites and we cannot do this yet — but we are working towards this and should get there in the next few years".

Blacks, coloureds and Asians with two or more years' service — and who belong to the Sats Non-White Pension Fund — will now become "regular workers".

This means they can be fired only because of "disciplinary infringements, reductions in staff, ill-health or permanent disability", Sars says.

If they are fired for reasons other than a disciplinary infringement, they will be entitled to notice on a sliding scale based on their length of service.

Contract workers
Workers with 3-6 months' service must get seven days' notice, with 6-24 months, 14 days, with 2-5 years, 21 days and with more than five years, 30 days.

But contract workers — who make up the bulk of the Sats black workforce — will not benefit from this. Their conditions would continue to be regulated by the terms of their contract, a Sats spokesman said.

He added that "this does not mean these workers can simply be fired without reason".
Railmen win job security

Contract workers on the railways can now become regular employees, ensuring better job security.

This is one of the features of the new tenure scheme introduced by the South African Transportation Services (SATS) this week.

Under the new provisions, black workers who were previously considered as casual employees and subject to a 24-hour dismissal notice, can attain regular status which offers greater job security, and employment benefits.

The provisions affect employees with over two years' service with SATS and a spokesman confirmed that the new status affecting black workers was the same as that enjoyed by white employees.

There are more than 155,000 black, coloured and Indian employees on SATS and about 90,000 of these are now classified as regular.

The new scheme comes at a time when the Cape-based General Workers' Union (GWU) has organised dock workers of SATS in East London and Port Elizabeth.

Many of their members would now become regular workers, an issue about which the GWU has taken legal advice.

The union has complained that SATS has taken advantage of the casual worker status in dismissing its members.
Labour Reporter

Mr Lewis was responding to a statement issued by Dr Anton Moolman, SATS assistant general manager, at a press conference last week, where he said the SATS management would negotiate only with the Black Staff Association and not with "outsider unions" because of a "gentlemen's agreement".

The GWU has asked the Railways Administration to recognize shop steward committees, representing railway workers in the East London and Port Elizabeth harbours.

"The SATS administration claims to adhere to the principle of freedom of association, yet they have press-ganged workers into joining a union which refuses to accept workers' resignations, while the Administration continues to deduct BSA subscriptions from GWU members," said Mr Lewis. This was contrary not only to acceptable industrial relations practice, but to stated Government policy, he added.

Mr T van den Berg, a spokesman from the public relations division of the SAR & H said last week that BSA subscriptions were still being deducted from workers' wages, although they were no longer members, because the stop-orders took 12 months to expire.
SATS: New deal will benefit 84,000 workers

By STEVEN FRIEDMAN
Labour Correspondent

ABOUT 84,000 of the 155,000 black, coloured and Asian workers in SA Transport Services will benefit from the new job security deal introduced today, a SATS spokesman said yesterday.

And the other 71,000 could qualify in time, the spokesman claimed, reacting to the General Workers Union, which has slammed the new deal as "tokenism".

The new deal scraps a long-standing regulation classing all black, coloured and Asian SATS workers as "casuals"—denying them the job security guaranteed by law to white rail workers.

It enables blacks, coloured and Asians—except contract workers—with two years service and who belong to the SATS pension fund to become "regular workers". This gives them greater job security, but not the same as whites.

GWU said most SATS workers were contract workers and their exclusion meant most workers could still be fired at one day's notice.

But the spokesman said yesterday the figures showed "the union is talking nonsense—most workers will benefit". The new deal included new protection for contract workers.

A SATS document shows contract workers do have guarantees against dismissal—but they will not enjoy the same status as black colleagues with city residence rights.

Under the new dispensation:

- Regular workers will only be able to be fired for specified reasons from today—if they are fired for anything other than disciplinary reasons, notice must now be given on a sliding scale depending on their length of service.

- With two exceptions, it also lays down new conditions—the same as for regular workers (disciplinary reasons, reduction in staff, ill-health or injury) — for firing contract workers.

- Contract workers are not entitled to the new notice pay provisions, and may lose their jobs if their contract is cancelled "by the authority concerned".

- The contracts of these workers will not be renewed if they perform in an "unsatisfactory manner".
Crushed man was ignored claim

A black railway employee whose right leg was crushed after he tried to board a moving train, was left lying on the station platform for more than an hour before he received any assistance.

This was claimed by a woman from Springs who asked not to be named "I had gone to the Johannesburg Station to see my parents off last Friday evening," she said.

"The man's foot hooked on the steps of the train at about 8.45 pm. He fell between the carriages and his leg was crushed. The people who saw this acted as if nothing had happened.

"It is a disgrace that a man lost his leg and none of them was really bothered about it."

"The man was left lying there with no one making any attempt to make him comfortable or cover him with a blanket."

The woman said she had never seen such callousness.

An ambulance arrived at 10 pm. "To make it worse, no one got into the ambulance with the man to help or comfort him," she said.

A spokesman for the South African Transport Services confirmed that the accident had happened. He said the man was Mr Joseph Motswe, a carriage cleaner.

The spokesman said he could not establish whether railway employees had been present when the accident had happened.

The police were informed only after the ambulance had arrived, he said.
EL dockers help win new work deal

EAST LONDON — Pressure exerted by workers at the docks here and in Port Elizabeth has helped win a new dispensation for railway workers.

This was claimed by the general secretary of the General Workers’ Union (GWU), Mr. David Lewis, in response to the announcement of improved job security for coloured, India and black employees of the South African Transport Services.

Mr. Lewis added, however, that legal action initiated by the GWU had also contributed to the new dispensation.

Thousands of black, coloured and Asian employees of the SATS who have always been classed as ‘casual’ workers and thus could be fired without reason at 24 hours notice have now acquired a measure of job security for the first time.

However, black contract workers will not benefit and blacks, coloureds and Asians will still not enjoy the same job security as whites.

Mr. Lewis said the SATS conditions of service remained a ‘blatant’ example of racial discrimination between white and black despite claims by the government to have eliminated racial discrimination inwardly.

Mr. Graham McIntosh, the Progressive Federal Party MP for Pietermaritzburg North, said the concession had only come about as a result of pressure and hoped the black employees of the SATS would insist on their rights and continue to fight racial discrimination.

Mr. McIntosh, who is the PFP spokesman on transport affairs, said that over the years white employees of the SATS had negotiated extremely good terms of service as well as substantial fringe benefits. This had been as a result of the political clout of white railway workers.

He said the announcement of the new concession was extremely pleasing — DDC.
2,000 strikers given ultimatum

DURBAN — More than 2,000 striking workers at two factories at Richard's Bay were today given an ultimatum to end their work stoppage and return to work by tomorrow.

In a notice, management told more than 1,700 striking workers at Alusaf that if they failed to resume normal shifts by tomorrow they would be considered to have terminated their services.

A similar ultimatum was issued to about 450 workers at the nearby Richard's Bay coal terminal where workers downed tools this week demanding a refund of R1.50 an hour.

Alusaf management also offered an annual pay rise of 30 cents an hour bringing the minimum wage rate to R1.86 an hour. Workers have asked for a minimum of R2 an hour.
Loubser sidesteps ITF inquiries into police harassment

By SANDRA SMITH

The head of the Railways, Dr Kobus Loubser, has told the International Transport Workers' Federation (ITF) that allegations of police harassment of Port Elizabeth dock workers should go through official channels.

The General Manager of the South African Transport Services was responding to an ITF query about alleged harassment by railway police of members of the General Workers' Union (GWU).

A SATS spokesman said Dr Loubser made it clear that official channels for grievances existed within the SATS and that other methods could not be recognised.

However, union sources claim that Dr Loubser also said in a telex to the ITF, which is based in London, that he would investigate any allegations of unnecessary police involvement in union activity.

More than 940 Port Elizabeth dock workers have signed an open letter to the Port Manager calling on SATS to stop railway police from allegedly harassing GWU members.

The spokesman said "We cannot have discussions with representatives of unions we do not recognise."

The letter to the Port Manager said "We are surprised by the interference in our affairs, which are no secret."

GWU members were also "not happy at being taken away from work" to be questioned about their resignation from the Black Staff Association.

The letter alleged a Mr Magatya (clock number 1631) was interrogated by railway police last Monday.

He was said to have been assaulted.

The letter claims another worker, Mr Alport Zonke (clock number 1472), had been visited by six railway policemen and warned to resign from the GWU.

Mr V Mnguba (clock number 73) was questioned about the names of five workers he recorded at a workers' meeting.

A list of 846 names, "clock numbers" and signatures accompanied the letter to the Port Manager.

Workers who were illiterate signed next to their names with thumbprints.
Railway reforms ‘are on the way’

Pretoria Bureau

TRANSPORT Services’ management aims at total equality in all areas between white and black workers by 1987. The reforms have already started, according to the president of the Federal Consultative Council of Railway Staff Associations, Mr Jimmy Zurich, with the establishment of pension funds for coloured and black workers.

“The other reforms are on the way, the enormous cost is dictating the timetable, but before the end of the year there will be absolutely no difference in the service conditions or earnings of black and white employees.”

Referring to the unregistered General Workers Union, which includes black dockworkers, Mr Zurich said there was no room in the Railways for maverick unions.

“We have 11 unions now, four of them for non-whites. To allow the registration of more railway unions would lead to a chaotic situation. A further fragmentation of workers into more unions would benefit none,” he said.

He claimed that the GWU had about 300 railway members in Port Elizabeth and a “few” more in Cape Town and East London. Another unrecognised union had also started operating in Durban.

Mr Zurich warned the GWU to leave railway workers alone.

“The existing unions are quite capable of looking after their interests. All railway workers, whatever their colour or jobs happen to be,”

Unregistered unions, claiming to represent railway workers and operating outside the acknowledged railway trade union movement, could be the source of unnecessary labour strife.

Mr Zurich said the railways administration was committed to a policy of equality among its workers, and a firm start had been made in implementing the policy.

“All problems that have developed over the years cannot be wiped out overnight, and the appearance of maverick unions to represent railway workers can only delay the process of attaining equality.”

Mr Zurich said yesterday he had told the Minister of Transport, Mr Schoeman, and railway management, that unless the black apprentices in railway workshops were granted equal rights and wages his own union, the Artisan Staff Association, would refuse to indenture any more black apprentices.

Mr Zurich will have further talks on the issue with the Minister next week.
Inquiry into dockers' claims

The Star Bureau

LONDON — The director general of the South African Transport Services, Mr. Hare-Louiser, has agreed to hold an investigation into allegations of police harassment of members of the black dockers' General Workers' Union.

He made the offer in a telex yesterday to the General secretary of the International Transport Workers' Federation, Mr. Harold Lewis, which has been trying to get talks underway between management and the union members SATS so far refuses to acknowledge.

But Mr. Louise reagued, without setting the official claim that the GWU represents only 'small groups in specific work situations' whereas the black Staff Association represents 'the majority of the black labour force'.

This is disputed outright by the GWU, and the international federation, of which the GWU is an affiliate, has expressed its doubts.

Mr. Lewis was 'heartened' yesterday at the promise of an inquiry and said that both the GWU and the international body had documented material alleging harassment which would be made immediately available to Mr. Louise.

'I shall be appealing again for the opportunity to get management and the GWU to the table. We simply want SATS to see there are many possible approaches to the problem.'

He expressed 'grave concern' about the pressures building up in troubled South African ports and the failure to seek a solution.
Railways set target for equality

Mercury Correspondent

PRETORIA—South African Transport Services management aims at total equality in all areas between white and black workers by 1987.

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'Chaotic'

'We have 11 unions now, four of them for non-whites. To allow the registration of more railway unions would lead to a chaotic situation. A further fragmentation of workers into more unions would benefit no one,' he said.

He claimed that GWU had about 400 railway members in Port Elizabeth and a 'few' more in Cape Town and East London. Another unrecognized union had also started operating in Durban.

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'The existing unions are quite capable of looking after the interests of all railway workers, whatever their colour or jobs.'

Unregistered unions, claiming to represent railway workers and operating outside the acknowledged railway trade union movement, could be the source of unnecessary labour strife.

All problems that have developed over the years cannot be wiped out overnight and the appearance of maverick unions claiming to represent railway workers can only delay the process of attaining equality.'

The issue is expected to be referred to at next week's meeting of the Federal Consultative Council of Railway Staff Associations, and by the general manager of South African Transport Services, Dr Kobus Loumbor.

Mr Zurich said yesterday he had told the Minister of Transport, Mr Stichweh, and railway management, that unless the black apprentices in railway workshops were granted equal rights and wages, his own union, the Artisan Staff Association, would refuse to indenture any more black apprentices.
LABOUR

SATS vs GWU

Employers in the Eastern Cape have taken the unusual step of publicly expressing concern about the deteriorating relations between SA Transport Services (SATS) and the General Workers Union (GWU).

At issue is a recognition dispute between SATS and the GWU at the Port Elizabeth and East London harbours. Fears are growing that an all-out conflict between the union and SATS could have severe economic and political consequences not only for the Eastern Cape, but for SA as a whole. The Midlands Chamber of Industries as well as senior members of management at Ford and some other companies in the Eastern Cape have warned of the seriousness of the situation.

The GWU, which represents stevedores at all major SA ports, claims majority membership among SATS dockworkers at Port Elizabeth and East London. SATS has refused to recognise the GWU or negotiate with it, and in recent months the union has made frequent allegations of harassment and intimidation of its members by SATS authorities. Senior SATS officials deny any knowledge of such intimidation.

The union says it is logical for it to represent the dockworkers, who do the same kind of work as the stevedores. It was, in fact, the stevedores who took the initiative to recruit the dockworkers, says GWU general secretary David Lewis.

SATS, however, sees matters differently. It prefers to conduct labour relations through 11 staff associations representing employees in the services. Senior officials say they would be placed in an impossible situation if they had to negotiate with a vast number of unions each representing a small fraction of the vast SATS labour force. They say it would amount to a breach of faith with the staff associations to negotiate with “outside” unions.

Rising tensions

Employers in the Eastern Cape have watched with growing alarm as tensions have begun to rise over the recognition issue. It is not only the smooth operation of the two ports which is being threatened. The International Transport Workers Federation, a powerful international alliance of transport workers, is considering supporting the GWU with solidarity action if open conflict breaks out. In addition, the possibility of several local unions with friendly relations with the GWU entering the conflict cannot be ruled out.

The Midlands Chamber of Industries has expressed its concern about the dispute and has made representations to SATS management. Fred Ferreira, Ford’s director of industrial relations, says he does not normally comment on the problems of other employers, but has done so in this case because the issue is of national importance. He has urged SATS to speak to the union.
Railway chief to get harassment dossier

By STEVEN FRIEDMAN
Labour Correspondent

The powerful International Transport Workers Federation (ITF) is to compile detailed evidence of alleged SA Railways Police harassment of members of the General Workers Union and submit this to the general manager of SA Transport Services, Dr Robas Loubsor.

The ITF's move is a response to a telex from Dr Loubsor on Wednesday in which he said he would investigate allegations of police harassment if evidence of this was submitted to him.

The ITF's announcement yesterday came a day after SATS said it would ignore a petition by 848 Port Elizabeth harbour workers, which contained detailed charges of harassment, because it was channelled through the GWU.

Yesterday a spokesman said SATS would only investigate complaints made through "the proper channel". The ITF says it is forwarding evidence to SATS because it seems unwilling to receive it from local dockers.

The ITF's planned move is the latest in the dispute in which the GWU is seeking recognition from SATS at East London and PE harbours.

The GWU has repeatedly said its members have been harassed by rail police. SATS denies this but has not denied that rail police have questioned workers.

The GWU belongs to the London-based ITF, which has been corresponding with Dr Loubsor in an attempt to win SATS agreement to talk to the union.

Yesterday, the ITF said it had received a telex message from Dr Loubsor on June 16, responding to its allegations of police intervention.

"I would be too pleased to institute an investigation should you produce any evidence showing activities have gone beyond the normal bounds and functions of the railways police," Dr Loubsor said.

The ITF's general secretary, Mr Harold Lewis, has welcomed this but his personal assistant, Ms Andrea Earley, said yesterday the ITF understood Dr Loubsor had been given this evidence "but is not ready to receive it directly."

Mr Lewis was therefore assembling the evidence "and will take up Dr Loubsor's offer as soon as he has it in a proper form for presentation."

Meanwhile, the GWU's East London secretary, Mr David Thandani, has reacted sharply to remarks made yesterday by the head of the Federal Consultative Committee of Railways Staff Associations, Mr Jimmy Zurch.

Mr Zurch attacked the GWU as a "maverick" union and said it had only 400 members at Port Elizabeth and "a few more" in other harbours.

"SATS workers in this area know nothing about the staff associations. Our membership is far greater than he claims and the recent reforms granting SATS workers greater job security were the result of pressure from our members," he said.

He asked whether the staff associations "support a situation in which workers who refuse to join them are harassed by the police."
Ban on

public meetings

at Mtunzini

Mercury Reporter

ALL public meetings have been banned over the weekend in the district of Mtunzini, which includes Esikhawini township where more than 2,000 striking workers have been meeting daily since the stoppages at Alusaf and Richards Bay Coal Terminal began earlier this week.

Mtnunzini's magistrate, Mr F H Swanepoel, said the ban, issued in terms of the Riotous Assemblies Act, began at 4 p.m. yesterday and would extend until the same time on Sunday.

According to union sources, the police, who have been patrolling the township since the stoppages began yesterday afternoon, announced over loudspeakers that all meetings had been banned.

Both Alusaf and Richard's Bay Coal Terminal spokesmen had said that all the striking workers would be considered as having dismissed themselves unless they returned to work yesterday, but union sources claimed that none of the workers had gone back.

Branch secretary of the Fesata-affiliated Metal and Allied Workers Union, Miss June-Rose Noia, said the banning 'blinded industrial relations and denied workers the opportunity of getting together to discuss ways of solving the issues'.

She said the Alusaf workers had met yesterday before the ban had come into effect and had decided to continue the stoppage 'because management refused to negotiate and aren't even considering their demands'.

A shop steward representing Richards Bay Coal Terminal workers said they were prepared to return to work if the company gave written assurance that the pensions issue would be negotiated.

Richards Bay Coal Terminal's managing director, Mr Mike Dunn, said last night 'a few workers had come back who were very scared because of intimidation'.
Loubser-pledge on ‘harassment’

PORT ELIZABETH — The London-based International Transport Workers’ Federation (ITWF) received assurances this week from the head of the SA Transport Services, Dr Kobus Loubser, that he would investigate allegations of Railway Police harassment of dock workers.

The investigation would be done if evidence was provided, a spokesman for the organization said from London yesterday. A telex was sent by Dr Loubser on Wednesday, only a day before a letter signed by 846 dock workers was handed to the Port Elizabeth port manager, providing three specific allegations of harassment of General Workers’ Union members.

Of the signatories, 244 put their names to a list of workers who said they had been questioned by the police about their union membership and refusal to belong to the SATS Black Staff Association (BSA).

Surprise

In the letter, the workers expressed surprise at police interference in their affairs. They had written to the general manager calling for the recognition of their union and “now we see the police questioning us about joining the union.”

The SATS management has elected to ignore the letter because it comes from a union it does not recognize. Management has repeatedly said it will deal only with the in-house Black Staff Association.

The ITWF spokesman said the organization was going to take Dr Loubser up on his word as it “presumed Dr Loubser was ready to consider evidence.” He was not prepared to take note of the allegations by union members, the allegations would be put to him by the federation.

The spokesman said that Dr Loubser’s telex, in reply to ITWF questions about Railway Police harassment of union members, said: “I would be only too pleased to institute investigations should you produce any evidence showing activities have gone beyond normal bounds and practices.”

Second time

Dr Loubser’s telex refused for the second time a request from the general secretary of the ITWF, Mr Harold Lewis, for an interview to discuss the tension in East Cape ports over the SATS refusal to recognize the union.

Mr Lewis said to Dr Loubser that his organization, of which the General Workers’ Union, was an affiliate, “involves almost all major port workers’ unions throughout the free, non-communist world.”

It therefore had “a great body of experience in industrial relations, structures and problems which could make a considerable contribution to discussions and settlement of the dispute between SATS.”

Dr Loubser could not be reached for comment.
THE International Transport Workers Federation (ITF) is to compile a dossier of allegations of police harassment and assault of members of the General Workers Union (GWU) by the railway police in Port Elizabeth.

The dossier will then be submitted to the head of the South African Transport Services (SATS).

This is in response to a telex from the SATS general manager, Dr Kobus Loubs, last week in which he said he would investigate allegations of police harassment if evidence was submitted to him.

Dr Loubs's telex is reported to have said: "I would be only too pleased to institute an investigation should you produce any evidence showing activities which have gone beyond the normal bounds and functions of the railway police."

More than 600 Port Elizabeth dock workers signed an open letter to the Port Manager and Dr Loubs last week in which they claimed 260 of the signatories had been questioned by police about their membership of the GWU.

An SATS spokesman said the letter would be ignored as it contravened official grievance procedures.

The ITF has decided to compile a dossier and forward it to the SATS.

The GWU belongs to the London-based ITF, which has been corresponding with Dr Loubs in an attempt to persuade SATS to negotiate with the GWU, which claims to represent a majority of dock workers in the Port Elizabeth harbour.

In a further development, the GWU has reacted strongly to a warning from the head of the Federal Consultative Committee of Railway Staff Associations, Mr Jimmy Zurech, to the GWU to "leave railway workers alone."

Mr Zurech said the GWU was a maverick union for which there was no space in the railways and that reforms aimed at total equality by 1987 between white and black SATS employees had already begun.

In response, the GWU said Government claims had already been made in the international forum that discrimination in the workplace had been eliminated.

"Now we have the major employer talking about 1987. There is not even evidence that steps are being taken to eliminate the differentials," a GWU spokesman said.

The spokesman said he feared Mr Zurech's attitude in "telling black workers they cannot join the union of their choice" did not augur well for future peaceful race relations among railway staff.
Car industry threatened by dispute

By Tony Davis, Labour Reporter

The dispute between the General Workers Union and the South African Transport Services threatens the motor assembly and components industries in the eastern Cape.

Employers fear that the unwillingness of the SATS to deal with the union could mean international boycotts and economic ruin for their area.

The SATS has refused to hold talks with the GWU, which claims worker membership at the docks at Port Elizabeth and East London. Now the SATS faces overseas union pressure.

Pressure on the SATS to deal with the union has also come from area industrialists who have called for talks between the two parties.

The SATS has maintained its determination to deal only with the Black Staff Association, which has a greater membership than the GWU.

Last week the Port Elizabeth office of the union sent a letter to the harbour's port manager detailing alleged Railway Police action taken against its members.

The letter was accompanied by the signatures of 846 GWU members in the SATS.

Also last week, the International Transport Workers Federation added its muscle to the GWU letter by stating it was examining the allegations of police interference.

The Port Elizabeth-Uitenhage area has one major industry — car manufacturing — which is supported by regional component industries.

Employers in the area say that if the SATS is hit by an international embargo through overseas unions in America and Europe, their industries would be crippled.

The motor industry is already in a slump, with car sales down over earlier months. Firms such as Ford and Volkswagen have put workers on short time, with no weekend or overtime work.

MINIMUM WAGE

VW had to retrench 316 workers last month because of flagging business. Motor firms also face the highest yet minimum wage demands from unions. The Postbus-affiliated National Automobile and Allied Workers Union is pressing for a R3,50 hourly minimum at industrial council negotiations.

The wage talk coupled with the downturn in sales, have manufacturers worried.

For the SATS, having to deal with the GWU — an unregistered union which has been tainted by some employers as "radical" — is a very serious matter.

The railways and harbours are strategic industries and the SATS prefers to deal with a staff association with which it already has good relations.

The embargo threat for the SATS could come from the International Transport Workers Federation, which has six million members worldwide.

The federation has said its main interest is to see the SATS agree to talks with the GWU.

The GWU is critical of the Black Staff Association, especially after Railways Police reportedly questioned union members on their recent resignations from the association.

The GWU is also not impressed with the move last week by the SATS to reclassify black workers from "casual" to "regular" employees which would effectively give them better job security.
Loubser won't talk to ITF on dock row

By STEVEN FRIEDMAN
Labour Correspondent

THE general manager of SA Transport Services, Dr Kobus Loubser, has twice refused to meet the International Transport Workers' Federation which is attempting to mediate in the ammbering dispute over the recognition of unions at Eastern Cape ports.

Mr Harold Lewis, the ITF's general secretary, offered to meet Dr Loubser in South Africa to discuss the dispute, but was turned down.

This emerged from telex messages exchanged between Dr Loubser and Mr Lewis, released to the Rand Daily Mail yesterday.

The General Workers' Union, which is demanding talks with SATS over bargaining rights for its members at East Cape docks, is a member of the ITF.

The ITF is committed to supporting GWU members in their attempts to talk to SATS and there are fears that a confrontation in the ports could lead to sympathy action by foreign dockers.

The telexes reveal that Mr Lewis first cabled Dr Loubser in February indicating concern about "management and police pressure against members of the GWU" at the two harbours and calling on SATS to recognize workers' rights.

Dr Loubser replied that 50,000 workers belonged to SATS's Black Staff Association, compared to 1,000 GWU members, and that all unions already recognized by SATS opposed recognizing the GWU.

He said SATS was therefore "bound and obliged to negotiate only with unions already recognized."

After a further message warning that SATS's stance was "stoking tension" in the harbours, Mr Lewis cabled Dr Loubser on June 3, asking for a meeting in South Africa.

Dr Loubser replied reiterating his earlier statement that the RSA was the majority union and adding that "the labour situation is fully under control and has by no means deteriorated to the extent as intimated.

On harassment claims, he said railway police interrogated workers "in the normal course of duty in the investigation of criminal and other offences".

He added "in view of the foregoing discussion would serve no purpose."

Later this month, Mr Lewis renewed his plea for a meeting and asked Dr Loubser to reconsider his stance.

He said the ITF represented almost all major port workers' unions in non-communist world.
subscribing from workers pay

SATS reverses decision to deduct

By Sandra Smith
SATS drops bars on dockers' union

Labour Correspondent

TWO decisions by SA Transport Services, which were seen as an attempt to hamper the activities of the unregis-
tered General Workers' Union, have been reversed.

This is the latest development in the recognition row at two Eastern Cape ports where the GWU claims majority support among SATS dockers.

The first decision to be reversed prevented the GWU from collecting dues from members employed by private stevedoring companies at Cape Town harbour.

The union is recognised by stevedoring employers and has arranged with them to collect dues at a building in the harbour area. But SATS dropped this because the building is on SATS property.

A union spokesman said yesterday that SATS had dropped its ban on dues collection. A SATS spokesman confirmed yesterday that they had agreed to a request to allow dues to be collected at the building.

In the second decision, SATS has now stopped deducting union dues from GWU members who have resigned from its Black Staff Association.

SATS had said it was forced to continue deducting dues because they had signed "stop orders" authorising deductions for a year and that it was administratively impossible to stop deductions before the year was up.
Concern over moves by unions

The Federal Council of South African Transport Services Staff Associations has expressed concern over efforts by independent fledgling trade unions to initiate dialogue with and obtain recognition from the SATS.

In a statement at its half-yearly meeting in Johannesburg yesterday, it however said it was gratified over the strong stand taken by the Minister of Transport Affairs, Mr. Hendrik Schoeman, and the general manager of the Railways, Dr. Kebus Louhser, in not entering into dialogue over the recognition of the unions.

To do so would bring chaos and confusion resulting from the possibility of many unions trying to gain a membership foothold among the SATS staff.

The council said there were 11 registered and recognised trade unions, some of them established in the early 70s, who were experienced and catered adequately for workers of all races employed in the SATS.

Ten of these unions were affiliated to their umbrella organisation, the Federal Council, and it was hoped that the 11th union would also shortly affiliate.

The statement said the council was formed in 1942 and it could boast of decades of achievement and four decades of labour peace in its industry — Sapa
GWU hits at stand by SATS trade unions

By SANDRA SMITH

THE General Workers' Union today strongly criticised a statement by the Federal Council of the South African Transport Services Staff Associations supporting the refusal of SATS management to negotiate with the union.

At its half-yearly meeting in Johannesburg yesterday, the council expressed pleasure that the strong stand taken by the Minister of Transport, Mr Hendrik Schooman, and the General Manager of the SATS, Dr Kobus Loubsier.

The council said there were 11 registered and recognised trade unions which catered for all SATS workers.

Today a spokesman for the GWU said the union represented a majority of dockworkers in Port Elizabeth and East London and therefore had a bigger constituency than some unions represented on the Federal Council.

He said these unions, instead of being able to boast of "decades of labour peace" and catering for all employees, "can boast of nothing at all with respect to African workers".

"These workers have never been represented and their voice has never been heard through this council.

"In addition, any organisation in South Africa which attempts to prevent dialogue between workers and management is, in so doing, posing a very severe threat to industrial peace," he said.

It was certainly not the legitimate activity of a trade union and was "very peculiar".

Dr Loubsier had himself referred to the Federal Council unions as "sweetheart unions"; he said, and "we cannot divorce any statement they might make from the SATS position itself."

He added that the council's attitude to dialogue between the GWU and SATS management had no place in South Africa.
Railways, union, in dispute over recognition

By PHILIP VAN NIEKERK, Labour Correspondent

A DRAWN-OUT recognition dispute with a trade union representing a tiny fraction of its total staff has brought the labour practices of the South African Transport Services (SATS), formerly the SA Railways, into the public eye.

More than a year ago the unregistered General Workers' Union first applied for recognition at the Port Elizabeth and East London docks. Despite evidence that the union is representative of railway dockers at the two ports, plagued by industrialists, pressure from overseas unions and the possible threat of industrial action which could spill over into other ports, SATS management has adamantly refused to deal with the union.

It was inevitable that the new era of independent black trade unionism which is transforming industrial relations throughout the country should one day touch on the country's largest employer. But the state-owned SATS, which employs about 240,000 people, is not just another employer.

Scrapped

That the SATS is very much a law unto itself, with the power to regulate the status of its own employees, was illustrated recently when a regulation classing all black, coloured and Asian SATS workers as "casuals" was scrapped. This ruling had cut all but white workers off from the legal protection of the SA and H Services Act of 1980 which governs work conditions on the railways.

The first time a measure of job security, the right not to be fired without reason at 24 hours' notice -- has been granted to some of these workers. But many, notably black contract workers and those with less than two years' service, are still excluded, and black, coloured and Asian workers will not enjoy the same security that is guaranteed by law to white railway workers.

The GWU, while condemning the change as "hopelessly inadequate and blatantly discriminatory", claimed it had been prompted by their own ongoing legal moves to challenge the regulation.

"Was fired"

In January this year, the chairman of the GWU's Port Elizabeth railway dockers committee, Mike Kowana, was fired without reason at 24 hours' notice. The union prepared to bring the matter to court as a test case which would affect the status of more than 100,000 workers, but the SATS headed them off by paying Mr M. Kowana a month's wages without admitting any liability.

The SATS denied the change was connected with the court action, saying it followed two years of talks with black worker representatives including the SATS's Black Staff Association (BSA).

Mr Jimmy Zurich, the president of the Federal Consultative Committee of Railway Staff Associations, which is composed of the 11 railways staff associations, said SATS management claimed total equality between white and black workers by 1987 revisions had already started, but the enormous cost involved was dictating the change.

While this amounts to an admission that substantial discrimination exists in the SATS, it would indeed be significant if all SATS workers were upgraded to the same status as whites. As a cornerstone of the "civilised labour policy" begun in the 1920s and 1930s, the railways have played an important role in economically uplifting one of the poorest races in Africa.

In addition the political clout of white railway workers, whose votes can sway a number of constituencies, has ensured good terms of service from the state in the form of cheap housing, time pay, pension benefits, medical aid, lump sum retirement payments and travel concessions.

But as Mr Graham McIntosh, MP for Maritzburg North and a PFP spokesman on transport, says: "Black, Indian and coloured workers do not get the same deal."

Mr Graham McIntosh, MP on "glossy racial discrimination" by the railways

SATS management's standpoint is that the GWU is not nearly representative of black SATS workers, that it does not want to deal with a multitude of unions representing small "splitter" groups and that it has a "gentleman's agreement" to deal only with the 11 existing staff associations, one of which is the Black Staff Association (BSA).

Claim right

Though the GWU's 1,000 dockers constitute a miniscule slice of the total SATS labour force, they claim a majority among railway dockers at the two ports. As such, they believe it is their right to be represented by the union, the majority have chosen and not the BSA which they regard as having been foisted upon them by management.

One industrialist who would be closely affected if any industrial unrest broke over the issue expressed the hope that the GWU would eventually "come to their senses". They were just a "little slower than everyone else", he said. "But even if the railways do not always run on time, they always get to their destination in the end."

In the meantime, as one Johannesburg newspaper has put it, a time bomb is ticking in the Port Elizabeth and East London docks.
Parents reject black bus driver

East Rand Bureau
A black bus driver is at the centre of a storm in Boksburg.

Resident of the suburb of Van Dyk Park who have daughters attending the Hoër Handelskool — a commercial high school near the town centre — are fuming because the town council has, for the last month, been using a black bus driver to drive the children home from school every day.

"Parents said they would be drawing up a protest petition to be sent to the council. "It's just not right. Our two daughters are very upset about the whole affair," said a resident.

She said pedestrians laughed when they saw a black driver transporting white children.

"Many of the schoolgirls are refusing to catch the bus home from school," said the resident.

She said other parents in Van Dyk Park felt as she did.

The town council spokesman said they had received many complaints. He explained that there was a shortage of white bus drivers and the council was forced to use black drivers.

He said that the black driver was one of the council's most reliable drivers.
Curbs ahead on railway housing loans

Argus Correspondent

PRETORIA—Housing loans for South African Railways employees will in all probability be drastically curbed, but a general cutback in housing loans in the civil service seems unlikely.

Top railway management met last week to discuss capital budgeting in face of the economic recession.

Railways PRO Mr Mike Adendorf said management was still looking at all aspects of the capital budget to see where it could curb spending. Housing loans were just one aspect they were considering.

RECRUITMENT

"In all probability it will curb the number of housing loans granted, but to what extent it can't say. But there is no indication when management will come to a decision on this," Mr Adendorf said.

However, informed sources in the civil service doubt whether there will be cutbacks placed on housing loans for central public service employees.

They point out that last October the ceiling on housing loans was raised from R20,000 to R40,000 and from April 1 housing benefits were extended to include unmarried employees as well.

One of the reasons for these changes was to help with the recruitment of staff. The feeling is that it is still difficult to recruit staff and it would become a near impossible task if the housing benefits were limited or curbed.

NO SIGN

The Department of Community Development also has a housing benefit scheme for Government employees in which the department guarantees the deposit for a house. But a spokesman for the department said he was not aware of any curbs being placed on the scheme in the near future.
Harbours open for union dues

Argus Correspondent JOHANNESBURG - Officials of the General Workers' Union will not be prevented from collecting dues from members working for stevedoring companies at South African harbours.

This assurance comes from the South African Transport Services (SATS) which is involved in a long-running dispute with the GWU over access to the harbours.

The union had accused the Railway Police of preventing its officials from collecting dues from members in stevedoring firms.

However, a spokesman for the SATS said it had made an official decision to allow the union this access at any of the harbours.

The GWU claims membership on the harbour in Cape Town Durban

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10% DISCOUNT ON OTHER GOODS
SATS boss will reply to harbour men’s charges

By STEVEN FRIEDMAN
Labour Correspondent

THE general manager of the SA Transport Services Dr
Kobus Loubsier will reply di-
rectly to the International
Transport Workers Feder-
aton (ITF) on its allegations
about the treatment of har-
bour workers by Railways
police, a SATS spokes-
m-an said yesterday.

The ITF has written to Dr
Loubsier making shock alle-
gations about the interrup-
tion by Railways police of
SATS workers — who belong
to the General Workers
Union (GWU) — at Port Eliz-
abet harbour.

The ITF alleges that one
worker was hung upside
down by his legs by Railways
police and told he would be
“taken naked to the Trans-
porters at night if he did not co-
operate.”

It also charged that work-
ers had been offered money
to give police the informa-
tion they wanted about the
union that Railways police
had paid a worker to give up
his union membership and
that one worker had been
told he would not be around
by September.

The GWU has been recri-
uting SATS workers at PE and
East London harbours and
the SATS refuses to recognise
the union. Dr Loubsier has un-
tertaken to investigate the
ITF claims.

The SATS spokesman said
Dr Loubsier received the
ITF’s letter on Monday
afternoon and said he would
cannot refer the letter to SATS
assistant general manager
Mr. Andrew Moodman.

Mr. Moodman has
commented on the allega-
tions. Dr Loubsier will reply
directly to the ITF, he said.
The International TransportWorkers' Federation (ITF) has written to the General Manager of the SA Transport Services (SATS) which represented workers by railway police officers of Port Elizabeth dock. The workers allege that four members of the General Workers Union (GWO) have been interrogated by SATS and that a reply will be made direct to the federation.

The letter from the ITF follows a similar letter sent by the manager last month in which one worker was hired and was interrogated by SATS police and asked to 'come at night if he did not co-operate'. It also claimed workers had been taken over by the GWO and that a reply would be made direct to the federation.

The SATS spokesman said today that there had been no information on this case and that a reply would be made direct to the federation.

The ITF letter alleged that one worker was hung up by three men and that all members of the GWO had been interrogated by SATS police and asked to 'come at night if they did not co-operate'. It also claimed workers had been taken over by the GWO and that a reply would be made direct to the federation.
Call for federal system

PORT ELIZABETH — Dr. Cedric Phaladi, Chief Minister of Lebowa, said at the ASB-congress in Port Elizabeth, that efforts should be made to establish a federal and not a confederal system in South Africa. Dr. Phaladi said South Africa was the home of all race groups and they had a common future.

It was obvious that South Africa was prepared to waste precious time on a futile attempt to create a federation of States in spite of the fact that the situation indicated a federal system, he said.

"Self-governing States such as Lebowa will not accept a subordinate role. They are an integral part of the country and will not ask for so-called independence. We obtained our independence in 1910 and will not accept any other form of independence," Phaladi said.

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Pilot lied on hijack, court told

Oupa Correspondent

MARITZBURG — The Air India pilot whose aircraft was hijacked in the Seychelles last year had flown voluntarily to South Africa, his lawyer argued on Monday.

Mr. Piet Oosthuizen SC argued for the 17th time on the accused's claim that he had been unaware of the actual facts of the case.

Mr. Oosthuizen said that Captain Umesh Saxena of Air India had never mentioned the facts of the case to the court.

"Ludicrous"

During the flight to South Africa, some of the passengers had seen pictures with the mercenary and some of them had given their addresses in India to the men.

"It was ludicrous to claim that these acts were performed under duress. Mr. Oosthuizen claimed. The man could not be found guilty of possession of arms at Louisa, both airports as the guns had been picked together under a blanket, with no body near them. It could not be ascertained when they had passed from the mercenary's control.

Mr. Oosthuizen said the court finding that the defendant had been acquitted of all charges.

"Colin Mike Hoare will present his argument in defence today," he said.

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Torture claims by detainees' parents

Own Correspondent

JOHANNESBURG — The detainees' parents' support committee (DPSC) has submitted its case to the CID and the Minister of Law and Order. A third batch of allegations concerning torture and abuses of detainees.

In a statement yesterday the DPSC said the allegations covered the range of abuses mentioned in its memorandum handed to Mr. Louis van Hoon, Minister of Justice in April.

The ministers had rejected the allegations, adding that the DPSC would be given a chance to substantiate its claims.

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International call for talks with union

By PHILIP VAN NIKEREN

THE INTERNATIONAL Transport Workers Federation (ITF) has appealed to the South African Transport Services (SATS) — which is linked in a recognition dispute with the General Workers Union — to talk to the union.

In a sign of international concern over the dispute at the Port Elizabeth and East London docks, the ITF general secretaries, Mr. Harold Lewis has sent a personal letter to Dr. Kobus Louw, general manager of SATS.

In the letter, Mr. Lewis offered the services of the ITF, which has considerable international experience in dealing with disputes to "help find a way out of what is a very dangerous impasse."

Referring to the in-house Railways Black Staff Association (BSA), the letter says the evidence indicated it was not acceptable to the ITF, and called for talks.

"The mere fact that the workers have joined the GWC in large numbers makes it clear they want the GWC, and not the BSA, to represent them. If you have the power to formally ignore their wishes and impose on them and other black workers a negotiating structure giving monopoly to the association but to what purpose?"

The letter also contains allegations of Railways police harassment of SATS workers at the docks, including the claim that one worker was "hung upside down by his legs by Railways police and told he would be taken naked to the Transkei if he did not cooperate."

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Hearing rules on City doctors

Staff Reporter

A CAPE TOWN doctor Dr. M. Saadien-Raah, has been subjected to a three-months' suspension from the medical profession, it was reported yesterday, by a South African Medical and Dental Council disciplinary committee.

Dr. Saadien-Raah was found guilty by the committee of disgraceful conduct. He had previously paid admission of guilt fines for failing to keep his schedule, having drug register correctly updated and for being in possession of a pornographic film.

Mr. W. J. Pretorius, who appeared for Dr. Saadien-Raah, said in defence that Dr. Saadien-Raah had correctly filled in his drug register, leaving nothing out.

The only thing he had not done was to add up the figures correctly.

Mr. Pretorius said the pornography charge was personal and he had nothing to do with his profession. It was also an extremely subjective matter.

The judge, Mr. J. J. Esmalter, pronounced the complainant for the committee, said the relevant factor was that Dr. Saadien-Raah had admitted guilt to a criminal charge.

Two other Cape Town doctors were cautioned and reprimanded by the committee for being found guilty of improper conduct.

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Survey compares pay for various jobs in PE

Weekend Post Reporter

MOTOR industry workers downed tools this week after wage bargaining failed to reach a settlement on a minimum wage and severance pay for workers.

Industrial strife over wage negotiations has been no stranger to the motor industry during recent years and anyone can be forgiven for having lost track of the wage scales.

What kind of money is being offered now in the present negotiations, and what kind of money is being sought?

To put these figures in perspective, Weekend Post stood them beside comparable wages paid in other parts of the market place.

If the National Automobile and Allied Workers' Union (Nawu) were to accept the offer made by the motor companies of R2.15 an hour, the lowest paid worker at a motor plant — an unskilled labourer without any education, requiring a few hours' initial training (for example, a floor sweeper) — would be paid R4.18 a month.

The union had originally asked for R3.50 an hour — a proposed minimum salary of R6.58 a month — which employers on the Industrial Council for the Motor Manufacturing Industry of the Eastern Cape — Ford, General Motors and Volkswagen — rejected outright.

The union is now reported to have lowered its demands to R2.50 an hour, R4.70 a month — to be increased by 25¢ every six months to R3.50 an hour in two years.

(These monthly figures do not take into account Sunday pay, which is double, and overtime, which is time-and-a-half.)

How do these figures compare with wages and salaries in other jobs?

- Nursing Matriculants start on a salary of R302.65 a month.
- After three years' training, a nurse told Weekend Post she received a gross salary of R415 per month.
- Bankers Matriculants irrespective of race or sex starting a career as a bank clerk could expect a starting salary of R459 per month.
- Plumbing, carpentry, building, etc. Accordung to the Industrial Council, for the Building Industry in Port Elizabeth and Uitenhage, the current starting salary for qualified artisans is R2.95 an hour — R578.85 a month. On the same scale above, this figure is due to be raised soon to R3.20 an hour (R672.00 per month) and a further increase to R3.60 an hour (R772.25 per month) will come into effect on November 1.
- Hairdressing Salaries are negotiated but hairdressing salons canvassed said R300 a month, plus 10% to 40% commission depending on an employee's popularity with clientele, was a normal starting salary for a qualified hairdresser.
- (One hairdresser said she paid her shampooist R38 a week, "This was more than usual, because she works hard").
- Teaching: After qualifying, the gross wage a white male high school teacher receives is R652.75 per month. Women receive R549.25 per month.
- Insurance Clerks, again irrespective of race and sex, receive a starting salary of R450 to R550 a month.
- Journalism: A matriculants wishing to make a career on a newspaper can expect to receive a starting salary of R450 a month. Graduates start on R600 a month.
- Railways: Starting salaries vary, as the Railways have many openings available. Conductors and track driver assistants start their training at R440 a month.
- Post and Telecommunications: Starting work at the Post Office undergoing training in engineering, technical, financial clerical and postal fields, receive a salary of R396.50 a month.
- After training salaries differ considerably as responsibilities vary from duty to duty.
- Municipal Traffic Department: Traffic officers, irrespective of race and sex, receive a starting salary of R488.75 a month. This does not include danger and shift allowances.
Mercury Correspondent

JOHANNESBURG—Rumours that employees of the South African Transport Services were being paid off were unfounded — but a SATS spokesman said yesterday's claims were being sought to cut costs in the organisation.

He said the poor economic climate had forced the SATS to increase productivity and decrease the amount of overtime worked by staff throughout the country.

The spokesman said certain projects would be postponed although no contracts have been cancelled.

'No one has been laid off as yet but the staff situation is constantly being reviewed,' the spokesman added.

He said the SATS would also investigate the positions of people over 63 presently employed on a casual basis. If it was found they were not doing 'a full day's work', certain steps would have to be taken.

The spokesman said everyone's case would be treated on merit.

He said other methods to reduce costs would include a cutdown on the transportation of goods on weekends and passenger services which were not absolutely necessary and were uneconomic.
EVERY CANDIDATE MUST enter in column (1) the number of each question answered (in the order in which it has been answered). Leave columns (2) and (3) blank.

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Mail Reporter
RUMOURS that employees of the South African Transport Services were being paid off were unfounded said a SATS spokesman yesterday but ways were being sought to cut costs in the organisation.

He said the poor economic climate had forced the SATS to increase productivity and decrease the amount of overtime worked by staff throughout the country.

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The spokesman said everyone's case would be treated on merit.

He said other methods to reduce costs would include a cutoff on the transport of goods at weekends and passenger services which were not absolutely necessary and were unprofitable.

Date: 7-16-78

Degree/Diploma/Certificate for which you are registered (e.g. B.A., B.Sc.)

Subject
ECONOMICS T/A

Paper No
(to be copied from the heading on the Examination Paper)

Examiners' Initials

NOTE CAREFULLY

1. Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering.

2. Blue or black ink must be used for written answers. The use of a ball point pen is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used.

3. Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used.

4. Do not write in the left hand margin.

Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University.

WARNING

1. No books, notes, pieces of paper or other material may be brought into the examination room unless candidates are so instructed.

2. Candidates are not to communicate with other candidates or with any person except the invigilator.

3. No part of an answer book is to be torn out.

4. All answer books must be handed to the commissioner or to an invigilator before leaving the examination.
letter from the federation which contains
allegations about the intimidation of SATS
employees who joined the union at Port
Elizabeth harbour.

The ITF has alleged that a worker was
hung upside down by his legs by Railway
Police and threatened with deportation to
Transkei. It has also claimed that workers
had been offered money to give police
information about the union.

SATS general manager Dr Kobus
Louwser has undertaken to investigate the
ITF complaints and issue a reply.

In recent months, the ITF has been trying
to intervene in the dispute between SATS and
the union at the PE

ports, the SATS announced that the officials
could have access.

However, although a SATS spokesman
insists that all is calm at the ports, the
union's general secretary, David Lewis,
says that a tense atmosphere still prevails.
OSATU COMES OUT IN SUPPORT OF GWU

By JOSHUA RABOROKO
THE POWERFUL Fosatu and an interna-
tional transport-union federation have dis-
played strong concern over the dispute be-
tween the South Afri-
can Transport Service
(Sats) and the General
Workers' Union
(GWU).
The management of
Sats has in the past
consistently refused to
have any dealings
with or to grant recog-
nition of the union.

In a statement to
The SOWETAN yes-
terday, Fosatu said
that at its central com-
mittee meeting it had
considered the implica-
tions of the dispute.

Fosatu condemns
the strong-arm inti-
ratory tactics used by
Sats and its sister
bodies in the State in
the attempt to sup-
press a representative
union.

'Sats must realise
that the sweetheart
unions such as the
ones it has thus far en-
couraged and consul-
ted with are not
acceptable to the
majority of workers.

'Sats has already
been warned of the
grave consequences of
suppressing the rep-
resentative voice of
dock-based railway
workers by unions and
employers as well as
by overseas organisa-
tions.

"The Transport Ser-
vice must as a result of
its intransigent and
ostrich-like attitude
an attitude out of step
even with the stated
policy of the Govern-
ment bear direct re-
sponsibility for any in-
dustrial unrest on the
docks."

Fosatu strongly
supports the GWU in
its struggle for recogni-
tion from Sats.

'We call on Sats to
immediately open
negotiations leading to
the recognition of the
union," the statement
said further.

Union sources say
that the International
Transport Workers
Federation (ITF) also
recently tried to inter-
vene in the dispute
over recognition be-
tween Sats and the
union at the Port El-
izabeth and East
London harbours.

The union has as-
serted that it rep-
resents most Sats em-
ployees at these ports,
but Sats has refused to
have anything to do
with it.

A Sats spokesman
has said that collective
bargaining has to be
conducted through the
staff associations in the
services. They also
point to the opposition
from staff associations
to Sats' management
negotiating with out-
side unions.
Injured soldiers satisfactory

Argus Correspondent

PRETORIA — Three SWA/Namibia Territory Force soldiers seriously injured in an accident in the operational area are in a "satisfactory condition under the circumstances."

Sergeant D H Tap, Corporal E Jakobs and Rifleman M C Boshoff were flown to Pretoria yesterday and admitted to No 1 Military Hospital after their truck overturned — killing one man — and injuring and bruising 24 occupants near Okahandja.

Six other men are being treated for their injuries in the Windhoek military hospital.

Corporal Michael Otto, 21, of Walvis Bay was killed. His wife Mrs M C Otto of Markara Flats, Walvis Bay, has been appointed to establish the cause of the accident.

Call to recognise Workers' Union

THE Federation of South African Trade Unions (fosatu) has called on the South African Transport Services (SATS) to immediately open negotiations leading to the recognition of the General Workers’ Union (GWU).

In a statement after a central committee meeting in Johannesburg, Fosatu condemned the “strong-arm intimidatory tactics used by SATS and its sister bodies in the State in the attempt to suppress a representative union.”

The statement added that the SATS must realise that the sweetheart unions, such as the ones it has thus far encouraged and consulted with, are not acceptable to the majority of workers.

"OSTRICH-LIKE"

"SATS has already been warned of the grave consequences of suppressing the representative voice of the dock-based railway workers by unions, employers and overseas organisations.

"SATS must, as a result of its intransigent and ostrich-like attitude, understand that the interests of the Government, bearing direct responsibility for any industrial unrest at the docks, have been ignored.

"APPEALED"

"Fosatu strongly supports the GWU in its struggle for recognition from SATS. We call on SATS to immediately open negotiations leading to the recognition of the GWU."

The statement added that Fosatu was “appalled at the disruptive tactics of certain unions” which led to the breakdown of discussions at the unity summit recently.

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10ST chairs or bustle-backed or Inlaid.
SATS to reduce staff by 7,000

By David Braun

South African Transport Services is to reduce its staff complement by 7,000 people because of the recession, the general manager, Mr Kobus Loubsier, said in Johannesburg today.

The reduction would be made by not filling vacancies as they rose. Mr Loubsier, who was addressing the Wits graduate School of Business, said he had two choices, increased tariffs or improved efficiency.

Tariff increases were not acceptable from the point of view of both the economy and the politicians, he said.

Among measures taken by the giant State enterprise to improve efficiency were:

- Closures of several painting yards on the Reef.
- Scrutiny of aviation fuel contracts. The price of fuel was dropping on the London market and this was being investigated.
- Switching of airbus flights to smaller aircraft when there were fewer passengers.

Mr Loubsier said the SATS hoped to reduce South African Airways's deficit from R50 million to R40 million with these measures.

Mr Loubsier said he had spent one entire day with the SATS's trade unions.

"We have formed working committees with the trade unions to improve efficiency and to cut back wherever possible," he said.

Page 3: Homeland routes put SAR deep in the red.
Fosatu pledges support for GWU

Labour Correspondent

THE Federation of South African Trade Unions — the country's biggest emerging union federation — has pledged "strong support" for the unregistered General Workers' Union in its recognition battle with SA Transport Services (SATs) railways.

Fosatu has also called on SATs to "immediately open negotiations leading to the recognition of the GWU" — which claims majority support among SATs harbour workers at two East Cape ports, Port Elizabeth and East London.

The GWU has been requesting recognition talks in the harbours for some time. But SATs refuses to talk to the union. The GWU is not a Fosatu member but, despite past tensions, there have been signs of a thaw in their relations.

Fosatu issued the statement yesterday after Fosatu's central committee decided to back the GWU at the weekend. Fosatu condemned "the strong-arm intimidatory tactics used by SATs and its sister bodies in the state in their attempt to suppress a representative union".

Referring to SATs statements that its own staff associations are against the state union, it said SATs must realise that the sweetheart unions, such as the ones it has thus far encouraged and consulted with, are not acceptable to the majority of workers.

SATs had "already been warned of the grave consequences of suppressing the representative voice of dock-based railway workers" and its "intransigence and ostrich-like attitude" was "out of step even with the stated policy of the Government". It would have to "bear direct responsibility for any industrial unrest on the docks".
SATS warned to resolve union feud

By Tony Davis, Labour Reporter

The South African Transport Services has been warned that it could face boycott and other action by West German and American trade unions because of its long-standing feud with the General Workers' Union.

Correspondence addressed to the SATS's general manager, Mr Kobus Loubsor, accuses employers of intimidating union members and calls on the SATS to enter into a recognition agreement with the GWU.

The deputy chairman of West Germany's Public Services and Transport Workers' Union, Mr Siegfried Mertens, warns that action against the GWU could result in strained relations between the two countries, which could mean a boycott of South African goods to Germany, and German goods to South Africa.

The head of the American International Longshoremen's Association, Mr Ted Gleason, writes that unless the SATS adopts a new attitude towards the GWU and considers recognition talks, there could be serious consequences. Both unions have influence in their countries' harbours.

The GWU has fought with the SATS over recognition and the right to organise dock workers, and has accused the SATS of using railway police to intimidate members, and of dismissing its organisers.

The dispute has also prompted a rebuke to the SATS by the International Transport Workers' Federation, of which the GWU is a member.

Employers in the Port Elizabeth area have shown concern about the dispute because overseas boycotts could mean incalculable harm to the motor assembly and components industries.

An SATS spokesman confirmed that Mr Loubsor had received the correspondence and replied to the unions, but said it was not policy to comment publicly on such matters.
US dockers warn SATS

By STEVEN FRIEDMAN
Labour Correspondent

AMERICAN and German trade unions representing dock workers have warned the South African Transport Services of the harmful consequences if SATS continues to refuse to negotiate with the unregistered General Workers' Union.

The German union warned of possible action against South African goods in foreign ports and the dock workers' union of the US and Canada warned of "serious consequences" if SATS does not deal with the GWU in two Eastern Cape ports.

The warnings are contained in two telex messages to SATS general manager Dr Kobus Louboer. They are likely to heighten fears of the possible economic consequences of a confrontation between SATS and the GWU.

A SATS spokesman confirmed yesterday that Dr Louboer had received the messages and had replied to the unions.

The GWU claims majority support among SATS dockers at the Port Elizabeth and East London harbours, but SATS refuses to hold recognition talks with it. The union belongs to the International Transport Workers' Federation and Western dockers' unions have been watching the dispute closely.

In a telex from deputy chairman Mr Siegfried Merten, the German Public Services and Transport Workers' Union charged that Railways Police were harassing GWU members and said this violated the International Labour Organisation's charter.

It urged SATS to recognise the GWU and the telex added:

"We want to point out that (SATS') actions will place a considerable strain on relations between your country and ours and could result in a ban on loading and unloading of cargoes from and to South Africa in foreign ports.

In a separate message, Mr Thomas Gleeson of the International Longshoremen's Association, which represents American and Canadian dockers, urged SATS to "favourably consider talks" with the GWU.

Mr Gleeson said his union was known for its vigorous support of unionism worldwide.

His union was convinced that "a failure to extend (the GWU) even the courtesy of a hearing could provoke serious consequences."
LABOUR

Problems at the ports

Some of the most difficult industrial relations problems faced by employers and trade union leaders are mirrored in the current dispute between SA Transport Services (Sats) and the General Workers Union (GWU).

It vividly illustrates why labour peace in the Eighties will depend to a great extent on the ability to create mutually acceptable collective bargaining structures.

Forums and systems through which such bargaining has traditionally been conducted in many industries are coming under enormous pressure from emerging black unions. Many black workers perceive the traditional structures, created at a time when they lacked a union voice, to be unsuited to their needs and biased in favour of established unions and employers.

If one accepts it is a fact of life in industrial relations that each dispute attracts a sympathetic audience, it is not surprising that there is widespread concern over the labour policies pursued by Sats. Not only is it the country’s single largest employer of labour, but because of the vital service it provides, any labour conflict within it can have a profound effect on the economy as a whole.

Staff associations

Like many other employers Sats is faced with a challenge to the way in which it has traditionally conducted collective bargaining with its employees. In the past, they have been represented exclusively through staff associations formed some years ago in response to government’s labour reforms.

Sats has helped its black employees establish their own association, which is likely to join the Federal Consultative Council of Unions’ Staff Associations.

The threat to this system which Sats so jealously guards has come from the GWU, which represents stevedores at all Sats’ major ports. It claims to have signed up about 90% of the dockers and says it represents most dockworkers at the East London and Port Elizabeth harbours.

The GWU is asking Sats to recognize a union contract for the purpose of negotiating about those working conditions and issues which fall within the ambit of the East London and Port Elizabeth port managers.

Attempts by the GWU to hold discussions with Sats’ management have been rebuffed and opposition to the union appears to hinge on two arguments: One is that the staff associations are strongly opposed to the recognition of “outside” unions. However, there is an element of fact in this argument, as is demonstrated by the pressure put forward in favour of the closed shop by many established unions in other industries.

Attempts by unions to gain a monopoly over labour — and that is basically what the closed shop is all about — are a sure recipe for conflict at a time when black workers are being unimpressed at a rapid rate.

The second argument deserves closer scrutiny. Sats management say that recognition of the GWU could pave the way for many other unions to seek similar recognition. Thus, they insist, could place them in an impossible position of having to deal with an extremely wide array of unions, each representing only a small fraction of the total workforce.

It is possible to extend some sympathy to their position. In such situations as large as Sats, management obviously prefers to have a coherent, simplified system for collective bargaining. Such bargaining can be time-consuming and time-consuming, and it is natural that Sats management should try to preserve system through which it bargains about bread-powder matters with the one body — the federal council — which represents all employees.

However, this argument ignores the reality. The GWU represents only a small section of its workforce, the union says the number of Sats employees it represents compares favourably with the membership of some of the smaller staff associations.

Sats also asserts that its staff associations are best qualified to represent the interests of its employees. GWU general secretary replies that it is logical for the GWU to represent dockworkers with the same kind of work as the union’s stevedores. It was the GWU stevedores who took the initiative to recruit the dockworkers.

One unhappy feature of the present dispute is that the whole Sats/GWU recognition dispute to much larger proportions has been the alleged victimization of employees who have joined the union. A spate of serious complaints about bad treatment of workers by railways police has attracted the attention of international labour movements. The International Transport Workers’ Federation (ITF), a formidable ally of Transport Workers Federation (ITF), has indicated that it may support the Sats dockers with sympathy action if a conflict breaks out.

In recent weeks there have been signs that Sats management may be trying to avoid a showdown GM Kobus Loubser has promised to reply to an ITF letter containing allegations about the intimidation of employees who have joined the GWU. Loubser, such as a prohibition on GWU officials collecting dues from members employed by companies at the ports, have been withdrawn.

Employers’ fears

However, while the basic issue of recognition remains unresolved, the danger of a conflict erupting still exists. It may be premature to give much credence to the worst-case scenario which haunts employers in the eastern Cape. However, their fears are worth noting. They warn that if the Sats employees were to strike on the day of recognition or any other grievance, the chances are that the GWU stevedores would support them.

The ITF would then instruct its members to refuse to handle goods being transported to and from Sats, while the possibility of the emerging unions in Sats which have links with the GWU being drawn into the fray, should not be lightly or entirely disregarded.

Such a conflict would have dire consequences for Sats’s economy. Clearly Sats needs to rethink its attitude towards the union and make an effort to reach an accord with it. The union concedes that it is in minority position and is therefore right in asking for a limited form of recognition. “An employer needs to talk to a union on a situation like this,” says University of Port Elizabeth professor Academic Professor Roux van der Merwe.

If tensions continue to rise at the ports, Sats should not lay itself open to criticism that it plumed the maintenance of the eastern Cape’s industrial relations system.
Overtime cut:
Income loss
for rail staff

Staff Reporter

MANY railway employees face a large drop in income following a statement by the Minister of Transport, Mr Hendrik Schoeman, that overtime and Sunday time is to be "cut to the bone".

This is one of a number of drastic measures recently announced by the South African Transport Services (Sats) to cut financial losses.

Several railway workers say they have become dependent on overtime and without it their salaries will be reduced by up to a third or more.

Other measures to be introduced include a gradual reduction of Sats staff by 7 000, shutting down several shunting yards on the Reef, suspension of capital development projects worth about R400-million and cutting out certain suburban train services.

The chairman of the Federal Council of Sats Staff Associations, Mr Jimmy Zurich, says the unions are right behind the minister, and that a special working committee, including union representatives, has been set up in the general manager's office to look at economy measures.

It is understood that there is dissatisfaction among some railway workers, mainly over the cutback on housing loans and overtime.

Mr Graham McIntosh, PPF MP for Maritzburg North and a spokesman on transport affairs, said it was unhealthy that people should be dependent on overtime.

"The railways have—despite warnings to employ and train more people—persisted in exploiting the system of overtime. As a result, a crisis is being reached with the cutting back of overtime."

Mr T van den Bergh, Sats public relations manager, said no permanent employees would be retrenched. "We are saving on operating costs by cutting back on unnecessary overtime and Sunday time, not replacing people who retire from certain positions and reviewing the position of pensioners who have been re-employed."

Some people in casual employment would be paid off, but each case would be treated on its merits, he said.
Temporary staff hit by reductions

Labour Reporter

Planned cuts in the number of State transport service workers will mainly affect temporary staff, a spokesman for the South African Transport Services said yesterday.

He was elaborating on a statement by the general manager, Mr Kobus Louboer, who said the staff complement would have to be reduced by about 7,000 employees because of the current recession.

The spokesman said directives had been sent to SATS departments across the country informing them of the need for cutbacks because of adverse economic conditions.

Overtime and Sunday duty was being reduced where possible and staff vacancies were being filled only where absolutely necessary, the spokesman said.

Mr Louboer had also said several shunting yards on the Reef would be closed down to improve efficiency.

Railwaymen will stick to pay demands

Pretoria Bureau

RAILWAY union leaders will not water down pay demands in the wake of the drastic cost-cutting campaign launched by the South African Transport Services on Wednesday.

The unions are due to meet the Minister of Transport Affairs, Mr Hendrik Schoeman, in the near future for a series of meetings on next year's pay increases.

The one black, one Indian, two Coloured, and seven white unions are expected to press for increases which will match the inflation rate.

Nor will the cost-cutting campaign, designed to avoid disastrous financial losses at the end of the current financial year, mean wholesale sackings, according to the union leaders.

The “no redundancies” assurance was given by the country's 200,000 black and white railway workers by the chairman of the Federal Council of SATS Staff Associations, Mr Jimmy Zurich.

He said leaders of railway unions were serving on an economy committee in the general manager's office to initiate and monitor economy measures, which had been discussed with them.

The squeeze on costs, Mr Zurich said, had been forced on the Railways by the worsening recession.

“We are in the red for the first three months of the financial year to the extent of R10 million. If losses were to continue at this rate for the rest of the financial year, the country's transport system would end up in a state of deep crisis.”
nal... you're on your mantle! 1.
Because when you're not in your shoes—
Sure, you're on your mantle!
DURBAN — South African Transport Services is to spend R175 million over a period of five years on accommodation for its black railway workers, the SABC has reported.

The district engineer of the Railways in Durban, Mr Carlos Mendes, was quoted as saying the first part of the scheme — a 15-dormitory block with spacious four-bed rooms, capable of housing 4,000 single men — would be completed in Durban early next year at a cost of R25 million.

Another part of the scheme to be built later would accommodate 2,600.

The complex features a large soccer stadium — complete with an athletics and cycling track — and a tribal dancing arena equipped with what is believed to be one of the largest cinema screens in Africa.

Provision had also been made for indoor sports facilities and recreation centres, Mr Mendes said.

Other hostel complexes are planned for Railways workers in Johannesburg, Bloemfontein, Port Elizabeth, Maritzburg and Ladysmith — Sapa.
**Giant hostel for PE rail workers**

Weekend Post Reporter

CONSTRUCTION

The largest hostel complex in the Eastern Cape — costing R15 million — is under way in New Brighton.

The hostel will accommodate nearly 2 000 workers of the South African Transport Services when it is completed in September next year.

Seven three-storey blocks each housing 252 men and serviced by a central recreation and dining hall will eventually become the home of 1 764 men — and this is only part of a national R175 million scheme to house black railway workers.

Mr G.D. Engelbrecht, the systems manager of SATS in Port Elizabeth, said this week construction of the hostel was going according to schedule and "the first stage" would cost about R8.5 million.

"Hopefully the hostel proper will be completed by September 1983. Apart from the housing there will be a beer hall, recreation and dining hall, and facilities for showing films."

"The second stage will be the establishment of soccer and rugby fields as well as dressingrooms adjacent to the hostel. The completed hostel, with all the sports fields, will take up an area of 7.5 hectares."

Mr Engelbrecht could not say what the final cost of these facilities would be.

- South African Transport Services said last month that they were spending R175 million over five years on accommodation for black railway workers.

The district engineer of the railways in Durban, Mr Carlos Mendes has said that the first part of the scheme, a 15 dormitory block, will be completed in 1984 and the 4 000 single men would be completed in Durban early next year at a cost of R25 million. Another part would be built later, accommodating 2 600 men.

The complex features a large soccer stadium, complete with an athletics and cycling track and a tribal dancing arena equipped with one of the largest cinema screens in Africa. Provision is made for door sports and social activities. Other hostel complexes are to be built in Johannesburg, Bloemfontein, Maritzburg and Ladysmith.

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Send your entries — as many as you wish — with a donation of 25c for each entry to ST JOHN AMBULANCE CROSSWORD No. 465, P.O. Box 2012, CAPE TOWN, 8000 CLOSING DATE 9 am, AUGUST 18th, 1982

**RULES**

1. Only copies from newspapers, facsimiles or photocasts are acceptable. Nothing else. No corrections. All entries to state name and address.

2. Cross-words to be crossed. Name and address to be written on the back. Entries are disqualified if cheques are dishonoured. Do not put stamps on new postal orders as this may invalidate your entry.

3. Do not send registered letters. Do not enclose cash or banknotes in postal entries. Do not use pins, staples or adhesive tape. All entries and sufficient fees must be in one envelope. Any envelopes received bearing a postal tax mark will not be accepted, but will be returned to the post office. Please note postal entries now 8 cents.

4. Late entries will be disqualified and treated as unconditional donations.

5. The decision of the organisers is final and no correspondence will be entered into. No judgements, reasons will be provided.

6. Anybody may enter — excluding the staff, committee members of St John Ambulance voluntary organisations and members of their respective families or agents.

7. Entries under norm de plumes are unacceptable. All names and addresses of prize winners will be published.

Result of competition No 464. No outright winner. Two entries R1 000 consolation prize shared between ABE1 MLAMBO Private Bag X611, Barberton, 1300, Mr H J BEDINGHURST 59 Roadenbloom Road, Woodstock, 7925, Mr V E FRICKER, Umbakwane, 22 Homestead Avenue, Bergville, 7800, E YAK GRAANN C/O The Thrift Shop, Roston Road, Lusasana 7764, R 1 DRURY 26 Landa Street, Brooklyn, 1795.

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**FOR NEARIES**

1. The slow thinker is clearly in the lead — BANter/BANTER.

2. A rich harvest might be realised for the — PLANTS/PLAYS.

3. May well earn a man a reputation for RANTING/RAISING.

4. As and the Forty Thieves — SAIR.

5. Lack of suitable — may keep from taking full advantage of STAFF/STUFF.

6. Often found to be strong FLANK/PLANK/FLANK.

7. It is obviously a fault if first on the party he is BLUNDER/BOUNDER.

8. Crudely manufactured — a dangerous GUN/GUN.

9. Memorable if — should be in interest MAJOR/MAYOR.

10. Breaking — strongly suggests situation LEASES/LENSES.

11. It was the — gladiator who had to leave the Arena alive WARY.

12. Creator would find a hard task of — audience MASSIVE/PASS.
SATS row:

Warning on world action

Labour Reporter

SATS has so far refused to recognise the GWT workers committees in the transport sector that refused to talk to representatives of the workers' union.

Mr Harold Dunning, European representative of the I.T.F. is in South Africa to visit two affiliate unions, the Transport and Allied Workers Union in the Transvaal and the Cape Town-based General Workers Union. Referring to the current dispute between the General Workers Union (G.W.U.) and the South African Transport Service (S.A.T.S.) over the recognition of workers' committees representing workers in the Transvaal, and Elizabeth port, Mr Dunning said the I.T.F. was not adopting a "hostile" attitude to S.A.T.S.

CIVILIZED

"We want the workers and employers to talk in a civilized manner. But we don't like being told by management who is going to represent the workers," said Mr Dunning.

GODSPEED means farewell wishes as well as the name of her horse to Miranda Collins, 16, of Somerset West. Miranda, who won the junior section of the supremacy championship at the Rand Show this year, received as her prize an overseas trip during which she will attend the world dressage championship in Lausanne, Switzerland, and the three-day event championship in Luhmuhlen, West Germany.

She leaves South Africa on August 22 and will be accompanied by her mother who won the other half of the prize which went to the supreme champion and her instructor.
ITF backs SA rail workers in dispute

INTERNATIONAL transport workers are prepared to "black" South African goods in support of local railway workers locked in a recognition dispute with their management, according to Mr. Harold Dunning, European representative of the 10-million strong International Transport Workers' Federation (ITF).

Mr. Dunning, who is in South Africa on a fact-finding mission, was commenting on the refusal of the South African Transport Services (SATS) to deal with the General Workers' Union (GWU).

He said the ITF was represented in nearly every country in the world outside the communist bloc and these workers were ready to refuse to handle South African products if the dispute worsened.

"ITF affiliates— who are in the most internal form of employment—are known for taking international action where labour problems cannot be settled at a national level. There is a particularly strong sense of solidarity with transport workers in this country."

"We are not adopting a threatening or hostile attitude. We want the workers to be represented by a trade union of their choice and we want to see workers and management talking in a civilized manner.

SATS management, in favouring one trade union—the Black Staff Association—above another—the GWU, was contravening one of the conventions of the International Labour Organization (ILO)."

"The fact that the South African Government has started to make representations to the ILO again shows that they wish to be judged by international labour standards."

"Unfortunately, the SATS is one of a dwindling number of employers in South Africa who flatly refuse to deal with genuine trade unions."
The chamber's letter to Mr. de Kock is reflected in the statement made by the chairman. Mr. A. de Kock, head of the department of industrial relations, is concerned that the chamber is not taking a firm attitude. The chamber's letter was sent to the dockers' union and to the Port Manager. The remarks were made in a meeting with the chamber's chairman, Mr. A. de Kock, and the Port Manager.

By TODAY'S DATE, the dockers' union had not responded to the letter, which was sent through the South Africa Transport Services (SATS) head office in Cape Town. The dockers' union has been advised to take action to prevent any further disputes.

Commenting on the dockers' union's response, the head of the chamber said that the dockers' union is not taking a firm attitude. The head of the chamber has advised the dockers' union to take action to prevent any further disputes.

He said that the dockers' union is not taking a firm attitude. The head of the chamber has advised the dockers' union to take action to prevent any further disputes.

The dockers' union has been advised to take action to prevent any further disputes.

BY SANDRA SMITH

That ports could come to a halt.

Chamber warns of dockers' strike.
GWU bid to settle dispute

Labour Reporter
The General Workers Union in Port Elizabeth has called on business leaders to urge SA Transport Services to agree to talks aimed at settling a 10-month-old dispute with the union.

The SATS has refused to hold talks with the union, which claims membership among railway workers at Port Elizabeth dock.

The employers have said they will deal only with a black staff association, although the GWU already has recognition agreements with stevedore employers at four ports.

The union has given SATS until next Monday to reply to its appeal. If it receives no reply it will assume SATS is not interested in talks.

A GWU spokesman said the union had appealed to business leaders to convince SATS of the need for talks as a threat of international sanctions had been voiced.

The International Transport Workers Federation has already warned SATS about its unwillingness to hold talks with the GWU.

The Port Elizabeth area is dependent on the motor and component industries and an international boycott could be disastrous.

Business leaders in the motor industry and commercial interests have voiced concern over the dispute.
SATe chief refused
to answer overseas
labour body's letter

Post Reporter
THE South African Trans-
port Services has allegedly
refused to reply to a letter
from the powerful Interna-
tional Transport Workers
Federation (ITF) dealing
with police harassment of
dockworkers — because the
letter was released to the
Press.

In a statement released
yesterday, the ITF
revealed that the head of
SATe, Dr Kobus Loube, had
told the ITF he could
not reply to their letter be-
cause it was released to the
Press.

The statement went on
to say the letter was only re-
leased to the Press "after
allowing ample time for
him to receive and consider
it".

This is the latest develop-
ment in a recognition dis-
pute between the SATe and
the General Workers
Union, in which the ITF has
expressed solidarity with
dockworkers belonging to
the union.

In a lengthy correspon-
dence with Dr Loube, the
ITF queried alleged harass-
ment by railway police of
GWU members in the Port
Elizabeth docks.

The SATe has refused to
consider calls for the recog-
nition of the dock workers' com-
mittee, and allegations of
harassment by Railways
police, as these had not
been conducted through
"the correct channels."

A SATe spokesman said
today Dr Loube had not
gone back on his undertak-
ing to investigate allega-
tions of police harassment,
and had appointed someone
to investigate the claims.
Docks dispute adds to city's misery

By STEVEN FRIEDMAN
Labour Correspondent
FEARS of a new labour unrest in Port Elizabeth - this time at the docks - are growing among employers and the Midland Chamber of Industries yesterday called for an independent delegation to try to settle the simmering dispute between the General Workers’ Union and SA Transport Services.

The fears come as the motor industry dispute continues in the city. The chamber’s director, Mr Brian Matthews, said yesterday employers were concerned that “the whole labour situation seems to be deteriorating.”

In another development, it was revealed that SATS general manager Dr Robus Loubsier has refused to answer a letter from the International Transport Workers’ Federation (ITF), alleging police harassment of GWU members.

The moves are the latest in the row between SATS and the GWU, in which the railways refused to recognise the union at Port Elizabeth and East London docks. There are fears the dispute could grow into a major confrontation.

The ITF wrote to Dr Loubsier after he agreed to investigate specific claims of police action against union members. It made several charges, including one that Railway Police had hung up a union member by his legs.

SATS refused to answer Press queries on the allegations, saying it would reply directly to the ITF.

Yesterday a SATS spokesman confirmed an ITF claim that Dr Loubsier had refused to reply to the letter because it was released to the Press. But he said he was honouring his promise to investigate the claims.

The ITF said it was surprised at Dr Loubsier’s reaction. “As the letter was released to the Press only after giving him ample time to receive and consider it, the ITF would write to Dr Loubsier again after it received a report — apparently from a senior official who recently visited South Africa.”

Meanwhile, the Midland Chamber has called for a delegation of city councillors and labour experts to meet SATS and the union to find a solution to the dispute.

Its call follows a recent letter from about 500 dockers appealing to the port manager to open discussions with the GWU workers’ committee.

The letter said workers were not seeking a confrontation with SATS but added: “If SATS does not agree to the workers’ request, they will be forced to conclude that there is no point in further efforts to initiate discussions.”

“A conflict of this scale will inevitably spill into the already tense black townships of Port Elizabeth,” the letter added.

“We call upon the leaders of the city and all those concerned with PE’s well-being to intervene urgently to try to persuade SATS to negotiate a solution to the potentially dangerous conflict.”

A SATS spokesman said the railways would not reply to the letter because it had been submitted through the GWU rather than the “correct channels.”
SATS refuses to reply
to letter from ITF

PORT ELIZABETH —
The South African Transport Services (Sats) has allegedly refused to reply to a letter from the powerful International Transport Workers Federation (ITF) claiming police harassment of dockworkers — because the letter was released to the press.

In a statement released on Monday, the ITF said that the Sats head, Dr Kobus Loujser, had refused to reply to the letter. The ITF was “very surprised” as the letter was released to the press only “after allowing ample time for him to receive and consider it.”

This is the latest development in a dispute between the Sats and the General Workers Union, in which the ITF has expressed solidarity with dockworkers belonging to the union.

In lengthy correspondence with Dr Loujser, the ITF queried alleged harassment by Railways Police of GWU members in Port Elizabeth.

The ITF had written that it was sure the Sats would not dispute that “these questions are of public concern, involving the policy and practices of a State-owned enterprise of great size and importance.”

The Sats had refused to consider calls for the recognition of the dock workers’ committee or allegations of harassment by police, as these had not been conducted through the “correct channels.” — Sapa
SATS union row under the spotlight

Post Reporter

The Labour Affairs Committee of the Midland Chamber of Industries today discussed the Port Elizabeth harbour clash between the South African Transport Services (SATS) and members of the General Workers Union.

Beforehand, the chamber's executive director, Mr Brian Matthew, said the overall labour situation, including the dispute in the motor manufacturing industry which has crippled production for more than a month, would be discussed.

A report on the situation in the harbour, where the GWU has given the SATS an ultimatum to meet its workers' committee by Monday, would also be received.

Academics, opposition spokesmen and the chamber have called on the SATS to do so.

The stage of the union's firm line now seems to have passed. In this regard, government has been clear in saying that it will not support SATS in its dispute with the government. The government must put the pressure on SATS to resolve its differences with the workers.

The strike by the workers must be ended. Alas, the same must be said of the government. To a large extent, the workers are the ones who have suffered most.

In a recent survey, 63% of the workers polled were in favour of the strike. This is a clear indication of the workers' dissatisfaction with the government's handling of the SATS dispute.

In the aftermath of the strike, the government must review its policies to prevent such disputes from recurring. The workers must also be consulted in the decision-making process to ensure that their concerns are heard.

A quick resolution to the SATS dispute is necessary to prevent further disruption to the economy.


garmin 6 (cont.)
PE Mayor's help sought in dispute

By SANDRA SMITH

THE Midland Chamber of Industries has formally asked Port Elizabeth's Mayor, Mr H van Zyl Collé, to intervene in the dispute between the South African Transport Services (SATS) and the General Workers' Union (GWU).

The union, which represents nearly 1 000 workers in the harbour, has tried for 18 months to hold talks with SATS on conditions of employment of its members and has now given the employers until Monday to respond.

The SATS has consistently refused to meet a GWU delegation because approaches have not come through recognised SATS channels.

The Transport Services have also said there will be no negotiations with any worker body other than its own staff associations.

The Chamber of Industries, Opposition spokesmen and academics have called on the SATS to hold talks with the union, and have warned of international repercussions if negotiations do not take place.

On Monday, the Chamber of Industries called for a delegation comprising the Mayor and labour relations experts to find a solution to the dispute.

Mr Van Zyl Collé today confirmed receipt of a letter from the chamber on the issue, but said the contents were confidential.

It is believed he was asked to intervene urgently and hold talks with top SATS management on the issue.

"I am very concerned about the labour unrest in the Eastern Cape and am doing everything in my power to try to reach a favourable conclusion in this matter," he said.
Dock tensions rise

Fears are growing in Port Elizabeth of labour unrest which could have far graver consequences than the current motor industry wage dispute. As the FM went to press this week there were signs that the steadily deteriorating relationship between the SA Transport Services (SATS) and the General Workers' Union (GWU) was entering a dangerously explosive phase.

A major confrontation between SATS and the union, which claims to represent most SATS dockworkers at the Port Elizabeth and East London harbours, could have severe consequences for SA's economy as a whole. (FM July 23) Not only could it result in the closure of Port Elizabeth harbour, but there is a strong possibility of it provoking strikes at other SA ports. Powerful international transport workers' unions have also threatened sympathy action if the dispute develops into open conflict.

A major confrontation between SATS and the union, which claims to represent most SATS dockworkers at the Port Elizabeth and East London harbours, could have severe consequences for SA's economy as a whole. (FM July 23) Not only could it result in the closure of Port Elizabeth harbour, but there is a strong possibility of it provoking strikes at other SA ports. Powerful international transport workers' unions have also threatened sympathy action if the dispute develops into open conflict.

At issue is SATS's steadfast refusal to recognize a GWU committee for the purpose of negotiating about those working conditions and issues which fall within the ambit of the Port Elizabeth and East Lon-

don harbours. About 690 dockers have appealed in a letter to the Port Elizabeth port manager to open discussions with a union commit-
tee. They have set a deadline of August 23 (Monday) for a reply, saying that if SATS does not agree to their request, they will be forced to conclude that there is no point to further efforts to initiate talks.

The Midland Chamber of Industries is so concerned about the dispute that it has called for a delegation of civic leaders and labour experts, led by Port Elizabeth's

mayor, to try to find a solution. By mid-
week this initiative had not yet achieved any results, but there were still hopes that an independent delegation could help re-
solve the dispute.

Mayor Van Zyl Cillie told the FM he was "terribly concerned" about the conse-
quences of a major confrontation, and said he was willing to play a mediating role if the warring parties were willing to meet in his parlour. But he indicated that he was reluctant to intervene directly in the dispute.

He expressed the hope that the more conciliatory approach displayed by govern-
ment towards unregistered unions recently (see cover story) might result in SATS changing its attitude towards the unregistered GWU.

SATS, however, betrays no sign of any such change. A spokesman for the services declined to comment on private sector concern about the dispute and reiterated the policy that black workers have to be repre-
seated through official channels for collective bargaining.

GWU members will not necessarily strike immediately if a satisfactory reply is not received from SATS's management by August 23. But union sources warn that tension will inevitably rise further.

What bothers many employers is that a large-scale conflict could aggravate the already serious labour problems in the region. The pay dispute in the motor industry continues, with employers and union leaders holding informal discussions in an ef-
fort to ease the deadlock.
**Benoni plant retrenches 600 workers**

By STEVEN FRIEDMAN

Labour Correspondent

A MAJOR East Rand metal company, Salcast, is to retrench 600 workers today — a quarter of the work force at its Benoni plant.

Its general manager, Mr. Tubby Boynton-Lee, said yesterday the company, a member of the Stewarts and Lloyds group, was offering a wide-ranging "package" to retrenched workers after talks with Fosatu's Metal and Allied Workers' Union.

As a result, Mr. Boynton-Lee said, the company was hopeful the retrenchments would not spark unrest. But he confirmed that the company had made security arrangements in case of unrest and had informed police.

"We know the hardships involved. The workers will have to return to the homelands where there are no jobs. But we have no choice," Mr. Boynton-Lee said.

Mawu had asked the company for talks on possible retrenchment a month ago, Mr. Boynton-Lee said.

In terms of the procedure laid down by the metal industry's industrial council, companies must inform the council of pending redundancies two weeks before they occur, and the company had agreed to inform Mawu at the same time.

It also decided to give workers a week's notice, instead of the legally required 24 hours, and would offer them redundancy pay.

The company will

- Guarantee that workers will be laid off on a "last in, first out" basis — length of service will be the only criterion
- Attempt to arrange other jobs for workers with long service
- Re-employ as many of the retrenched workers as possible "as soon as business picks up"

The company will keep the names and addresses of retrenched workers and contact them when jobs were available.

- Make arrangements to contact workers in the homelands to ensure they receive their unemployment benefits, and
- Allow workers to stay in their hostel rooms until the end of August.

Sapa reports that the Midland Chamber of Industries has formally asked the Mayor of Port Elizabeth, Mr. H. van Zyl Cillie, to intervene in the dispute between the South African Transport Services and the General Workers' Union.

The union, which represents nearly 1,000 workers in the harbour, has tried for 10 months to hold talks with SATS on conditions of employment of its members and has now given the employers until Monday to respond.

The SATS has consistently refused to meet a GWU delegation because approaches have not come through recognized SATS channels.

SATS has also said there will be no negotiations with any worker body other than its own staff associations.

Mr. Van Zyl Cillie yesterday confirmed receipt of a letter from the chamber on the issue, but said the contents were confidential.
Railmen tell SATS deadline is Monday

Labour Reporter

ABOUT 600 railway workers at Port Elizabeth docks say that if the South African Transport Services has not begun discussions by Monday, they will make no further attempts to talk

The workers - all members of the General Workers' Union - have been locked in a recognition dispute with SATS for a year.

The GWU says it has made numerous attempts to discuss the dispute, but management has not responded.

NOT DECIDED

Mr. David Lewis, general secretary of the GWU, said yesterday the workers had not decided what to do on Monday if SATS still refused to talk, but they would make no further efforts to negotiate.

"However, they won't refuse to talk if SATS initiates discussions with them."

Mr. Brian Matthews, director of the Midland Chamber of Industries, has appealed to the mayor of Port Elizabeth, Mr. H. van Zyl Cillie, to "set up a diplomatic shuttle" between the GWU and SATS.

He said, "If people don't talk, the end result could be conflict, and there is enough strife in this area already in terms of labour unrest."

The chamber had appealed to the mayor to chair a discussion between the GWU and SATS and get dialogue off the ground.

Mr. Cillie said today he had been talking to both the GWU and SATS, but declined to comment.

"It is a very sensitive issue at the moment, and it would not be wise to say too much about it."

Mr. W.B. Holtes, chief executive of the South African Foreign Trade Organisation, said if there were a strike, inland cargo for export would be channelled through other ports, which might prove attractive alternatives to Port Elizabeth.

"Port Elizabeth already has a development problem and is struggling to get more products through its port."

Mr. Holtes added he did not want to get involved in the dispute.
Railmen hand in ultimatum

Staff Reporter

WORKERS at the Port Elizabeth docks have given the South African Transport Services (SATS) until Monday to talk to their committee — after which they will consider "further action."

This ultimatum was contained in a letter by more than 600 railways dockers to the port manager, a move which could bring the lengthy recognition dispute between the SATS and the General Workers Union (GWU) to a head.

The union has warned that if the dispute does erupt into a strike, stevedores at four ports, including Cape Town, would probably be drawn into it. It could also generate international solidarity action from the International Transport Workers Federation (ITF).

The Midland Chamber of Industries has called for a deputation of industrialists and councillors to meet the SATS and the GWU in an attempt to break the deadlock, and prevent employers — already hit by large-scale conflict in the motor industry — from edging at the prospect of a major strike at the docks.

In a statement, the GWU said the conflict had been "brewing for 10 months now and has involved an unprecedented level of victimization and police harassment."

"The union's considerable efforts at negotiation have failed. The effect of the deadline is that if the SATS does not respond to the worker's request, we will be forced to conclude there is no point in making further efforts to initiate discussions with them."

A GWU spokesman said that after Monday the workers would be meeting to decide what to do if the SATS standpoint did not change. Nothing had been planned yet, he said.

A spokesman for the SATS said their policy had not changed and they were not prepared to react to the letter.
Union dispute with SATS on the brink

Post Reporter

An ultimatum to the South African Transport Services to meet representatives of Port Elizabeth dock workers expires at midnight — with SATS still adamant it will not respond to approaches not conducted through the "correct channels".

The SATS stance has been criticised by the Midland Chamber of Industries, the Port Elizabeth Chamber of Commerce, Opposition spokesmen and academics who have warned of international repercussions if negotiations don't get underway.

The General Workers' Union (GWU), which represents about 1,000 workers in the harbour, has tried for 10 months to hold talks with SATS.

Last week about 600 of the union's members signed a letter to the Port Elizabeth Port Manager giving SATS until today to respond to their request for a meeting.

They have said they will decide on action if there is no response.

SATS' Public Relations Officer, Mr Leon Els, said today no meeting with the GWU representatives would be considered.

Workers' grievances should be made through the Black Staff Association or through direct approaches to the Midlands System Manager or the General Manager.

"Our position does not change and we are still waiting for people to make representation through the channels available," Mr Els said.

The Secretary of the Port Elizabeth Chamber of Commerce, Mr A J Gilsen, said the repercussions of industrial action by the dockers could have ramifications beyond Port Elizabeth as GWU was linked with the International Transport Workers Federation.
No reply to ultimatum by dock workers

By PHILIP VAN NIEKERK

THE South African Trans
port Services (SATS) has
failed to respond to an ul-
timatum by more than 600
railway dockers to meet
with their union commit-
tee.

There are now increas-
ing fears of a strike in
South Africa's ports.

The ultimatum contained in a letter to the Port Elizabeth port
manager, was delivered after numerous unsuc-
cessful attempts by the General Workers' Union
(GWU) to deal with SATS on behalf of its mem-
bership at the Port Elizabeth
and East London docks.

The deadline for a re-
response was yesterday
afternoon. A GWU spokes-
man said the workers
would meet this week to
discuss the refusal and plan
further action.

He said the workers be-
lieved they had been left
with little alternative to
industrial action.

A spokesman for SATS
said yesterday that the
letter had not been sent
through the “normal chan-
nels” and therefore they
did not ignore it.

The GWU spokesman
said “Our doors remain
open as always to the
SATS management and we
shall be happy to talk
to them at any time with-
out pre-conditions. How-
ever, the workers, who
have made countless un-
successful attempts to
talk with their employers,
will not again attempt to
initiate discussions.”

Mr Brian Mathews,
executive director of the
Midland Chamber of In-
dustries, said the cham-
ber's informal attempts to
break the impasse were
continuing. The chamber
believed a dockers
strike which could spill
into other ports, would
cause serious difficulties
for industry.

“The important prin-
ciple in this dispute is that
a worker has the right to
belong to a union of his
choice. This principle has
been recognized in the
government’s new labour
dispensation.”

Metal and Allied
Workers' Union shop ste-
wards in seven Witwaters-
rand factories owned by
the Barlow Rand group
are to ask the group for
joint talks with all of
them, aimed at negoti-
ating a uniform union rec-
ognition agreement at all
seven plants.

First time

This is believed to be
the first time a union has
asked a major group to
negotiate a number of
recognition agreements
simultaneously.

Production at Ford's
plants in Port Elizabeth
returned to normal yester-
day following Friday’s
walk-out by 400 workers
over the company's refus-
al to reinstate more than
500 retrenched workers.

The walk-out came soon
after Ford had reopened
its plants following a 10-
day closure.

The regional secretary
of the National Auto-
mobile and Allied Work-
ers' Union (Naawu), Mr
Les Kettle, said the
union was hoping to set
up a meeting today to dis-
cuss the retrenchments.

The company's indus-
trial relations director, Mr
Fred Ferreira, confirmed
that all the workers had
returned, but would not
comment on the possibil-
ity of a meeting with
Naawu.

• Stevedore firm lays off
240, page 3
THE refusal of the South African Transport Services (SATS) management to speak to the Port Elizabeth dockers who belong to the General Workers Union has left the workers with no alternative to industrial action, Mr. David Lewis, general secretary of the GWU, said yesterday.

The warning comes after SATS's refusal to open discussions with the workers after a deadline, which was issued to the Port Elizabeth Port Manager by 800 dockers last week, expired yesterday.

MANY TIMES
In a statement on behalf of the union, Mr. Lewis said the workers had made "countless efforts" to talk to their employers but had been unsuccessful.

Mr. Lewis said the workers would not try to initiate any further discussions.

"However, our doors remain open, as always to SATS and we shall be happy to talk to them at any time without preconditions," he said.

The workers will meet this week to discuss the Port Manager's refusal to speak to them and plan a further course of action.

1 000 WORKERS
"It must, however, be emphasised that the workers believe they have been left with no alternative to industrial action."

The GWU, which represents more than 1 000 SATS dockers in the Port Elizabeth and East London ports, had tried for 10 months to hold talks with SATS, he said.

The union was aware of attempts by industrialists and Port Elizabeth civic leaders to find a solution to the present impasse and urged them to persevere in their efforts.
or a substantial investment in buildings or medicine or equipment, governments throughout the third world persist in building prestige hospitals. For example, a multi-storey hospital in Addis Ababa stands empty, because when it was completed it was found that it would cost more than the entire health budget of the country to staff it properly. It is also common to find expensive buildings in rural areas, but uncommon to find them fully equipped and staffed. A colleague of mine, from an independent Southern African state recently complained that he was suffering from the effects of too much aid: This aid had taken the form of a massive grant to build a prestige hospital. This hospital would require all the doctors in the territory to staff it and the running costs would be beyond the reach of his country's limited finances. What then are the options?

Oscar Gish in his book "Planning the health sector: the Tanzanian experience", gives two examples of the options available to health planners. Using the same investment of 6 million Tanzanian shillings planners could construct one regional hospital or 13 health centres. The operating cost would be lower but the in-patient admission, outpatient visits and population covered at the 13 health centres would still be higher than that at one regional hospital. Similarly Gish highlights the differences in cost per in-patient day of dispensary, rural health centres, district hospitals, regional hospitals and national hospitals. Unfortunately such information is often lacking but when it is available the choice is clear.

Education plays a major role in influencing the structure of health services, although I would not presume to stress the importance of equal educational opportunities to an audience at U.C.T. three specific types of education are of importance:

Firstly, Health Education. Here I quote the Secretary for Health, Dr. Johan de Beer, who stated: "The extent to which we will be able to reach the potential blessings of even the most forward looking health legislations will largely depend on the success we achieve when we attempt to establish or extend appropriate health education services".

Secondly, I believe that we must educate those in the private sector, in order to convince them that Health is indeed, a production investment, rather than a consumption expenditure.

Thirdly, I would like to examine medical education. The medical schools have to face several problems, and many of these will influence the health services of our country. The medical specialists in 17. medical specialists with the S.A. Medical problem, does not steps are taken we where Kennedy was to take care of a to take care of most A second major prob A second major prob geographical mail-dis refrained.

Thirdly, there is a to the exclusive use of students. This has medicine.

There is also a lack which may in part be due to the lack of education in advanced type of research as well.

Finally, there is a of health care and the emphasis of Medical Sciences has suggested the following possible solutions to these problems.

Initially, we may need to reform the selection process for medical students. At present most medical students throughout the world are chosen on the basis of their intellectual ability. Scent attention is paid to value characteristics, or personality characteristics. The School of Medicine of Ben Gurion University of the
GWU ask
Minister

to probe
dispute

Post Reporter

THE General Workers' Union (GWU) is to ask the
Minister of Transport Affairs, Mr H Schoeman, to
investigate the 10-month-long dispute between the
union and the South African Transport Services (SATS)
in Port Elizabeth.

This follows reports that
the Minister said last night
he was prepared to investi-
gate the dispute if the GWU
approached him.

He is also reported to
have said he understood the
problem was that SATS' Black Staff Association had
a closed shop agreement
with the Transport Services
and would not allow it to
deal with any other union.

Mr Schoeman was at a
Cabinet meeting today and
unavailable for comment.

A GWU spokesman said
today the union had noted
the Minister's offer to
investigate the dispute and
would request an investiga-
tion immediately as the sit-
uation at the docks was
"very tense."

Yesterday a SATS
spokesman reiterated the
employer's stance that
workers should express
grievances or suggestions
through the Black Staff As-
sociation or by direct ap-
proaches to SATS manage-
ment.

An ultimatum to SATS to
meet representatives of
Port Elizabeth dock work-
ers expired yesterday.
Minister refuses to talk to docks union

Labour Reporter

THE Minister of Transport Affairs, Mr Hendrik Schoeman, has said he is not prepared to negotiate with the General Workers' Union, which represents more than 1,000 railway workers in the Port Elizabeth and East London docks.

Yesterday it was reported that Mr Schoeman was indicating a "willingness to investigate the dispute"...

In a statement released by Mr Leon Eks, public relations officer of the South African Transport Services (SATS), on behalf of the Minister, he said Mr Schoeman's comments should not be read out of context, but against the background of his whole interview with the newspaper.

"MADE CLEAR"

"The Minister made it quite clear from the outset that he would negotiate only with his own personnel or their recognised representatives, namely the SATS staff associations, and not with any outsiders.

"It is self-evident that one would listen to your own people's grievances whether there is talk of a strike or not," the statement read.

SATS know of no complaints from any of its staff regarding salaries or service conditions and any strike which might be called would be for reasons other than the normal ones, it added.

APPEAL

Mr David Lewis, general secretary of the General Workers' Union, made an urgent appeal to the Minister yesterday, asking him to intervene in the year-old dispute between SATS and the 1,000 dockers which threatens to erupt into a strike which, he said, could have international ramifications.

A spokesman for the Minister confirmed that the Minister had received a telegram from Mr Lewis and said the Minister would reply to him directly.

Top industrialists and civic leaders in Port Elizabeth, including the director of the Midland Chamber of Industries, Mr Brian Matthews, and the Mayor, Mr H van Zyl Gilse, have expressed concern about the dispute and have appealed to the two parties to open talks.

SATS had no comment to make on these appeals, Mr Eks said.
Plea to minister on docker row

THE GENERAL Workers' Union (GWU) has sent an urgent request to the Minister of Transport, Mr Hendrik Schoeman, to investigate the union's dispute with the SA Transport Services (Sats) at the Port Elizabeth docks.

The request was made following a report by the Cape Times Port Elizabeth correspondent that Mr Schoeman would be prepared to look into the dispute if approached by the GWU, indicating a softening in Sats' attitude to the union.

Mr Schoeman was busy at a cabinet meeting yesterday and was not available to verify his reported statement or state his response to the GWU's approach.

On Monday, a deadline set by GWU dockworkers for Sats to open talks with their workers' committee expired without response. The union said the workers believed there was no alternative left to industrial action.

Sats has been refusing to deal with the GWU for more than 10 months and Mr Schoeman himself told a meeting of the Artisan Staff Association in April that he would never deal with an unregistered trade union.

Mr David Lewis, general secretary of the GWU, said that following Mr Schoeman's reported remarks they were hopeful of a resolution to the dispute "even at this late stage".

The dispute has captured international attention and industrialists, fearing the effects of a dockers' strike which could affect Cape Town, East London and Durban as well, have urged Sats to meet the GWU.
Minister will not intervene

“No talks on PE docks dispute with outsiders”

By SANDRA SMITH

THE Minister of Transport Affairs, Mr Hendrik Schoeman, today denied reports that he said this week he would investigate the dispute at the Port Elizabeth harbour between the General Workers Union (GWU) and the South African Transport Services (SATS).

The Minister was reported to have said he would investigate the 10-month long dispute if approached by the GWU.

The report added that the Minister said he understood the problem was that the Black Staff Association would not allow SATS to recognize any other union.

On hearing of the Minister’s reported statement on Tuesday, the GWU immediately telephoned him urgently requesting an investigation into the dispute.

A statement released by SATS today on behalf of the Minister said reports "alleging that the Minister had stated he was prepared to negotiate with the GWU are definitely incorrect."

The statement added "The Minister has indicated that his comments should not be read out of context against the background of his whole interview with a newspaper."

"He made it quite clear from the outset that he would negotiate only with his own recognized representatives, namely the SAR Staff Associations, and not with any outsiders."

"It is self-evident that one would listen to your own people's grievances, whether there is talk of a strike or not."

"It is interesting that SATS knows of no complaints from its staff regarding salaries or service conditions and that any strike which may be called, for would be for reasons other than the normal."

The Minister's reported statement came after a letter from Port Elizabeth dockworkers to SATS to open talks with their representatives reported on Monday.
SATs snubs 'outsiders'"\n
Own Correspondent
PORT ELIZABETH — The SA Transport Services (SATs) yesterday issued a statement saying that the Minister of Transport Affairs, Mr H Schoeman, was prepared to negotiate only with his own personnel and their recognized representatives, the SAR Staff Association, and not with any "outsiders." The full SATs statement reads "Over the last few days there have been several newspaper reports alleging that the Minister of Transport Affairs has stated that he is prepared to negotiate with the General Workers' Union. "These reports are definitely incorrect. "The minister has indicated that his comments should not be read out of context but against the background of his whole interview with the newspaper. "He made it quite clear from the outset that he would only negotiate with his own personnel or their recognized representatives, namely the SAR Staff Association, and not with any outsiders." No staff complaints "It is self-evident that one would listen to your own people's grievances whether there is talk of a strike or not. "It is interesting that SATs knows of no complaints from its staff regarding salaries or service conditions and that any strike which may be called for would be for reasons other than the normal."

On Tuesday Mr Schoeman was quoted as saying in an interview that he would be prepared to investigate the dispute between SATs and the General Workers' Union (GWU) if the union contacted him. The report did not state that Mr Schoeman indicated he would be willing to negotiate with the GWU. The minister made no mention of negotiation with any party, nor did the report.

Official solution In the interview Mr Schoeman said "I have discussed (the dispute) with officials of the Railways and it seems they are going to solve it themselves. "I don't know how serious it is but I understand it is a problem between our union and this other union. "These workers want another union." When asked whether, in the light of warnings of the seriousness of the situation and recent urgent calls on SATs to open talks with the GWU, he was not prepared to intervene, he said "I would be prepared to investigate the dispute if the union contacts me." Mr Schoeman also said that although the SATs Black Staff Association was still young, over 70 percent of black employees had joined it.

Mr Schoeman was not available for comment yesterday.
Sats: minister won’t talk to outsiders

PORT ELIZABETH — SA Transport Services (Sats) yesterday issued a statement saying that the Minister of Transport Affairs, Mr H Schoeman, was prepared to negotiate only with his own personnel and their recognised representatives, the SAR Staff Association, and not with any “outsiders”.

The Sats statement read in part: “Over the last few days there have been several newspaper reports alleging that the Minister of Transport Affairs had stated that he was prepared to negotiate with the General Workers’ Union and not with any outsiders.”

These reports are definitely incorrect.

“He made it quite clear from the outset that he would only negotiate with his own personnel or their recognised representatives, namely the SAR Staff Association and not with any outsiders.”

The Sats statement comes after a report on Tuesday which quoted Mr Schoeman as saying in an interview that he would be prepared to investigate the dispute between Sats and the General Workers’ Union (GWU) if the union contacted him.

The report did not state that Mr Schoeman indicated he would be willing to negotiate with the GWU. The Minister made no mention of negotiation with any party and nor did the report.

In the interview Mr Schoeman said “I have discussed (the dispute) with officials of the Railways and it seems they are going to solve it themselves.”

Mr Schoeman was not available for comment yesterday. — DDC

MR SCHOEMAN
Refusal of talks with GWU seen as insult

By SANDRA SMITH

The South African Transport Services' (SATS) refusal to hold talks with representatives of Port Elizabeth dockworkers is considered an insult to major employers in the country who have urged the SATS to behave in a "reasonable and mature fashion."

This was said in a statement by the General Workers Union (GWU), which represents about 1,000 dockers in Port Elizabeth, and has tried to meet SATS representatives for about 10 months.

The statement comes after a denial by the Minister of Transport Affairs, Mr. H. Schoeman, yesterday that he had said he would be prepared to investigate the dispute if approached by GWU.

The GWU statement said the important issue was not the Minister's "apparent about-face" but the SATS's continued refusal to talk with an independent union.

A confrontation was now likely because of the employers' "obstinate refusal" to discuss the establishment of a structure through which the workers could channel grievances.

The attempt by SATS to "turn back the clock of time" on labour reform would lead to a confrontation which would shatter three years of labour peace in the country's harbours, the statement said.

The SATS attitude exhibited "a scandalous disregard for the economic and political stability of the country's most depressed and volatile region."

It would discredit the efforts of "all those seeking negotiation rather than confrontation as a solution to this country's problems."

"The Minister said we are outsiders. We are certainly outside of SATS control, but we are representative of SATS dockers in Port Elizabeth and East London," the statement said.

Like all other workers, the SATS dockers had grievances which they wanted to discuss with their employers.

SATS's refusal "flies in the face of Government labour policy," it added.
grave error in a multimillion ... and busi- ... the showground
... hard-hitting ... Mr Van der ... with such ... running ... pages had ... to com-
... believe it is not upon the ... to decide if a venture by a ... or unfeasible I ... opposed to ..." he said
BUSINESS: analyse every venture in Cape this extent to it if it is going to be successful. Business in ... objec tors were ... it would be ... a ... ... the ... to inform ... of its objec-
... objects have ... the Province ... to appoint the ... the consultant responsible for the design of the pool to investigate its present problems and if necessary to relocate the outlets.
Councillors criticizing the appointment of the same consultants said it was unfair that taxpayers would have to foot the bill to get the pool altered when the consultants had been responsible for the design of the pool.
"UNJUSTIFIED" Dr F Sonnensberg said the design of the pool was not satisfactory and it was not justifiable to also have taxpayers foot the bill to have it put right.
"Surely we should have made absolutely sure these faults would not occur before we built the pool," said Mr Solm Yach.
Defending the expenditure of R7600 on immediate improvements in the Muizenberg Pavilion the chairman of the council's amenities and committee, Mr Emil Russe, said nobody would have believed just how successful and popular the pavilion would become and it was now necessary to spend more money to cope with the crowds.

End of docks labour peace

Labour Relations

THE attempt by the South African Transport Services (SATS) to turn back the clock in labour reform would lead to a confrontation and shatter three years of labour peace on the country's docks, said Mr David Lewis, general secretary of the General Workers' Union, last night.

Reacting to the statement released yesterday by SATS on behalf of the Minister of Transport Affairs, Mr H Schoeman, Mr Lewis said SATS's attitude "exhibited a scant disregard for the economic and physical stability of the country's most depressed and volatile region".

Consumer Reporter

A SUPERMARKET chain has cut the price of frozen chicken from R1.29 to R1.25 a kg until the end of this month.

This is the latest in a chicken price war which started a month ago and which may now be nearing its end.

Yesterday Pick 'n Pay cut the price of frozen chicken by 9c from R1.28 a kg to R1.29.

Now Grand Bazaar has retaliated by cutting its price by 10c to R1.25 a kg.

"We are selling at a loss, but we cannot let Pick 'n Pay get away with this," he said.

Chicken price cut

"They do," an executive promised.

Both firms are selling fresh chicken at R1.49 a kg. Four weeks ago fresh chicken was R1.78 a kg and frozen R1.69 in most supermarkets.

Producers claim that they are selling at a loss, and say the price must go up soon.

Einstein - 500 - UWC

The Association of University of the Cape has called unconditional amount of 500 of the Year, and a lecturer after a boycott recently.

class boycott believed to have worked by power and prestige of the university.

in a statement yesterday, the association said the university was questioning the university authorities.

The involvement of the Siesta police in internal university matters and the suspension of a colleague for expressing concern over student affairs.

GRIEVANCES

"Furthermore, the suspension of meetings of the Black Staff Association can be regarded as a serious infringement of academic freedom," the statement read.

"We feel students have a legitimate right to express their grievances with respect to campus affairs and the denial of healthy negotiation between students and administration appears to be a serious catalyst for confrontation."

The association called for the "immediate and unconditional" reinstatement of Mr Jackson and all the students and for the "normalization of all student and academic activities" at the university.

The public relations officer of the University of Fort Hare, Mr Norman Holiday said yesterday the university could not discuss the status of Mr Jackson until the Supreme Court heard an application from four students to have their dismissal declared invalid.

"BRUTAL" Mr Holiday admitted the case had no connection with an internal decision by the university, but still declined to comment.

A statement by the Fort Hare Support Committee formed by students at UWC pledged support and said the students had "taken note of the brutal manner in which the Fort Hare authorities, in collaboration with the Police, have handled genuine student grievances."

Fort Hare students in Cape Town will hold a meeting in Guguletu tonight to discuss the formation of a parents-students committee to handle the issue.

Wille mother was paid R20 to be able to al-
... Table Bay was found guilty of Town magis-
... The Dunn, 25,
... Woman guilty of bribing policeman

... on July 30 she paid a Constable Plaatje R20.
... she had received from a Chinese man.

... Mrs Dunn was released on R50 bail. One of the conditions was that she journaled until September 24.

... August 27, 1979

... the dockers had grievances which they wanted to discuss with their employer, he added.

He warned that a confrontation was likely because of SATS's "obstinate refusal" to discuss the establishment of a structure through which workers could channel their grievances.

The workers would no longer accept a refusal to talk, he said.

"SATS's attitude will discredit all those who seek negotiation rather than confrontation as a solution to this country's problems," Mr Lewis said.

In a statement yesterday, the association said it seriously questioned the "university authorities' handling of the student's complaint, the involvement of the Siesta police in internal university matters and the suspension of a colleague for expressing concern over student affairs.

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has been exerted on SATS to reach an accord with the GWU (Current Affairs, August 29). The union claims to represent most SATS workers in the Port Elizabeth and East London harbours and is demanding that SATS should grant it a limited form of recognition at these ports. Last Monday was the deadline for SATS to reply to a demand to start negotiations with a dockworkers' committee.

SATS did not meet this deadline. But early in the week there were press reports that Schoeman was willing to investigate the dispute, which is threatening to escalate to a major confrontation.

However, the statement issued by SATS said reports that Schoeman was willing to negotiate with the union were incorrect. Schoeman would negotiate only with SATS personnel or their recognized representatives — the staff associations — "and not with any outsiders."

"It is interesting that SATS knows of no complaints from its staff regarding salaries or service conditions, and that any strike which may be called for would be for reasons other than the normal," the statement said.

By midweek it seemed as if a private sector initiative to resolve the dispute had stalled. Some Eastern Cape employers are still hoping that SATS can be persuaded to have informal discussions with GWU leaders, but SATS sources say there is little chance of this happening.

Union members say that industrial action remains the only alternative to them if SATS refuses to deal with their union.

Powerful unions and union groupings abroad have threatened sympathy action if the dispute develops into an open conflict.

However, some observers claim that SATS may be willing to risk a confrontation now because the action that these bodies might take against SA might not be as severe as was originally feared. They believe union leaders in some Western countries might find it difficult to persuade their members, who face declining earnings because of the depressed state of world trade, to refuse to handle goods going to or from SA.
Dock workers in PE start a go-slow

By SANDRA SMITH

ABOUT 1 000 Port Elizabeth dock workers started a go-slow today in an effort to force the South African Transport Services (SATS) to hold talks with their union.

The General Workers' Union (GWU) has attempted to meet SATS representatives for 10 months to discuss working conditions in the Port Elizabeth and East London docks.

SATS has consistently refused to meet the GWU because it will not recognize any body outside of its staff associations, and has said any approaches by employees must be conducted through "correct channels".

The business community has warned of possible national and international repercussions of industrial action by the Port Elizabeth dock workers.

A SATS spokesman said today "some workers are working slower than usual", but that there was "no disruption in the workings of the harbour".

SATS was "monitoring the situation carefully", he said.

In a statement the GWU said about 750 dockers expressed their bitter disappointment at SATS management's refusal to respond to their request for a meeting aimed at resolving the current dispute at a meeting this weekend.

The workers felt they had been left with no alternative but to "engage in industrial action".

"However, mindful of the seriousness of this particular dispute and its potential consequences for the stability of the Eastern Cape, the workers have decided to engage initially in limited industrial action."

They were still willing to discuss the issue with their employers at any time, the statement said.
Go-slow by PE dockers starts Aug

NEW YORK — A Nobel prize winner for chemistry Dr. Stanley Moore was found dead in his flat after apparently committing suicide, police said. He had an incurable nerve disease — Reuter.

**AUCTION SALES**

**R40 000 INSURANCE**

BRAND NEW QUALITY FURNITURE — ELECTRICAL LOUNGE SUITES — DINNING ROOM SUITES — SETS BEDS AND MATTRESSES — ROOM DIVIDERS — C TABLE UNITS — BEDROOM SUITES — WARDROBES

Acting as executor of Campbell and William (Wescon) has been removed from a large furniture chain and will be sold off by public auction.

TUESDAY 21st AUGUST WEDNESDAY 1st SEPTEMBER 92 REGENT ROAD, SEA POINT

- Refrigerators — lounge room suites — Safalite adjustable gas — solar dish siphon, and patterned carpet — Midea — the new office suite — electric typewriter — basic cash register — calculators, a variety of camp stools, tables, etc. — Normal £3.15 any price cutter from a new — brand new lantern service — factory sale a cold dr lawnmowers — vacuum cleaner — sewing machines — Benz wheels and Hub caps — Peugeot — car tracks — front bureau — 30 more radio crates.
Otha meet

Last night Dr Kis-
gger met several
minent South Afri-
at a meeting organ-
it by the US Embassy
in South Africa. It is
rstood that Chief Gataha
lezi attended the
ng.

MOTLANA, TUTU

among the people Dr
isser will meet are
inent Soweto resi-
B Molloane and
Desmond Tutu.

Kissinger will leave
South Africa to-
and is also expec-

from the immediate
arch area.

opes that the hos-
ges were still alive
s boosted when a cen-
t team in the Lupan-
area was held
d armed men who de-
ended money to buy
the white peo-
in our company

Yesterday Mr Nkomo
travelled the 170 km
orth to Lupane from
Bulawayo and told 1,000
at a rally to spread the
word that the tourists
should be released.

He said he had ap-
pealed to the govern-
to withdraw the army to
create an atmosphere
conducive for the tour-
ists release.

Labour Reporter
MORE than 800 dockers
in Port Elizabeth have
decided to hold a "go-
slow" from today to try
get the South African
Transport Services to
open discussions with
them.

The workers members of the General Workers
Union have tried unsuccess-
sfully for the past 10
months to negotiate with
SATS about establishing
a local committee
through which to channel
workplace grievances.

Mr David Lewis gen-
eral secretary of the
GWU, said the SATS
dockers believed they
had been left with no al-
ternative but to engage
in industrial action after
SATS ignored a deadline
to open discussions with
them.

RELUCTANCE
"They will embark on
a go-slow starting today
and will meet after a
week to reassess this
position," Mr Lewis said.

"The workers wish to
reiterate that it is with
extreme reluctance that

Go-slow
by PE
dockers
starts

they have decided to
embark on this course of
action and that they are
still willing to discuss the
issue with their employ-
ers at any time.

A go-slow will mean
that cargo will take con-
siderably longer to load
and discharge than if the
workers were working at
their normal pace.

Nobel death

NEW YORK - A Nobel
prize winner for chemis-
try, Dr Stanford Moore,
was found dead in his flat
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— Reuters

Auction
SALES

R40 000 INS
BRAND NEW QUALITY FURNITURE —
LOUNGE SUITES — DINING ROOM SUITES
BEDS AND MATTRESSES — ROOM DIVIDERS
TABLE UNITS — BEDROOM SUITES

Acting on instructions of Campbell and Wy−
claim has been removed from a large —
and will be cleared by public
TUESDAY 31
WEDNESDAY 1st
WEDNESDAY 1st
92 REGENT st

Including Cottages dining room su−ter — Sky−
radio — Van Dyk shaggy and patterned car−
two small office sales — electric typewriter−
cash registers — calculators — quantity of
motor car — Nescafe 1213 dry photocopier−
brand new lamp torches factory hot−
flowers — vacuum cleaners — sewing
Benzwheels and Hub caps — Pedestals— 5−
front bureau — 30 metre rolls of carpeting

Sea Point
92 REGENT RD

* Goods accepted and collected for com-
* Auctioneers Kenny Finberg and Eddie Co

Opritz

OBER BUY-AL
NS TOMMORO

White Rhine
Hardline SATS faces ‘go-slow’ by dockers

By STEVEN FRIEDMAN
Labour Correspondent

PORT Elizabeth docks teetered on the brink of labour confrontation yesterday as about 1,000 SA Transport Services (SATS) dockers began a go-slow to protest at SATS’ refusal to recognise the General Workers’ Union.

The GWU has been trying to talk to SATS about union recognition for 11 months – and a confrontation will have serious local and international repercussions. The dispute has evoked unprecedented concern among East Cape businessmen.

A worker meeting called at the weekend – to discuss the Port Elizabeth port manager’s failure to answer a letter signed by 60 dockers asking for union recognition talks – decided not to opt for immediate strike action but rather for “limited industrial action” a go-slow.

The GWU said workers would review the situation next weekend – workers were “mindful of the seriousness of the dispute for the entire East Cape region”.

If there is no progress, a strike seems certain – although the GWU is still prepared to talk to SATS.

A SATS spokesman said yesterday “one or two workers” were working more slowly, but harbour operations had not been affected, and SATS was monitoring the situation closely.

Meanwhile, Eastern Cape businessmen fear a strike would seriously affect the region’s economy. All their attempts to mediate so far have been unsuccessful.

The GWU statement said workers had expressed their “bitter disappointment” at SATS’ refusal to respond to their calls for a meeting to hammer out a solution to the dispute. Workers felt they had no alternative but to engage in industrial action.

“However, mindful of the seriousness of their particular dispute and its potential consequences for the stability of the Eastern Cape, the workers have decided to engage initially in limited industrial action.

“We wish to reiterate that workers have embarked on this course with extreme reluctance and are ready to talk to their employer at any time,” the GWU statement said.

This is the second time SATS dockers in the port have embarked on a go-slow. They did so previously in a dispute over bonuses, which was resolved.
Few supporting PE docks go-slow — PRO

Labour Reporter

THERE was no effect on work in Port Elizabeth docks yesterday after a go-slow was declared by South African Transport Services dockers, said SATS public relations officer Mr Leon Eis today.

Only a few workers were supporting the go-slow, he claimed.

"There is absolutely no disruption in PE harbour. Only about 20 workers are working at a slower rate," said Mr Eis.

However, Mr David Lewis, secretary of the General Workers' Union, said the SATS statement was "stupid and downright misleading to industrialists and the general public, who could be seriously affected by the escalation of this dispute."

"SATS have known for months that our membership figures stand at close on 900. It is not true that only 20 workers are supporting the go-slow."

"SATS are guilty of severely misleading the public by perpetuating the myth that the go-slow is not strongly supported."

PAMPHLETS

In the past two months more than 840 workers have signed letters to the port manager asking him to open discussions with them and complaining about alleged police harassment. All said they were members of the GWU.

Anonymous pamphlets were distributed at the docks yesterday. They were said to have come from "old dockworkers" and claimed that the GWU and Mr Lewis were "provoking a strike."

The union was also disturbed at the "extraordinary police presence" in the harbour yesterday, he added.
Dockers begin go-slow at PE

Labour Reporter 31/8/82

THE General Workers’ Union (GWU)-SA Transport Services (SATS) recognition dispute entered a new phase yesterday as Port Elizabeth dockers began a week-long go-slow.

A decision to take limited industrial action was made on Saturday when the dockers — all members of the GWU — expressed their “bitter disappointment” at SATS’s refusal to meet their committee in an attempt to resolve the dispute.

A SATS spokesman said there was no major disruption of the port yesterday and “only a few people” were involved.

A GWU spokesman said, however, that the go-slow was being supported by nearly all SATS workers at the docks. “There is no major disruption because that’s not what the workers want — if they had wanted that, they would have gone on a full-on strike.

“If this wide support is not treated with due seriousness, they (SATS) might well be faced with a major disruption.”

The GWU was, however, perturbed at the “extraordinary” police presence at the docks.
PE docks 'tense' as the go-slow enters day three

By STEVEN FRIEDMAN
Labour Correspondent

LABOUR relations at Port Elizabeth's docks were reported "extremely tense" yesterday as a dockers' go-slow in support of union recognition demands enters its second day and unionists reported widespread worker support for the action.

According to General Workers' Union (GWU) sources, today will be a "critical" test for wharfside labour relations as general cargo vessels are expected in the harbour and the effect of the go-slow will be felt for the first time.

There has been little general cargo in the ports over the past few days.

But a spokesman for SA Transport Services (SATS), which employs the dockers, said yesterday that, despite go-slow action by "a few" workers, the port was "calm" and there had been no effect on harbour operations.

In another development yesterday, the GWU received a telegram from the Minister of Transport, Mr Hendrik Schoeman, refusing its request for a meeting on the dispute and claiming that recognition of the union would lead to "labour unrest".

The go-slow is the latest development in a 16-month union recognition row between GWU members and SATS. There are fears the dispute could escalate into a full confrontation between dockers and the Railways.

Yesterday, a GWU spokesman said the go-slow was proving "extremely effective" but it had had little impact at this stage because there had not been much cargo in the port.

"Tomorrow could be critical. General cargo vessels are expected in the ports and the worker action will make itself felt for the first time. The situation is extremely tense," he said.

An SATS spokesman said he was not sure whether general cargo vessels were expected today.

He said "a few workers" were taking part in the go-slow and added: "The situation is calm and under control." SATS was not planning any action on the go-slow at this stage, but was "watching developments", he said.

In his message to the GWU, Mr Schoeman said he was satisfied that "there is no evidence of complaints regarding salaries and general service conditions" and workers had "recognized channels of communication and negotiation to air possible grievances".

He advised the GWU to contact the Federal Consultative Council of Railways and Harbours "Staff Associations".
THE General Workers Union (GWU) today accused the Federation of South African Railways Staff Associations of increasing racial tensions in the Railways by allowing themselves to be used as a "smokescreen" by the employers.

The Federation of Staff Associations yesterday told the GWU they could not allow the South African Transport Services to deal with any outside unions.

The GWU has for 10 months attempted to hold talks with SATS on behalf of its members in the Port Elizabeth and East London docks.

Yesterday the Minister of Transport Affairs, Mr. H. Schoeman, informed the GWU by telex that negotiations between SATS and the GWU would lead to the breaking up of the existing labour negotiating structure and "labour unrest."

On Monday about 900 Port Elizabeth dockers started a go-slow in protest against SATS refusal to talk to their representatives.

A GWU spokesman said today SATS was using the staff associations as a "smokescreen." This goes to show the nature of the trade unions SATS is prepared to deal with - ones which collaborate with them," he said.

A SATS spokesman said today that while it was difficult to pinpoint which workers were involved in the go-slow, "in certain areas we can definitely see that they are, and have identified a number of them."

He said disciplinary action against those involved was a possibility "depending on the circumstances and what effect they are having on the work pattern."
Questions to Minister over fired dockers

By JERRY McCABE

The dismissal of 400 workers by the South African Transport Services yesterday was raised during a question-and-answer session with the Minister of Manpower, Mr. Fanre Botha, at his meeting with Eastern Cape businessmen today.

Mr. Brian Matthew, executive director of the Midland Chamber of Industries, asked Mr. Botha why, when the Government had issued a White Paper accepting certain principles of maximum self-government, these principles were not carried out by Government departments like the SATS.

Mr. Matthew said a situation had arisen where the private sector was almost being held at ransom by what had happened in the Port Elizabeth harbour.

Mr. Botha replied that, as far as possible, the various Government departments were all dedicated to the principle of self-government and autonomy.

"I am sure if you discussed the problems with the relevant department, the matter could be sorted out. That department is also dedicated to self-government," he said.

The Government sometimes had to "look forward when other people neglected to do their duty," Mr. Botha said.

Another questioner asked Mr. Botha to what extent he thought the police should be involved in industrial disputes.

The Minister answered that his department never called on the police to solve its problems, and that the police became involved only when those involved in industrial disputes gave them reason to be.

Mr. Botha was also told that certain unions had difficulty in obtaining official recognition, and was asked what could be done about this.

"We do try to expedite the recognition of unions as far as possible. Sometimes we do have a great problem getting the right information from the unions to enable us to recognise them. Sometimes the problem lies with the other side and not with us," Mr. Botha replied.

"It is to the advantage of all concerned that all unions should be registered."
THE Government — through the Unemployment Insurance Fund — is to make available R2 million to help motor industry workers in the Port Elizabeth-Uitenhage-East London areas who have been affected by the strike actions of other workers.

Announcing this today, Mr Fanie Botha, the Minister of Manpower, also appealed for the private sector to match the Government's initiative in helping workers who, through no fault of their own, were affected by strike actions.

The move will have major implications for the motor industry, where substantial numbers of workers have been affected at different periods by strike action undertaken by members of other unions.

The scheme announced by Mr Botha involves combating unemployment by finding work for loyal employees who have no earnings during work stoppages.

Mr Botha said the scheme would be applicable only to future instances of losses caused by worker stoppages and would be administered by the Department of Manpower.

"This is an indication of the sincerity of the Government to give assistance out of the Unemployment Insurance Fund, which is administered under their aegis to workers who act responsibly and who lose earnings through no fault of their own," he said.

Mr Botha emphasised that the Government did not stand aloof from the problems of workers caught up through no wish of their own in strike action.

The Government placed a high premium on that section of the worker force that was stable, loyal and experienced.

Mr Botha suggested employers should seek ways to reward the loyalty of "
")

Speaking later to assembled businessmen, Mr Botha warned that any businessman who neglected the interests of the responsible and loyal part of his workforce was courting disaster and deserved little sympathy.

"No employer can forsake the loyalty of that party of his workforce which acts responsibly and which still respects the rule of law," the Minister said.

The time had come for employers in South Africa to practise the philosophy of self-government in such a way that they retained their self-respect instead of bowing to the dictates of outsiders or militants.

His message to them was to stop huddling behind the Government, to put their own houses in order and face up to their responsibilities.

"Stand by those loyal workers who lose time and income as a result of the actions of others," he said.

Mr Botha also criticised as "irresponsible" companies in the Eastern Cape who responded to industrial unrest by threatening to move their operations elsewhere.

See Page 4
200 dock workers fired

Own Correspondent
PORT ELIZABETH — At least 200 General Workers' Union (GWU) members, employed as dockers in the Port Elizabeth harbour, were fired by the SA Transport Services yesterday.

On Monday the dockers had begun a go-slow to gain the right to be represented by the GWU.

The GWU said 900 workers had been fired, but a SATS spokesman said only 200 workers were dismissed — 80 in the morning and 120 in the afternoon.

The SATS spokesman said dismissed workers would have to vacate the railways hostel immediately and would be returned to their home addresses as soon as they had collected their belongings. Contract workers would be returned to Transkei and Ciskei.

Police vehicles escorted the workers, in buses, from the harbour in two police convoys. The morning-shift workers said they were dropped in KwaMzulu and the afternoon shift in Veeplaas.

They denied a SATS statement that they had been dropped at the hostel in New Brighton.

According to the SATS spokesman, the workers conducting a go-slow had been "asked to return to their normal pattern of work". Workers in the pre-cooling shed "refused" and continued their go-slow yesterday morning.

Eighty workers were fired with immediate effect because they failed to obey lawful instructions and in the afternoon, 120 were fired for refusing to resume their "normal duties".

It was pointed out that in an earlier interview the spokesman had said no disciplinary action would be taken against the workers "because they were still working and only if they stopped, would they be contravening their contracts.

EVERY CANDIDATE MUST enter in column (1) the number of each question answered (in the order in which it has been answered), leave columns (2) and (3) blank.

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400 PE dockworkers fired after 'refusing to work normally'

By SANDRA SMITH

A TOTAL of 400 Port Elizabeth dockworkers were dismissed yesterday, according to a spokesman for the South African Transport Services (SATS), and today 20 stevedores staged a three-hour work stoppage.

The spokesman said the 400 workers, out of a workforce of about 1,100 dockers, were fired after refusing to "work normally".

A spokesman for the General Workers Union, however, said workers were under the impression that all GWU members who were involved in the go-slow — about 900 workers — had been dismissed.

GWU members started a go-slow on Monday in a bid to force SATS to hold talks with the union on working conditions.

For more than 19 months the GWU has attempted to meet SATS representatives who have said they cannot deal with any worker representative body outside of Railway Staff Associations.

Yesterday, several workers on the morning and afternoon shifts were dismissed and watched by members of the Reaction Squad in camouflage uniforms, put in buses and police vehicles and taken to the black residential areas under police escort.

A SATS spokesman said the workers were given an ultimatum to work normally or be fired.

He said those who lived at the hostel in New Brighton had been taken there and others had been dropped at central points.

He said they would be paid all money owed to them tomorrow at pay points outside the harbour and those who were migrant workers would be returned by train or bus to Ciskei or Transkei.

"I want to emphasise that there is no question of the workers being arrested when they collect their money," he said.

A spokesman for SA Stevedores Ltd said today the total workforce of 32 had been downed tools in a demand that the company intervene in the dispute.

After talks between officials and members of the stevedores committee the workers resumed work at about 9am. The stevedore committee then held talks with SA Stevedores representatives.

The executive director of the Midland Chamber of Industries, Mr Brian Mathew, said it was impossible to make any sensible comment on the situation as there was much discrepancy in the information being provided by the two parties.

The secretary of the Port Elizabeth Chamber of Commerce, Mr A J Gilsen, expressed grave concern about the situation and said the chamber was in contact with SATS.

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Dockers in PE sacked, then bused out of city

By STEVEN FRIEDMAN

HUNDREDS of dock workers employed by SA Transport Services at docks in Port Elizabeth were yesterday fired, bused out of the harbour by Railways Police in camouflage uniforms and deposited in black townships outside the city after refusing to abandon a go-slow, eye-witnesses reported yesterday.

The eye-witnesses said all 900 workers had been bussed out, but a SA Transport Services spokesman claimed that only 200 had been fired.

The workers, the vast majority of whom are members of the unregistered General Workers' Union, had been on a go-slow since Monday in protest against SATS's 11-months-long refusal to talk to the union.

Yesterday GWW general secretary Mr David Lewis described the sackings and removal of the workers as "sheer barbarism".

He said they came only days before a high-ranking delegation from the United States union federation, the AFL-CIO, was due to arrive in South Africa and urged the delegation to refuse to meet Government representatives.

Union sources in PE said yesterday stevedores in the harbour employed by private companies were meeting their employers to discuss the situation.

The dockers had embarked on a go-slow in reaction to the port manager's failure to respond to a letter signed by 600 workers asking for a meeting.

A SATS spokesman said yesterday about 80 morning shift workers in the pre-cooling sheds had been asked to abandon the go-slow, but had refused. They had been told they were being fired for "reputing an instruction", he said.

Another group of about 120 on the afternoon shift had also been fired and both groups had been transported to their hostels to collect their belongings. "They have been told to leave the hostels immediately," he added.

The attention of labour observers in the Eastern Cape is now likely to move to the stevedores who may take action in support of the dockers.

● Botha's warning

See Page 3
DOCK WORKERS’ DISPUTE

Reaching crisis point

Increasing conflict between the SA Transport Services (SATS) and the General Workers Union (GWU), in Port Elizabeth, dockers came to a head this week. Developments were not clear as the FM went to press, but were certain to exacerbate the serious labour problems in the eastern Cape – and could have international repercussions.

According to a statement by SATS on Wednesday, the employer body had terminated the services of 80 dock workers. This came in the wake of a three-day go-slow by a disputed number of workers.

According to SATS spokesman, Leon Els, “After repeated requests to work normally, the workers refused to work in accordance with the terms of their contract, so their services have been terminated with immediate effect.”

He added “We’re keeping a tight monitor on the situation. There is still no disruption of the harbour. Out of 1,000 workers, only 80 have been paid off.”

However, the GWU’s David Lewis gave a different interpretation. “Several hundred workers were involved. The entire morning shift of nearly 450 workers were instructed to stop working by the port manager. When they did so, they were herded into police vans and taken to the townships.”

This cannot be good news for private sector concerns which have called for the swift resolution of the conflict. And, this week, the International Transport Federation (ITF) again cabled Transport Minister Hendrik Schoeman and Minister of Manpower Fanie Botha outlining their support for the GWU go-slow. If the situation worsens, ITF support for the workers is virtually certain.

Lewis said “We have no idea of the ITF’s intentions and little idea of the support the ITF might organise. However, the political implications of an international union becoming directly involved in SA labour matters are very significant. It will set a precedent and undermine the credibility of the government’s labour reforms.”

Brian Mathews, executive director of the Midlands Chamber of Industries, told the FM “The regional economy could be seriously affected, so we’re still trying to avert strike action. We’re exploring a few options and until these are all explored, we’re hopeful it won’t reach a critical stage.”

“Industry is bringing goods through the port and we’d like this to continue without any hassles. We don’t want supply lines disrupted, particularly as 80% of the regional economy is dependent on the motor car industry. If SATS can’t supply the industry with components, this could impact on the region. However, this is obviously dependent on how effective GWU action is and how replaceable the workers are.”
Axed workers refuse pay, consult lawyers

Post Reporter

NONE of the Port Elizabeth dockworkers sacked by the South African Transport Services (SATS) after a go-slow collected pay packets today.

At a meeting of about 700 workers yesterday the dockers decided not to accept their termination wages.

They also decided to instruct the General Workers Union's (Gwu) attorneys to investigate the procedure taken by SATS in dismissing the workers.

A statement released by the union said there was no clarity on the question of dismissals, and the correct procedures regarding dismissals had not been followed.

The workers said they were willing to return to work at any time on condition all of those dismissed were permitted to return and their grievances concerning recognition of SATS were investigated.

SATS will not hold talks with the union and will only recognise the Black Staff Association as representing black railway workers.

The GWU statement said SATS had intimated it intended removing workers from the hostels in New Brighton today.

"The consequences of such an action are potentially explosive and we would urge SATS to refrain from such a course of action," it said.

A SATS spokesman said today the 400 dismissed workers "did not appear to be" collecting their pay.

He also said while workers would have to vacate the SATS hostel in New Brighton today, SATS would not force them to leave Port Elizabeth for Cakeli and Transkei.

Today a police van containing two dogs was parked at the main entrance to the harbour and police in camouflage uniform checked the documents of workers entering the docks.

The executive director of the Midland Chamber of Industries, Mr Brian Matthew, said today the tone of the union's statement appeared to be conciliatory, and he hoped "the other parties involved" would show the same spirit of reconciliation.

The employers of 32 stevedores who downed tools for three hours in sympathy with the dismissed dockers yesterday, SA Stevedores, said today they would discuss the issue with SATS "in the natural course of things".

However the operations director, Captain G J Stockley, said it was an internal SATS matter and "it is not up to us to put pressure on the railways".

• Four non-racial trade unions have condemned SATS's sacking of the workers. They were the Federation of SA Trade Union (Fosatu), the Food and Canning Workers Union, the Motor Assembly and Component Workers Union (Macwusa) and the General Workers Union of SA.

Fosatu said the bungling of workers from the docks accompanied by riot police showed an unwillingness by SATS to resolve disputes by peaceful means.

Macwusa and Gwu called on SATS to reconsider its action before the matter "got beyond control".

A statement said "We would not like to see the conflict spreading throughout the Eastern Cape and elsewhere."

The Food and Canning Workers Union said it was obvious SATS was not prepared to recognise "the most elementary trade union rights" and had resolved on a course of confrontation.

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Dockers won't be replaced

Post Reporter

BECAUSE of the general slowing down in cargo being handled in the harbours, South African Transport Services (SATS) would not replace 490 Port Elizabeth dockworkers fired after a go-slow this week, the SATS public relations officer, Mr Leon Els, said today.

Mr Els said the remaining 500 or so Port Elizabeth dockworkers were sufficient to handle the present traffic.

There had been a marked decline in traffic at South African harbours during the past five months.

Mr Els linked the decline in traffic and the decrease in exports to the slump in the economy. Even Richards Bay had seen a decrease in coal exports.
Dock labour dispute comes into the open

By PHILLIP VAN NIERKERK
Labour Reporter
ONE of South Africa’s most significant labour disputes broke into the open this week when the S.A. Transport Services (Sats) fired hundreds of workers at the Port Elizabeth docks and gave them their tickets back to the homelands.

The dockers had embarked on a go-slow demanding that Sats speak to their union committee. The dispute has been brewing for almost a year and has international as well as national consequences.

At stake is a fundamental tenet of the government’s new labour dispensation, the principle of freedom of association.

The majority of Sats workers at the PE and East London docks want to be represented by the unregistered General Workers Union (GWU) — the trade union of their own choice.

Pressure

Speaking in Port Elizabeth yesterday, the Minister of Manpower, Mr. Fanie Botha, urged employers to talk to all representative trade unions — registered and unregistered. And top industrialists have publicly called on Sats to meet with the GWU.

On the other hand, Mr. Hendrik Schoeman, the Minister of Transport Affairs, has adamantly refused to deal with an “outside” union. Sats, the country’s largest single employer with a staff of about 240,000, already deals with 11 in-house staff associations.

The staff associations have themselves called on Mr. Schoeman to reject the GWU’s advances and Mr. Jimmy Zurch, head of the Artisan Staff Association, has said that if Sats recognizes the GWU they will “dodge a strong protest with the minister.”

Newest association

The newest of these associations is the Black Staff Association (BSA), which after a year and a half of existence claims to have more than 50,000 members and is recognized by Sats as the sole representative of black railway workers.

The GWU has rejected the BSA as “Sats’s Black Personnel department dressed up and registered as a trade union” and stressed that in the present climate of black worker unionization the need is for “independent” trade unions.

The whole dispute has been watched with interest internationally, not least because Sats is a quasi-state corporation and its reaction to black trade unions is an important test of the government’s sincerity in implementing the new labour reforms.

Bald statement

If Sats were to recognize the GWU, even on a limited basis, it would open up one of the country’s most crucial industries to unionization by the new generation of black unions. But Sats is not even prepared to talk to the GWU and dismissal of the dockers is a bald statement of how they see the dispute.

The GWU, however, represents the vast majority of South African stevedores at Cape Town, Durban, East London and PE. Solidarity with railway dockers could spread the dispute into other ports.

ITF support

And the International Transport Workers Federation (ITF) which represents 16 million workers in the non-communist world, has pledged support to the GWU. Mr. Harold Dunning, the European representative of the ITF, said in Cape Town recently that international transport workers — who are keenly aware of the dispute — would be prepared to “black” (refuse to handle) South African cargo.

“We are not adopting a threatening or hostile attitude,” he said. “We want the workers to be represented by a trade union of their choice and we want to see workers and management talking in a civilized manner.”

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Examiners’ initials
World body hits at firing of dockers

Post Reporter

THE International Transport Workers’ Federation (ITF) has condemned the sacking of 400 Port Elizabeth dock workers in telegrams to the Minister of Manpower, Mr. Fanie Botha, and the Minister of Transport Affairs, Mr. H. Schoeman.

The workers were dismissed on Wednesday after a go-slow in an effort to force the South African Transport Services (SATS) to hold talks with the General Workers Union (GWU). SATS’ action would solve nothing and could only escalate the present dispute, the ITF’s general secretary, Mr. Harold Lewis, said.

The GWU was affiliated to the ITF and had its full support.

Mr. Lewis had tried for months to discuss the “recognition problem” with the Director-General of SATS, Mr. Kobus Loubers, “in an effort to avert the very situation which has now arisen.”

The GWU was ready at any time to discuss industrial relations structures with SATS management with no preconditions, Mr. Lewis said.

SATS’ “adamant refusal” to deal with GWU at all had left union members with no room to manoeuvre, and it was inevitable that they felt forced into action to press their case.

“The situation is now almost, but still not completely, irretrievable.”

“I must therefore once more urge your prompt personal intervention to defuse the situation by the re-installment of those dismissed and the opening of dialogue with the union,” Mr. Lewis said.

The ITF’s transport unions around the world were closely following developments.
Provocation by police, claim city dockers

About 500 SATS dockers in Port Elizabeth stopped work on Wednesday after SATS dismissed 400 workers.

The General Workers Union - the same union as the dismissed South African Transport Services dockers in Port Elizabeth - say that yesterday they were questioned by the police about a general meeting they plan to hold today.

The committee plans to hold a meeting to report back to the workers today.

SATS could not be contacted for comment.
PORT ELIZABETH — Because of the drop in cargo being handled in the country's ports, the 400 dockworkers fired here after a go-slow this week would not be replaced, a spokesman for the South African Transport Services said yesterday.

The remaining 900 men were sufficient at present, the spokesman said.

The decline in traffic was due to decreased exports.

The International Transport Workers' Federation has condemned the sackings in telex messages to the Minister of Manpower, Mr Fanie Botha, and the Minister of Transport Affairs, Mr H. Schoeman.

SATS' action would solve nothing and only aggravate the dispute, the federation's general secretary, Mr Harold Lewis, said.

The general workers' union was affiliated to the federation and had its full support, he said.

— SAPA
Fears that dispute may spread

Weekend Post Reporter

FEARS have been expressed that the dispute between the General Workers Union (GWU) and the South African Transport Services (SATS) in Port Elizabeth could spread to other ports in the country, crippling imports and exports.

The business community has warned of possible national and international repercussions, particularly in view of the support for the dockers expressed by the International Transport Workers Union (ITF).

The deadlock between the GWU and SATS continued this weekend as dockworker and stevedore members of the GWU met to discuss the sacking of several hundred GWU dockworkers this week.

For 10 months the SATS has refused to talk to representatives of the GWU despite approaches from industrialists, politicians and trade unions, nationally and internationally.

The SATS says it will deal only with its in-house staff associations, with whom it has a closed shop agreement.

On Monday about 800 GWU members out of a total black labour force of 1,000 at Port Elizabeth’s harbour started a go-slow in an effort to force their employer, the SATS, to hold talks with the union.

This blank refusal by the SATS to talk to the union is in direct contrast to a recommendation made this week by the Minister of Manpower, Mr. Fanie Botha, to employers to talk to unions — even those which are unregistered.

On Wednesday SATS dismissed 400 Port Elizabeth dockworkers, who were loaded on to buses and police vehicles in the harbour and taken to the black residential areas under police escort.

A spokesman for the GWU said workers were under the impression that all the union’s members who were involved in the go-slow — about 800 — had been fired.

A SATS spokesman said the workers had been given an ultimatum to work normally or be fired.

On Thursday the harbour was unusually quiet. Only two ships were being unloaded. Few black workers were seen and reports were received of white SATS staff doing the work of the dockers.

The harbour entrances were manned by Railway Police, some in camouflage, who had been instructed to watch out for “unlawful entry” by the dismissed workers.

On Thursday two stevedores employed by the SA Stevedores Ltd downed tools in a demand that the company intervene in the dispute. After talks between officials and members of the stevedores’ committee, the workers resumed work.

A SATS spokesman said workers would be paid all money owing to them on Friday at pay points outside the harbour and those who were migrant workers would be returned by train or bus to Ciskei or Transkei but not one worker collected severance pay.

The workers are awaiting the outcome of today’s meeting.
**Stevedores support sacked workers**

By SANDRA SMITH

The Port Elizabeth stevedores' committee met with SA Stevedores Ltd today to discuss the sacking of several hundred dockworkers last week.

The meeting followed a decision at the weekend by stevedores who are members of the General Workers Union (GWU), to give "concrete support" to the dockworkers.

There are 263 stevedores in the harbour, most of whom are GWU members.

On Monday, dockworkers belonging to the GWU started a go-slow in an effort to force the South African Transport Services to hold talks with the union.

On Wednesday, hundreds of dockers were taken from the harbour in buses and police vehicles to black residential areas.

The workers were told that SA Stevedores Ltd would not allow them to return to work unless they agreed to be re-instated and SATS compensates itself to dialogue with worker representatives.

"We must warn that we are on the verge of a total shut-down of the Port Elizabeth harbour," a statement said.

Moreover, SATS's action in using police to drive the workers off the harbour and the brutal expulsion of these workers from their accommodation, has generated considerable anger in the black community and among the affiliates of the International Transport Workers Federation (ITF).

"We reiterate our preparedness to talk," the statement said.

GWU has alleged that several Cape Town stevedores were questioned by the police last week.

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**Mansfield, 6/17/2**

The City's Health Department has been notified by the Health District that several cases of measles have been reported in the region.

The department has urged residents to be on the lookout for any signs of the disease and to seek medical attention immediately if symptoms occur.

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**Motherwell, 6/18/2**

The Motherwell City Council has approved a budget for the next fiscal year.

The budget, which includes funding for various projects and programs, has been carefully reviewed to ensure that all necessary services are maintained while keeping costs to a minimum.

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**Nelson Mandela, 6/19/2**

Nelson Mandela, a former political prisoner, has been released from jail after serving 27 years.

The freeing of Mandela was hailed as a significant step towards reconciliation and democracy in South Africa.

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**Eastern Province, 6/20/2**

A new law has been enacted in the Eastern Province that aims to improve the delivery of services to citizens.

The law includes provisions for better access to public facilities and increased accountability of public officials.

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**Stellenbosch, 6/21/2**

A protest against the closure of a local school has been organized by concerned parents.

The protest, scheduled for next Saturday, will be held in front of the district office to draw attention to the issue.

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**Cape Town, 6/22/2**

The Cape Town City Council has approved a new master plan for the city's development.

The plan, which includes provisions for urban renewal and sustainable growth, is designed to ensure that the city remains a vibrant and livable place for all its residents.

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Dockers won't return to work

Mail Correspondent

DURBAN — Striking Port Elizabeth dockers decided at a meeting this weekend not to return to work today, and stevedores in the city promised them "concrete support." The General Workers' Union's 11-month recognition dispute with South African Transport Services resulted in a strike last week by hundreds of Port Elizabeth dockers.

Port Elizabeth stevedores threatened to strike in sympathy but agreed to hold off until they had met the dockers this weekend.

At Saturday's meeting, attended by about 1,000 workers, the dockers resolved not to return to work unless they were all rehired and until SATS committed themselves to negotiations with workers' representatives.

SATS, which last week fired 400 dockers, insists it will deal only with its in-house staff associations and not with any "outsiders."

A statement released by GWU yesterday said that SATS' action in using the police to drive the dockers out of the harbour and the "brutal expulsion" of these workers from their accommodation had "generated considerable anger in the black community and among the affiliates of the International Transport Workers Federation (ITF)."

The ITF, one of the world's largest trade union federations, has made a last-minute plea in a telegram to the Ministers of Manpower and Transport to salvage the deteriorating labour situation in the docks.
Stevedores in attempt to end harbour deadlock

By STEVEN FRIEDMAN
Labour Correspondent

STEVEDORING employers and workers at Port Elizabeth harbour yesterday agreed to make a concerted last-minute effort to prevent the labour confrontation in the docks escalating into a stevedore's strike.

And a high-ranking delegation from the American union federation, the AFL-CIO, which arrived in Johannesburg yesterday, announced it had cancelled a planned meeting with South African Transport Services in protest against its actions.

The AFL-CIO men, who originally asked to meet SATS, said they would only meet SATS if the General Workers Union was also allowed to attend the meeting — SATS refused to meet the union — and attacked SATS' actions in the harbour.

"We believe in the right of workers to join unions of their choice and we could not meet an employer which has not demonstrated it does not share that belief," delegation leader Mr "Chuck" Chaikin said yesterday.

The decision by stevedoring employers and workers to seek a solution follows one by stevedores at the weekend to support their fellow-members of the General Workers Union who were fired and hounded out of the harbour by SATS last week.

It is believed that attempts will be made to break the deadlock between SATS and the GWU, and stevedoring employers yesterday appealed to SATS to talk to worker leaders in an attempt to settle the dispute and avert escalation.

However, both sides were pessimistic yesterday about the chances of preventing an escalation and sympathy action by the stevedores seeming likely.

Stevedores met their employer, SATS Stevedores Limited, yesterday, after taking a decision to back the SATS dockers, thus raising fears of a crippling harbour strike.

In a statement, the company said the dock dispute had "regrettably spilled over into stevedoring operations." It had been told by its worker committee that "workers have no option but to stage some form of sympathy action.

It said the industry had experienced harmonious relations through its dealings with the GWU over the past three years "and this in an industry which historically and worldwide has been characterised by industrial strife."
Labour Report

The South African Transport Services (Sats) has denied provoking stevedores at the Cape Town docks following Wednesday's sacking of Sats dockers in Port Elizabeth. According to a spokesman for the General Workers Union (GWU), a number of stevedores were questioned while working or while going from their checkpoints to work. They all belonged to the GWU, which also represented the dismissed Sats workers in PE.

"The police asked them questions like where they were going to hold their meeting, at what time, and so on. It was obviously to let them know they were being watched after last week's events in Port Elizabeth. "This kind of action is both irresponsible and provocative and we hope they'll stop it."

The Sats spokesman said it was "futile" to comment on all accusations made by the GWU. He was in the "normal run of the railway police's duties and not intended at provocation"
Dockers' strike may spread to Durban

Labour Reporter

FEARS of the Port Elizabeth dockers' strike spreading to all four of South Africa's major ports increased yesterday when stevedores warned their employers that unless the dispute were quickly resolved they would take sympathy action.

The General Workers' Union, which claims to represent the Port Elizabeth dockers, is also the recognised representative of more than 2,000 stevedores employed in the four major ports by one giant stevedoring company - S A Stevedores Ltd.

An employer source said it was highly likely that if the Port Elizabeth stevedores went on strike on Friday, it would spread to East London, Cape Town and Durban.

Meanwhile, at the port yesterday SATS claimed that the situation had returned to normal. More than 500 dockers returned to work.

"But, the GWU rejected this as an attempt to understate the seriousness of the dispute" and said at least 700 SATS workers were out.

In a statement released after yesterday's meeting with Port Elizabeth stevedores, S A Stevedores Ltd said the dispute between SATS and its workers had now "regrettably spilled over into the stevedoring corporation."

"We have been told by our workers' committee that our workers have no other option but to stage some form of sympathy action," it said.

"It added that the stevedoring employers "sincerely hope therefore that the SATS will endeavour to resolve this confrontation by communicating with their relevant workers representatives".

Traffic

Yesterday's statement from the union said the meeting agreed to explore certain avenues in order to prevent an escalation of the dispute. They will meet again today.

"The relationship between the stevedoring company and the GWU has been responsible for three years of uninterrupted labour peace in the four harbours, but this peace has now been shattered by the SATS," it said.

It added that traffic in the port was expected to increase dramatically during the week, and white workers and labour recruited from other departments would be insufficient.
SATS must talk to union, says ITF

BY SANDRA SMITH

THE International Transport Workers’ Federation (ITF) today told the Director-General of the South African Transport Services (SATS), Dr Kobus Loubsier, it was imperative SATS hold talks with the General Workers’ Union (GWU), for industrial peace.

The ITF has in a lengthy correspondence over many months with SATS and the Minister of Transport Affairs, Mr H Schoeman, urged that the transport services hold discussions with GWU.

SATS has said it cannot meet GWU representatives or deal with any body outside of its Staff Associations.

If a talk today the ITF’s general secretary, Mr Harold Lews, said he had referred to the bashing of GWU members out of the harbour last week (400 GWU dockworkers were fired after a go-slow) in a telex as “arrests” because it was my assumption that dockworkers were removed from the port by police that they had been arrested.

He was aware of the law forbidding strikes in the SATS but an application of the letter of the law would solve nothing.

The SATS dockers had been seeking acknowledge of their basic right to be represented by spokesmen of their own choosing but management had not been given an inch.

SATS had instead insisted they rely on the Black Staff Association, in which the dockworkers had absolutely no confidence.

The GWU had repeatedly requested exploratory meetings without preconditions where questions of representation would be discussed “rationally and calmly”, but all such requests had been “tensely rejected.”

The withdrawal of the dismissals and the opening of dialogue between the union and management was now imperative for industrial peace, Mr Lewis said.

It would be tragic if management sought a short-term solution by “heavy-handed sanctions which would only store up worse trouble in future”, he said.

A SATS spokesman said Dr Loubsier had not yet received the telex.

Meanwhile, the SA Stevedores Ltd has and will again approach the SATS in an attempt to persuade SATS to communicate with the elected representatives of Port Elizabeth dockworkers.

This was said by a spokesman for SA Stevedores today after the PE stevedore workers’ committee of the GWU yesterday told the company that its employees would have no option but to give “sympathy action” to dismissed dockworkers if the dispute was not resolved soon.

The trade union was resolved not to press the matter further because the union was short of funds.

The Fosat affiliated Eastern Province Sweet, Food and Allied Workers Union and Chemical Workers Industrial Union last night passed resolutions supporting the GWU members and condemning SATS’s sacking of the dockworkers.
STEVEDORES in Port Elizabeth have decided that if the dispute between the South African Transport Services and 800 dockers is not resolved soon, "they will be compelled to take action in support of the dockers," a spokesman for the General Workers' Union says.

Meanwhile, the South African Stevedores Employers Association (SASEA) has said it hopes SATS will "endeavour to resolve the confrontation by communicating with their relevant worker-elected representatives."

The stevedores' committee met management yesterday to discuss the recognition dispute between the GWU and SATS which has resulted in the dismissal of 400 dockers.

The GWU spokesman said it was "with great reluctance" that the stevedores had decided on support action.

"The relationship between the stevedoring companies and the GWU has been responsible for three years of uninterrupted labour peace in the four major ports. This peace has now been shattered by SATS in a manner which obliges the stevedores to lend their support."

Captain G J Stockley, chairman of SA SEA, said in a statement that the stevedoring industry had experienced a harmonious relationship with its workers through the GWU for three years.

Meanwhile, the GWU has denied claims by SATS that the docks are working normally.

Mr David Lewis, general secretary, said "We estimate that at least 700 SATS workers are out."
Black union stands firmly behind SATS

Post Reporter

The Black Staff Association (BSA) of the Cape
Midland region of the SA
Transport Services (SATS) stands firmly behind its
management in SATS's ref-
usal to hold talks with the
rival General Workers
Union (GWU).

This emerged yesterday
in an interview with the
BSA's secretary, Mr J
Fonya, and the chairman
Mr G Pemba.

SATS's refusal to meet
with GWU representatives
led to the sacking of hun-
dreds of Port Elizabeth
dockworkers last week
after a go-slow — a move
which could prove to have
international repercus-
sions.

SATS's stand is that it
cannot deal with any
worker representative
body outside of its staff
associations, which spokes-
men refer to as "our own
people".

The BSA represents 277
dockworkers in the har-
bour, the GWU more than
800.

Mr Fonya rejected criti-
cisms that workers found
the BSA inadequate as a
trade union and that it was
too closely a "puppet" organis-
ation.

In addition, he felt SATS
failed "adequately with all
workers' grievances and
said employees who were
not members of the BSA
also had easy access to offi-
cials.

"It would not work for other
organisations to attempt to
represent groups of SATS
workers. How would SATS negotiate with
so many trade unions?" he
said.

"Mr Pemba said the BSA
would also not accept the
International Transport
Workers Federation's sup-
port for the GWU and its
criticisms of the BSA.

The employers of more
than 200 Port Elizabeth
stevedores, SA Stevedores Ltd,
have warned that their em-
ployees could embark on a
strike sympathy with the
dockworkers on Friday if
the dispute is not resolved.

After a meeting with the
stevedores workers' com-
mittee and GWU officials
yesterday, a SA Stevedores
spokesman said unless
SATS resolved the dispute,
which revolves around their
refusal to acknowledge the
basic right of workers to
associate freely, the stevedores
would embark on a sympa-
thetic strike.

The company would at-
tempt to resolve the issues
through the Department of
Manpower and senior SATS
management, and would
meet stevedore representa-
tives again today, the spokes-
man said.

And today another trade
union, the National Union
of Textile Workers, con-
demned SATS for refusing
to negotiate with the GWU.

The union said SATS's at-
titude "makes a mockery of
the new labour dispensa-
tion", and was a serious
violation of the internationally
recognised principle of
freedom of association.

By JERRY McCABE

THE dockworker crisis in
the Port Elizabeth harbour
could have been averted
had proposed changes to
labour laws been passed,
according to a Stellenbosch
University industrial rela-
tions expert.

The draft Labour Rela-
tions Amendment Bill 1983,
recently published in the
Government Gazette,
makes it possible for
unregistered trade unions
to apply to the Depart-
ment of Manpower for the
establishment of a concilia-
ion board.

Here employees will
meet employers to settle
industrial disputes.

Professor "Blackie" Swart
of the Department of
Industrial Relations at the
University of Stellenbosch,
said the proposed amend-
ments could force employ-
ers to negotiate with their
workers even if they did not
want to do so.

It would also be a forum
for the settlement of dis-
putes in areas where indus-
trial councils had no juris-
diction and where one of
the parties was a represen-
tative, unregistered trade
union or employers' orga-
nisation.

According to the head of
the Department of Indus-
trial Relations at the Uni-
versity of Port Elizabeth,
Professor Roux van der
Merwe, this could create a
forum where the employer
was compelled to listen to
his employees — even if
they belonged to an
unregistered trade union.

"The dispute between
dockworkers of the General
Workers' Union (GWU) and
the South African
Transport Services (SATS) has
been compounded by SATS's refu-
sal to negotiate with the
unregistered GWU.

About 400 dockers have
been fired.

"By refusing to talk to the
union, SATS are short-
circuiting the very prin-
ciples of labour relations in
this country," Prof Van der
Merwe said.

He predicted a "great
deal of trouble" in the South
African labour situation in
the period prior to the
amendments being passed
by Parliament.

"It is a significant move in
the right direction, but it
has unfortunately come a
bit late," Prof van der
Merwe said.

Prof Swart said the suc-
cess of the changes mooted
in the labour laws assumed
"that the union involved is
prepared to make use of
this facility".

Although he could only
speculate about what action
GWU would have taken,
he assumed that "in this
specific situation they
might just have used the
machinery available to
them.

He said whereas the
labour legislation amend-
ments were theoretically also
applied to SATS, it de-

dended on whether or not
they could be classified as
a public service body.

The public service is
exempt from labour legis-
lation.

"SATS are more of a
State corporation than a
State department. They are
independent of taxes and
have their own income. I
would be inclined to put
them in line with the
private sector," Prof Swart
said.

SATS were bound to con-
sider the consequences of
any action they took.

"They could be ex-
pected that dockworker
unions in other countries
would sympathise with the
South African dockers and
this could result in an inter-
national boycott on unload-
ing South African ships and
goods at foreign ports."
Bid to defuse docks dispute

By STEVEN FRIEDMAN
Labour Correspondent

STEVEDORES in Port Elizabeth harbour plan to strike in sympathy with fired SA Transport Services workers, unless the dispute between SATS and the General Workers Union is settled by Friday, a statement by SA Stevedores Limited, which employs the stevedores, said last night.

The statement also contains the clearest call yet by stevedoring employers for SATS to deal with the GWU, saying the dispute is centred around SATS's "refusal to acknowledge the basic right of workers to associate freely".

A sympathy strike could have a serious effect on harbour operations and on the flow of imports into Port Elizabeth, and, as discussions between South Africa's major stevedoring company, SA Stevedores, and union representatives continued yesterday, the company revealed it was talking to both the Department of Manpower and SATS in an attempt to find a solution.

At the weekend stevedores employed by the company decided to actively support their fellow-GWU members, who were fired and bussed out of the harbour last week, after embarking on a go-slow in support of union recognition demands. Since then, talks between the GWU stevedores committee and SA Stevedores have been taking place daily in an attempt to prevent the dispute escalating.

The two parties are due to meet again today.

In its statement, SA Stevedores said it had met its worker committees and GWU officials yesterday in an attempt to "avoid the dispute between SATS and their workers spilling over to the stevedoring industry".

"It seems likely that unless the SATS management and their dismissed workers resolve their dispute, which revolves around the refusal to acknowledge the basic right of workers to associate freely, the stevedoring workers will embark on a sympathy strike commencing on Friday. We are attempting through the Department of Manpower and senior SATS management to resolve the issue," the statement said.

The International Transport Workers Federation has urged SATS to hold talks with the GWU.
Urgent talks on fired dockers

Labour Correspondent

SENIOR officials of SA Stevedores Limited, which employs stevedores in all the major ports, are flying to Pretoria to meet senior Department of Manpower officials today in an attempt to find a solution to the labour dispute in Port Elizabeth harbour.

As a result of this initiative, fired SA Transport Services (SATS) dockers have suggested to stevedores that they delay their planned sympathy strike, which is due to begin tomorrow.

The stevedores will consider the suggestion today.

The threatened stevedores' strike follows last week's Workers Union (GWU) to which the fired dockers and the stevedores belong.

Since the firings, SA Stevedores and the GWU have been trying to find a solution to the SATS impasse in an attempt to avert a potentially crippling strike.

The company has backed calls for talks between SATS and the union, saying that the dispute centres around the workers' right to join a union of their choice.

A statement issued by the GWU yesterday said in the light of today's talks between the department and the company, a general meeting of SATS dockers yesterday "recommended to the stevedores that they postpone Friday's sympathy action pending the outcome of (the) talks."

The union said that the recommendation by the dockers that the action be delayed "underlines the GWU's commitment to negotiation."

It said: "As long as there is a possibility, however slim, of a negotiated resolution, our members will talk and only when faced with a blanket refusal to talk will they embark on industrial action."
Docks dispute: Talks today

Labour Reporter

THE management of South African Stevedores Ltd met senior officials of the Department of Manpower in Pretoria today to discuss the dispute between the South African Transport Services (SATS) and the General Workers' Union in Port Elizabeth harbour.

Port Elizabeth stevedores told their management this week they would begin a sympathy strike tomorrow if the dispute between the 800 dockers and SATS management was not resolved.

STRIKE

The dockers have been on strike for more than a week after SATS fired 400 workers for taking part in a go-slow.

The SATS workers have recommended to the stevedores that they postpone tomorrow's planned strike pending the outcome of talks with the Department of Manpower.

The stevedores will meet today to discuss the recommendation and will give their decision to management.

"RESOLUTION"

"As long as there is a possibility, however slim, of a negotiated resolution, our members will talk. It is only when faced with a blanket refusal to talk that they will embark on industrial action," said a spokesmen for the General Workers Union.

Mr Leon Els, public relations officer for SATS, said he assumed the stevedore management was going to contact SATS management, as well as meeting the Department of Manpower.

"However, everything at the docks was going "according to plan," he said."
4. AFFILIATIONS TO INDUSTRIAL FEDERATIONS CONTINUED:

| Federation of Salaried Staff Associations of South Africa |
| Pulp and Paper Industry’s Joint Committee |
| South African Federation of Transport Workers |
| South African Federation of Chemical and Allied Workers |

5. In the light of the 1979 amendments to the Industrial Conciliation Act, could you please indicate if your union has made any application for extensions in scope? If so, explain:

a) 

b) 

c) 

d) 

e) 

The Minister of Transport warned they will hold a strike in the dispute, Stevedore-employers and Mr Schoeman met. The employers of Port General Workers Union (Prahu) which represents the stevedores are threatening to industrial action.
Support for SATS in harbour dispute

Post Reporter

The executive of the Port Elizabeth Forwarding Agents Association, whose members control the movement of cargoes through the Port Elizabeth harbour, both inward and outward, have come out in support of South African Transport Services.

After a meeting yesterday at which the latest harbour developments in the labour situation were discussed, the association issued a Press release which said:

"A good deal of Press coverage has been given to this issue, the tenor of which supports the principle of dialogue between the SATS and its workers through the medium of the General Workers Union.

"SATS, on the other hand, will not recognize the unregistered GWU whose strength, taking the most optimistic of conflicting reports, totals possibly some 800 dockworkers.

"This decision must be viewed against the background that there are established lines of communication through the SATS staff association acceptable to in excess of a quarter of a million workers, also there is no apparent dispute as such between SATS and its black employees since no grievances have been defined," the statement says.

"The PE Forwarding Agents Association wishes to associate itself with the stand taken by SATS and view with concern the current involvement of stevedoring labour in what is essentially a domestic matter between the SATS and its employees."
Post Focus

PE dock dispute points to SATS resisting reform

What is behind the South African Transport Services’ continuing refusal to talk to the General Workers’ Union, which represents the majority of black SATS workers at the Port Elizabeth docks? Brian Pottenger and Sandra Smith report:

Mr David Lewis, general secretary of the General Workers’ Union, believes both sides are important in trying to understand the hardline stand taken by South African Transport Services against recognising the General Workers’ Union.

The refusal of SATS over the last year to even talk to the unregistered GWU appears on the surface an inexplicable rejection of one of the guiding principles in the Government’s new labour dispensation — that management and unions keep talking whether the union is registered or not.

The paradox of the Government’s stand has been emphasised by Rhodes University sociologist Mr Paul Stewart.

“To call for employers in the private sector to keep the channels for dialogue open and simultaneously refuse to negotiate with the representative worker organisation in the docks is patently absurd,” he said.

Indications are that the SATS stand — with all its implications for further unrest and perhaps international reaction — has not been greeted favourably by the Department of Manpower, although inter-departmental acrimony will no doubt keep Manpower effectively sidelined in the dispute.

Mr Lewis believes two main reasons can be found for SATS’s stand bureaucratic opposition from within SATS itself to the Government’s “liberal” labour policy and, running complementary, concern by the Government at the political fallout among conservative white transport unions at any bowing to demands from an unregistered independent union representing black workers.

Both points raise interesting issues.

Bureaucratic resistance to new Government directions is not specific to SATS. Senior officials in the Department of Co-operation and Development fought tooth and nail against a policy change that accepted blacks as permanent urban residents while in Community Development a fierce rearguard action was waged against shifts in the Government’s housing policies.

In many cases — especially at middle-management level — the resistance to innovations in policy is likely to increase as the traditionally conservative and inert civil service confronts the new breed of P.W. Botha technocrat.

Mr Lewis believes it is precisely this battle which is playing itself out in SATS at the moment.

The retiring General Manager, Dr Kobus Loubser, is taking a strong stand against any changes to the traditional SATS worker organisation which has been characterised in the past by strong paternalism on the part of management and ineffective representation on the part of union leaders.

Other observers believe the issue is complicated by the fact that Mr Hendrik Schoeman, Minister of Transport, is comparatively new in his post and has shown at critical junctures in the past a questionable grasp of the issues at stake.

The second aspect involves the Government’s will to push forward unambiguously with its more enlightened policies in the labour field following the CP-NP split.

The question has particular significance in SATS which has in South Africa’s political economy traditionally had an importance far beyond the service it renders. Along with other major parastatals it provided a powerful instrument for the social upliftment of the Afrikaner from the 1938s onwards through what amounted to State socialism.

But the State can no longer carry the cost of a huge and underproductive transport service and the Government no longer sees the political need to financially underwrite what it is in any case a diminishing socio-economic group.

What has this to do with SATS’s refusal to talk to the GWU?

Mr Lewis believes that with the particular tensions between Government and white transport workers — the shift from sheltered to competitive employment, staff cutbacks, overtime and the emergence of a powerful right-wing party — it is not exactly the time SATS would choose to deliberately antagonise white unions by recognising GWU.

One of the few reasons SATS has advanced for refusing to talk to the GWU is that it would destroy the existing system of worker organisation in the transport services. Significantly this stand has been strongly endorsed by the white union leaders.

The renewed Government concern for the interests of white workers is not peculiar to the SATS. Last week Mr Pama Botha, Minister of Manpower, announced financial assistance for those “loyal, experienced” elements of the automobile workforce who are affected by strikes of others.

In the Eastern Cape context the scheme — widely criticised as “impractical” — is clearly aimed at white workers who in the existing conditions of industrial unrest provide prime recruiting material for the Conservative Party.

If the Government is concerned about the political leanings of white auto workers, how much more so must it be about the sympathies of the white transport workers.
Sacked dockers in plea on strike

PORT ELIZABETH.—Hundreds of dismissed SA Transport Service (Sats) dockers yesterday decided to recommend to Port Elizabeth's stevedores that they await the outcome of talks between their employers, SA Stevedoring Ltd (SAS), and the Department of Manpower before embarking on a strike in sympathy with the dockers.

The year-long dispute between the General Workers Union (GWU) and Sats came to a head last week when Sats fired the dockers for refusing to call off a go-slow they had begun in an effort to win the right to be represented by the GWU.

Numerous GWU requests for a meeting with Sats management have been turned down. Sats refuses to talk to the union and will deal only with its Black Staff Association (BSA) in matters relating to its black employees.

The BSA claims membership of 300 workers in the harbour while the GWU claims membership of around 900.

At a meeting held yesterday with the Port Elizabeth stevedores committee and GWU officials, SAS informed them that they planned to meet senior officials of the Department of Manpower in Pretoria in an effort to find a resolution to the dock dispute.

A statement issued by the GWU said the recommendation of Sats workers underlined the union's commitment to negotiation.

Possibility

``As long as there is a possibility, however slim, of a negotiated resolution, our members will talk. It is only when faced with a blanket refusal to talk that they will embark on industrial action.``

``If the Department of Manpower is able to secure the implementation of the spirit of the new labour dispensation, it will be able to prevent a damaging escalation of the present dispute, and we anxiously await the outcome of the meeting.``

Said the statement.

The stevedoring employers said they had put ``certain proposals'' to the stevedores committee and the GWU officials and confirmed that they had undertaken to go to Pretoria to meet Department of Manpower officials.

The stevedores are to meet today to discuss the proposals and to take a decision on their planned sympathy strike in the light of the recommendation from the dockers. Their decision will be conveyed to their employers later today.

Dispute

In a statement earlier this week, SAS made clear its view that the dock dispute revolved around Sats's "refusal to acknowledge the basic right of workers to associate freely."

A Sats spokesman said harbour activities were "still normal" and no additional workers had been brought in to cope with additional traffic.
Recognise trade union
Why Minister will not

By Jerry McAcre
Schoeman rejects PE dock unions

By Tony Davis
Labour Reporter

Despite increasing labour unrest at the Port Elizabeth harbour, the Minister of Transport Affairs, Mr Hendrik Schoeman has categorically rejected any form of negotiation with an unregistered trade union which claims membership among his workers.

In a hard-line statement issued last night, he said that dealing with "outside" unions could lead to an end to the more than 50 years of labour peace in the SA Transport Services.

But trade unions and employers in the Eastern Cape have said the recent unrest at the harbour is the result of the unwillingness of SATS to deal with a representative trade union.

And yesterday executive of SA Stevedores Ltd, which employs stevedores at the harbour, flew to Pretoria and met senior Department of Manpower officials to seek a resolution to the unrest.

Schoeman at Port Elizabeth had threatened a sympathy strike today in support of the more than 400 dock workers who were dismissed by SATS last week for refusing to abandon a go-slow protest.

But the stevedores have said they will postpone any action until next Wednesday when they will hold another meeting with employers.

Mr Schoeman stated that SATS workers were not allowed to strike because they were part of a State-controlled enterprise which was a "strategic infrastructure service."

He said that dock workers had a representative trade union to act on their behalf and SATS did not want to deal with any union which was outside its "sphere of influence."

The General Workers' Union has members among SATS workers as well as the stevedores and has a recognition agreement with the stevedore employers.

If SATS was to recognise another union, this would lead to a proliferation in the number of unions and would end the labour peace which SATS had enjoyed for more than 30 years, Mr Schoeman claimed.

Mr Schoeman: "SATS workers can't strike."

"Against this background I have no other choice but to stand by the time-honoured standpoint that the SA Transport Services will not recognise 'external' trade unions," he said.

The Port Elizabeth harbour is being managed by more than 500 workers and the GWU has warned that they will not be able to handle any increase in the volume of traffic at the docks.

Port authorities have said they will not take on any new workers to replace dismissed staff.

SATS has drawn widespread criticism from overseas unions and there are fears by employers in the Eastern Cape that the continuing unrest could lead to international boycotts.

A delegation of the powerful American labour federation, the AFL-CIO, will be in Port Elizabeth next Monday and also has a meeting planned with the executive of the GWU in Cape Town.
THE secretary of the General Workers' Union, Mr David Lewis, said today it would be interesting to find out what the private sector thought about the implied threat made by the Minister of Transport against stevedoring companies in the docks.

He was responding to a statement yesterday by Mr Hendrik Schoeman, Minister of Transport, setting out the Government's standpoint on the recent dockworkers' unrest.

Mr Schoeman — referring to threats of sympathy strike action by stevedores — said he hoped unrest would not take place and called upon the parties concerned to take note that the parties performed their business in the harbours under licence.

Mr Lewis today referred to the "spectacle" of the State seeking the co-operation of the public sector on the one hand while publicly making arrogant threats against them when they did not conform with the terms laid down by a single department.

"Is the Minister saying that co-operation with the private sector will only be on Government terms?"

Yesterday executives of SA Stevedoring Ltd held meetings in Pretoria with Department of Manpower.
Don't talk to GWU, 10/9/72
Schoeman warned

Pretoria Bureau

THE Artisan Staff Association yesterday warned the
Minister of Transport Affairs Mr Hendrik Schoeman
of "serious trouble" if he attempted to negotiate with the
General Workers' Union in Port Elizabeth.

As president, Mr Jumma Munzini, said in Pretoria the
GWU was seeking recognition from the Minister and
Railways management.

Its aim was the right to negotiate directly with the
Minister. This was totally opposed by Munzini and "we told
this to the Minister yesterday.

"If the Minister agrees to talk to these people we will
certainly be the start of a chaotic period in labour relations on the
Railways.

Mr Zurch said he told the Minister that the GWU Port
Elizabeth harbour workers could be adequately catered
for in the existing black
Railways union.

Don't talk to GWU, 10/9/72
Schoeman warned

nannesburg temporarily

2 ANC men had arms

MBABANE - Two members of the African National Con-
gress were found guilty in a
court in Mbabane yesterday
on charges of illegally pos-
sessing weapons.

The court, said Richard
Nzimakale, 25, and Moses Ma-
tebes, 31, stored the arms at
a farm in Fountains House be-
fore planning to move to
South Africa.

Two Remington model AK-47
rifles, two sub-machineguns
13 magazines, a loaded pistol,
a hand grenade, bayonets and
12 rounds of ammunition
were found during a raid on
the farm on July 9. - UPI.
DOCKERS' DISPUTE

Ripple effects

As the dispute between the General Workers' Union (GWU) and the SA Transport Services (SATS) continues, fears are growing of a sympathy strike by stevedores at Port Elizabeth harbour.

Last week SATS fired 400 dockworkers who took part in a go-slow in protest against its refusal to recognise the union. SATS says it will deal only with its in-house staff associations.

When the FM went to press, there were signs that stevedores employed by SA Stevedores Ltd would strike in sympathy with the dismissed SATS workers if the dispute was not settled by today (Friday). During the past week SATS has been able to maintain a regular flow of goods through the harbour, despite the dismissals. However, a sympathy strike by stevedores could disrupt the harbour's operations.

SA Stevedores Ltd says it is having talks with SATS management, the Department of Manpower and the GWU in an effort to prevent the dispute from spilling over into the stevedoring industry.

Meanwhile, a high-ranking delegation from the American union grouping, the AFL-CIO, has cancelled a meeting with SATS in protest against its stand against the GWU.
Transport committee ‘will listen to anyone’

Post Reporter

A SPOKESMAN for the South African Transport Services (SATS) said he was sure a committee set up by the Department of Transport Affairs to investigate the SATS “would be only too glad to listen to everyone”

This was in response to a statement by the General Workers Union (GWU) that the committee may be one way of speaking to the Department.

More than 400 of the union’s dock worker members were sacked by SATS this month after a go-slow in an attempt to force the Transport Services to hold talks with the GWU.

Last week, the Minister of Transport Affairs, Mr. Hendrik Schoeman, revealed that a committee had been set up to investigate among other things, SATS’ labour relations structure.

The SATS spokesman said today the committee had been set up “some months ago to look into the SATS’ overall organisation”.

“If the GWU interprets this as a potential solution to the situation, I am sure the committee would be only too glad to listen to everyone.”

Replying to the GWU’s statement that a reinstatement of all the sacked workers was crucial for a resolution of the dispute, the SATS spokesman said the 445 sacked dockworkers were no longer employed by SATS and would have to go to a SATS labour office if they wished to be re-employed.

He stressed, however, that there were enough dockworkers in the harbour and that SATS did not intend to recruit more labour at present.

He also disputed the GWU’s claim that other than those who were dismissed, more than 300 of the union’s members were staying away from work.

About 40 dockworkers were absent without leave, he said, and about 400 were working normally.
Damage
to car
linked
with
docks
strike

Labour Reporter
A DURBAN organizer for the General Workers' Union, Mr Mike Morris, has linked the throwing of a rock through his car windshield late on Sunday night to the dockers' dispute in Port Elizabeth.

The year-long dispute between the General Workers' Union and the South African Transport Services over the right of Port Elizabeth dockers to belong to an 'outside' union recently broke out into a dockers' strike. The dockers were subsequently fired.

Mr Morris said he woke up yesterday morning to find that someone had thrown a rock 'as big as a soccer ball' through the windshield of his car.

Mayville police station was contacted and police said they would investigate the matter.

Incidents

Mr Morris said this was the climax of a spate of incidents which had begun shortly before the Port Elizabeth dockers' dispute came to a head.

'On two occasions my car tyres have been let down. On one of them, the car had been surrounded by other cars in the carpark outside Addington Hospital, but none of the others had been touched,' he said.

'The day before, the dockers started their go-slow. Our Durban office was broken into and the briefcase of the union's general secretary, Dave Lewis, was stolen.

'In the briefcase was the SABS dockers' file as well as Dave's identity documents,' he added.

'Mr Morris said these were clearly attempts to harass the union because of its involvement in the dockers' dispute.

'As soon as the sort of climate exists as that between the Port Elizabeth dockers and SABS, union officials, become targets for Right-wing maniacs.'
Stevedores in PE talks on dispute

By SANDRA SMITH
THE SA Stevedores company met the General Workers Union (GWU) local stevedores' committee today to discuss developments in the Port Elizabeth dock dispute.

The dispute revolves around the union's year-long attempts to hold talks with the South African Transport Services (SATS) and led to the sacking this month of 425 dockworkers after a go-slow.

More than 200 harbour stevedores belonging to the GWU have demanded their management intervene.

They staged a three-hour work-stoppage on the day the dockworkers were dismissed and were escorted from the harbour by police.

SA Stevedores has warned that their employees might embark on a sympathetic strike – which would bring business in the harbour to a standstill – if the issue was not resolved.

Company spokesmen have emphasised the stevedoring industry has experienced a harmonious relationship with its workers through the GWU during the last three years, despite the fact that it is an industry which, world-wide and historically, has been characterised by industrial strife.

Last week, SA Stevedores representatives met officials of the Department of Manpower in an attempt to persuade SATS that it was necessary to communicate with "their workers' elected representatives".

The next day, the Minister of Transport Affairs, Mr Hendrik Schoeman, levelled veiled threats at the stevedore employers: that they could lose their licence to operate in South African harbours.

He reiterated the official position that recognition of an "outside" union by a State body would lead to "an endless proliferation" of unions.
Mr Michael Lescault, Mr Chick Chaikin and Mr Frederick O'Neal.

THE American delegation

'Happy to help you' say U.S. unionists

Labour Reporter

The only people we have refused to meet have been the South African Transport Services because of their repression of the General Workers Union in the Port Elizabeth docks.

'We were asked by the Government to meet with SATS but we said, no, because we are not prepared to meet with anybody who uses such repressive measures.'

Repressive

As far as we are concerned it is a determined attempt by SATS to smash the union.

Mr Chaikin said the delegation found it difficult to understand why one department (the Government policy of the right of the workers to belong to a union of their choosing and another used such repressive measures.

He said they did not come to South Africa with a 'big bag of gold' but some of the AFL-CIO's members would be happy to contribute to a fund in order to provide assistance to local trade unions.

The confederation could also assist in areas such as worker education or by providing material on aspects of union organisation which could be adapted for South African use, he said.

"But this would only be done if requested by local unions and programs would be run and designed by the unions concerned," he added.
Hopes rise for PE docks peace

Labour Correspondent

HOPEs that an escalation of the labour dispute in Port Elizabeth docks will be avoided rose yesterday after a meeting between a stevedores committee of the General Workers Union (GWU) and SA Stevedores Ltd, which runs stevedoring operations at the harbour.

The GWU's general secretary Mr David Lewis said the two sides had a "fruitful and important meeting" and added that proposals which had been discussed would today and tomorrow be put to meetings of stevedores and dock workers fired by SA Transport Services.

The SATS dockers were fired and housed out of the harbour after launching a go-slow in support of demands that SATS talk to the GWU about recognition. SATS has refused to do this for the past 11 months.

SA Stevedores has warned that its workers have planned a sympathy strike in support of the fired dockers and their demand for reinstatement as well as talks between SATS and the GWU.

Since then the two parties have been seeking ways to prevent this, a move which has involved attempts to settle the dispute between SATS and its dockers.

Mr Lewis would not elaborate on yesterday morning's discussions.

But it is likely the worker meetings will discuss whether the GWU should give evidence to a committee set up by the Minister of Transport Affairs, Mr Hendrik Schoeman, to examine SATS's labour relations structures.

Although SATS says the committee was established in May, its existence was revealed for the first time in a statement by Mr Schoeman late last week.

Some sources see a decision by the GWU to give evidence to the committee as a way of beginning communication between the union and SATS and as a way of resolving the dispute.
SATS still not talking to dockers

THE deadlock between South African Transport Services and about 800 Port Elizabeth dockers who have been on strike since 400 were dismissed two weeks ago, is unresolved.

Union call for talks on staffing

The General Workers Union (GWU), to which the dismissed men and strikers belong, claims to represent about 90 per cent of the workers in the harbour.

A spokesman for the GWU said about 860 dockers in Port Elizabeth joined the union at the end of last year, but with retrenchments and transfers, membership had dropped to about 770.

The SATS workforce in the Port Elizabeth docks before the dismissal of 425 workers was about 960.

Commentators, including leading industrialists, say the dispute revolves around the question of freedom of association.

A spokesman for the South African Stevedoring Company Ltd, which has a recognition agreement with the GWU in the four major South African ports, has appealed to SATS to talk with their "relevant elected workers representatives."

PUZZLE

However, SATS have said they will deal only with the Black Staff Association (BSA), an independent union formed in 1981, which claims a membership of 67,000.

The BSA's membership claim of 67,000 has been described as "astounding" by a UCT industrial sociologist, Mr Johan Maree.

"It is a very big puzzle to me how they could have achieved such growth over 18 months," he said.

Pointing out that 546 members had resigned from the Black Staff Association recently, he said this was a strong indication of workers' rejection of the organisation.

"No workers have yet expressed themselves in favour of the organisation," said Mr Maree.

The secretary of the Cape Midlands region of the BSA, Mr J Fonya, today refused to give BSA membership figures in the Port Elizabeth docks.

However, a Port Elizabeth correspondent reports that, according to Mr Fonya, the BSA represents 277 workers in the harbour.
Hendrik Schoeman reiterated SATS’s determination to not recognise “outside” unions such as the GWU.

Schoeman’s statement contained one of the most bizarre warnings yet issued by SATS in the current dispute. Referring to the possibility of a sympathy strike by stevedoring employees, he said: “As these persons are not employees of SATS, I would not like to offer comment except to say that I hope that the unrest will not ensue at the harbours and that the parties concerned will take into consideration that they perform their business in the harbours under licence from SATS.”

Stevedoring employers have been startled by this warning. “Just what does he mean? Is it a threat to nationalise the stevedoring industry?” snapped one employer source.

Schoeman did, however, reveal the existence of a SATS committee which is conducting a wide-ranging investigation in to the labour relations within the services. Interested parties can request to give evidence to this committee, he said.

This announcement has raised hopes of some kind of dialogue being initiated between the GWU and SATS. A SATS spokesman says if the union feels it can make a contribution it is welcome to make representations to the committee.

GWU general secretary David Lewis says the union believes there is still a chance for a settlement. “Workers are willing to work providing they can all work,” he says. “If this committee represents a genuine willingness to review SATS policy and to hear our views, then there is a possibility of a resolution being achieved.” The union will decide soon whether to approach the committee.
Johannesburg — In a meeting with the Minister of Manpower, Mr Fanie Botha, yesterday a high-ranking delegation from the American union federation AFL-CIO, criticised the behaviour of SA Transport Services in the continuing labour dispute at Port Elizabeth harbour.

This was revealed yesterday by the delegation’s leader, Mr “Chick” Chaskin, who said the AFL-CIO had voiced similar criticism to the Director-General of Manpower, Dr Piet van der Merwe, at an earlier meeting.

The dispute concerns demands by the General Workers’ Union for talks with SATS on recognition. It recently led to the firing of hundreds of dock workers who embarked on the go-slow.

Mr Chaskin said the delegation’s visit to Port Elizabeth had confirmed its earlier criticism of SATS as an “employer which does not accept the right of workers to join the union of their choice.”

It had also confirmed its view that its decision to refuse to meet SATS in protest at its action was “correct.”

Asked about the possibility of international union action against SATS, Mr Chaskin said that the fact that the union was to give evidence to an SATS committee on labour relations was “a small step towards progress in the dispute.”

But it was possible that, if this failed to resolve the issue, the union would call on international transport unions for support — DDC.
SATS gets blast from US team

Labour Correspondent
ATA meeting with the Minister of Manpower Mr Fanie Botha yesterday, a high-ranking delegation from the American union federation AFL-CIO, criticised the behaviour of SA Transport Services in the continuing labour dispute at Port Elizabeth harbour.

This was revealed yesterday by delegation leader Mr "Check" Chaikin, who said the AFL-CIO had voiced similar criticism to the director-general of Manpower Dr Piet van der Merwe.

Mr Chaikin said the delegation's visit to Port Elizabeth had confirmed its earlier criticism of SATS as an "employer which does not accept the right of workers to join the union of their choice".
Driver's care keeps truck going 1m km

EAST LONDON — A South African Transport Services employee, Mr Walter Jameson, who has clocked one million kilometres on his haulage vehicle, was awarded a R50 cheque for his services and care for his vehicle.

Mr Jameson, 39, who joined the Road Motor Services nine years ago, travels from East London to Cape Town, Johannesburg and Windhoek.

The 20-ton truck tractor, which has now completed its millionth kilometre without requiring repairs, was allocated to him five years ago.

Making his deliveries, Mr Jameson travels about 100 000 kilometres every six months.

The system manager of SATS here, Mr Adolph Jonker, presented the cheque to Mr Jameson in appreciation for his care for his vehicle and for the maintenance money he saved.

The senior automotive officer, Mr A. D. Havenega, said that this had been the second occasion of such an award in the past 11 years.

Apart from minor maintenance, the vehicle had been driven the million kilometres "without the engine being touched," Mr Havenega said.

Mr Jameson could not be contacted for comment as he was back on the road again — DDR.
Unions ‘won’t be forced to register’

Labour Reporter

THE Director-General of Manpower, Dr Piet van der Merwe, told the annual conference of the Trade Union Council of South Africa (Tusca) in the city yesterday that his department had no intention of forcing trade unions to register.

Amid calls by Tusca delegates for compulsory registration of unions, he said this was incompatible with the basic philosophy of the department of maximum self-governance by employers and employees.

Mr Robbie Botha, of the Mine Surface Officials’ Association of SA, said on Monday that registration was becoming an encumbrance and unregistered unions were poaching where they pleased and “disrupting the whole labour relations structure.”

Mr D C Benade, of the Tramway and Omnibus Workers’ Union, told Dr Van der Merwe that a policy of forced registration could have prevented the General Workers’ Union (GWU) dispute at the Port Elizabeth docks by stopping the GWU from operating in the South African Transport Services — an industry where there already was a registered union.

Dr Van der Merwe replied that the issue of registration was highly sensitive and was still being investigated by the National Manpower Commission. “But a system of compulsory registration will be strongly criticized in international circles,” he warned.

In reply to criticism that the cost of factory building was escalating because of safety requirements, Dr Van der Merwe said he was not prepared to lower safety standards to a level below which the workforce would suffer.

He also accused employers of being lax in reporting injuries properly and registering their businesses in terms of the Workmen’s Compensation Act.

About 9 000 summonses had to be issued against employers every year for failing to report accidents in the proper manner, and thousands of court orders had to be issued against employers for failure to pay their as-
THE president of the SA Council of Transport Workers, Mr D C Benade, said yesterday that the International Transport Workers' Federation (ITF) threat to "black" South African goods over the Port Elizabeth dock-workers strike showed they had misread the situation.

In an interview, he said he refused to support the General Workers' Union in the dispute, as it was a new arrival on the scene at SA Transport Services.

"We feel the need in this country for certain rules..."
ITF chief replies on PE dispute

By SANDRA SMITH

STATEMENTS by the president of the South African Council of Transport Workers, Mr D C Benade, about the International Transport Workers' Federation (ITF) and the Port Elizabeth dock dispute were criticised by the ITF today.

Speaking at the Trade Union Council of South Africa (Tusca) conference in Cape Town this week, Mr Benade said the ITF was "misreading" the situation.

The federation has, in a lengthy correspondence with the Department of Manpower, the Department of Transport Affairs and the SA Transport Services (SATS), repeatedly urged the recognition of the General Workers Union (GWU).

For nearly a year the union has attempted to hold talks with SATS, and this month hundreds of its members were fired after a go-slow.

Mr Benade said the dispute was not over a violation of the principle of freedom of association, but was "a jurisdictional dispute between two opposing unions".

He said the Council of Transport Workers was still affiliated to the ITF, even though the federation had been hostile to him and his union.

Replying today, the ITF's general secretary, Mr Harold Lewis, said he was "very disappointed" by Mr Benade.

"The facts of the Port Elizabeth dock dispute have been known intimately to the ITF from the beginning," he said.

"I must doubt whether Mr Benade knows nearly as much or is nearly as qualified to read the situation as I am."

The issue remains whether SATS management was ready to recognise the dockers' right to choose their spokesmen.

"If Mr Benade does not understand then he should refrain from comment. If he does understand then he should have no problem deciding which side he is on," Mr Lewis said.
DOCKS DISPUTE EASES

Hopes are growing that it may be possible to settle the protracted recognition dispute between the SA Transport Services (SATS) and members of the General Workers' Union (GWU) at the Port Elizabeth docks.

Both the union and representatives of union members at the harbour have applied to testify to a SATS committee which is investigating labour relations within the services. Stevedore members of the union have meanwhile shelved plans for a sympathy strike in protest against SATS's dismissal of hundreds of its workers who took part in a go-slow early this month.
Railways 'to push' for salary increases

Labour Reporter

MOST railway staff associations would still push for salary increases, equal to the inflation rate in spite of calls to slash wage demands, the general secretary of the Federal Consultative Council of Railways Staff Associations, Mr J R Bembo, said yesterday.

But, Mr Bembo said, it did not seem likely that the Government would be able to 'scrape together' enough to meet a 15 percent wage increase unless 'a miracle' happened.

It is understood that one of the staff associations had been informed by the Minister of Transport, Mr Hendrik Schoeman, that they might get next to nothing unless there was a substantial upturn in the economy.

Basic wage

'Mr Bembo, whose council represents 110 000 railway employees, said the loss of overtime introduced as a cut-back measure by the South African Transport Services in a bid to curtail costs had had a severe effect on Railway staff.

'Many are existing on only a basic wage, and if we leave it at that with prices continually rising, they are likely to be in a serious plight by next year,' he said.

'Because of this we are compelled to ask the minister for an adjustment.'

But it would be unrealistic of the associations not to take into account the serious plight the SATS was in at the moment, Mr Bembo said.

He said the SATS's cut-back measures had not been as successful as had been hoped.

'But, there is more than one way of killing a cat,' he said, and it might be possible to get a package deal with only 10 percent increase but together with some other benefit.'
THE International Transport Workers' Federation, one of the world's biggest union federations, has slammed the president of one of its affiliates, the S A Council of Transport Workers, for accusing it of 'misreading' the Port Elizabeth harbour conflict.

The ITWF has pledged its support for the Port Elizabeth dockers who were fired last month when they refused to call off their go-slow.

At Transvaal's Cape Town conference Mr D C Benade, who is also the general secretary of the Transvaal-affiliated Tramway and Omnibus Workers' Union, accused the ITWF of being hostile 'not only towards me personally but the whole country'.

He added that ITWF's threat of 'blacklisting' South African goods showed they had misread the situation.

Mr Benade said he had refused to support the General Workers' Union in the dispute because it was a new arrival on the scene at South African Transport Services.

In a telex to the Mercury from ITWF's London office the general secretary Mr Harold Lewis said he was 'disappointed' by Mr Benade's remarks because the facts of the dockers dispute had been known 'intimately' to ITWF from the beginning.

'I doubt whether Mr Benade knows nearly as much or is as qualified to read the situation as I am',' he said.

The issue remains whether SATS management is ready to recognize dockers right to choose their spokesmen,' he said.
Soon, a new lifestyle for.mix.

WORKING CONDITIONS

Today, tomorrow, and the future...

The future is here.

The new hospital.

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A new hospital.
Tens of thousands of black migrant workers live in compounds and dormitories built decades ago without much deference to human comforts. The plight of these men and women, who may spend a working lifetime in a dismal dormitory, excited little response from the authorities and employers in the past.

But now a new approach to worker accommodation is slowly gaining ground.

New-generation hostels that will give workers greater privacy, comfort and a full range of recreational facilities are either being built or planned in several of South Africa's largest centres to accommodate thousands of workers.

MILLIONs

Reading the drive for better single-worker housing is SA Transport Services, one of the country's largest employers of black labour, which is to spend R1.000 million in the next decade on new hostel and flat complexes.

A block of flats to house 1,000 coloured workers and six hostels for blacks — to cost about R141 million — are already under construction for Sat's.

In addition to these complexes, work has started on a single accommodation complex at New Canada near Vereeniging. The cost of these two projects will come to well over R100 million.

BUDGETs

The almost R300 million needed for another four hostels to accommodate 13,000 black workers is expected to be allocated in budgets between 1985 and 1987, according to a Sat's spokesman.

One of these "super" hostels, to house 645 workers, is planned for Palmietfontein on the East Rand.

TAKING WORKS in progress and accommodation on this drawing board close on 25,000 black and coloured workers will be housed in these new complexes by the early 1990s.

But most significant of all is the thinking on which the planning for all this worker accommodation is based. All these hostels are so designed that they can be transformed into blocks of flats for families with the minimum of alterations.

WIVES

The reason for this, according to Mr Koos Harding, who retired recently as deputy director of Sats, is that we realise that it won't be long before we will not get any contract workers unless we allow them to bring their wives and families with them.

This is the foremost indication of the way big employers are nudging the Government to think how migrant workers may be given a better deal.

Under present legislation, strictly applied, no migrant worker may bring his own wife or child and family to live in an urban area where he or she may spend a whole working life.

To alleviate this situation, Sats is building special blocks in its hostels consisting of furnished room and kitchen facilities where a migrant worker's spouse may stay for a few days — a practice that will be encouraged, says Mr Harding.

COMFORTABLE

And in the sphere of making workers as comfortable as possible, the new hostels appear to be generations ahead of many present-day complexes.

Libraries, bowling greens, well-furnished bars, sports facilities and gymnasiums, smaller rooms, well-equipped kitchens and canteens — these features are an integral part of the new hostels.

The new generation of hostels will make it possible for us to provide proper and decent accommodation and to help those who have never had the chance to live in a more civilised way — and Mr Harding.

"Many "migrant workers, when they come to us, do not know why they have to stay in this luxury time and have to be known all their lives they have worked seven days a"
migrant workers

the new-style hostels. This is the bar at a new hostel for blacks working on the Rietvlei colliery in the Eastern Transvaal.

... and families regularly in the new hostels and stay with them for a few days at a time in blocks specially built for them and containing furnished double rooms and full cooking and ablution facilities, he added. Mining houses are also spending millions to upgrade old compounds and put them on a par with the new generation hostels as well as building new complexes at costs of R20-million and more.

"The people aspect is all important," says Mr David Morgan, group labour consultant for Rand Mines. "They work for us and we have a social responsibility towards them and must provide the best accommodation and treatment we can afford."

Mr Aubrey Pitt, group deputy managing director of LTA Construction, said his group was taking over hostels from administration boards and upgrading them. It was also building its own modern hostels which also compare with the new era accommodation being put up by the railways, he added.

Millions will be spent on ‘super hostels’

... Part of the architect’s model of the Umhlali hostel shows two of the seven soccer fields that are planned.

Tens of thousands of black and coloured migrant workers will be housed in these new complexes blocks – intended for more senior workers. There will be no thi-
Shunter loses hand in fall

Staff Reporter

A SCOTTSDENE railway shunter, Mr Christoffel Matolla, 31, is fighting for his life in Conradie Hospital after an accident yesterday morning in which he lost his right forearm and seriously injured his right foot.

Mr Matolla, of Titus Street, who is a senior shunter at the Bellville South goods yard, was coupling a goods train about 10.30am when the accident happened.

A Railway Police spokesman said Mr Matolla had slipped when he pumped on to one of the trucks to apply the brakes. Mr Matolla had fallen under the wheels and five trucks had ridden over him before he could be pulled away.

The wheels had severed his right wrist, crushed his right foot, and gashed his hip, the spokesman said.

Mr Matolla had been taken to Conradie Hospital where he had undergone emergency surgery.

A spokesman for the hospital said yesterday afternoon the injured man was in unsatisfactory condition.

Mr Matolla has worked for the railways for many years, for the past six years as a shunter.

An unidentified man was crushed to death after falling off the back of a lorry at a Brackenfell building site yesterday. The man, known only as "Phiefe", was working at a brick factory when the accident occurred at 2.30pm. His age was estimated to be 24.

A police liaison officer for the Western Cape, Captain Jan Calitz, said the man had probably been standing on the rear left wheel of the lorry when the vehicle moved, causing him to fall underneath.

Police are investigating.
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week. “The com-
ing synod is a make-or-break
e for the church.”

The last general synod
was four years ago This is
the first time since the Ottawa de-
cision, the threat of the three
black daughter churches to break
away, and the dramatic
changes in Africaner poli-
tics this year

The synod plans to
discuss the thorny issues of
mixed marriages and separate
development.

“Tl NGK has definitely
been affected by the split in
Africaner politics, and it is
no longer so easy for it to
simply to take a definite stand
behind the National Party,”
said Dr Smith.

Dr Smith, one of the
123 theologians who signed
the controversial letter con-
demning apartheid, warned that
the influence of the
church would be eroded seri-
ously if it failed to take de-
finitive decisions on certain
burning issues.

One of the most impor-
tant is the NGK’s future relation-
ships with its three black
daughter churches.

Many members of these
churches — the coloured
678,000 member NG Sen-
dagkirk in SA, the 1.1-
million member black NG Kirk
in Africa and the 2,000 strong
Indian Reformed Church in
Africa — want to unify and
have called on the mother
church to join them.

The problem is that the
NGK has a policy of separ-
ate churches for separate groups
and it is impossible to
think they’ll want to unify,”
said Dr Smith.

A church merger would
force the white NGK to
recognize the ordination of
daughter church ministers,
leaving the way open for
mixed worship and black
ministers being called to
white congregations.

The NGK synod has al-
ready decided that their ser-
vice may be open to all
“provided that practical ar-
rangements are undertak-
en”, but the recent refusal of
the Pretoria University-
board congregation to hold
regular mixed services indi-
cates that the autonomous
churches are unwilling to
accept the decision.

Another problem to be
faced by the synod is whether
the NGK should retain its
links with the WARC.

Prof. Hoyne believes it
should.

“The immediate reaction
to our suspension has been
emotional, but I hope it will
lead to a re-evaluation of our
policies,” he said.

“Quite a lot of the criti-
cisms raised at Ottawa were
biblically valid and we
should take note of them.

“But we must try to con-
vince our members that
staying in the WARC is not
following a policy of racial
integration.”

say builders

Biko Avenue or Mandela Close if I
could afford it,” said Left-wing chair-
man of the local authority’s public
works committee, Mr. Dereck Allison

“The council is concerned about civil
rights, and would like to help with
people fighting for them wherever they
are.”

But a saleswoman on the estate said
“I haven’t found anyone who has heard
any of these names. People coming to


SA pilots
told to quit

By CHRISTINA PRETORIUS

AN ECONOMY drive by South African Airways has
resulted in early retirement for at least six pilots.

They are all over 50, but stand to lose up to 20% of
their pensions because the usual age of retirement for
SAA pilots is 58.

Their notice periods, of months each, began on
October 1

Pilots interviewed this week said SAA had not given
reasons for retiring them prematurely.

“We haven’t any idea what yardstick they are using.
Ill health or incompetence can’t have anything to do with
it,” said one.

SAA has refused to explain why only six pilots over the
age of 50 had been singled out for early retirement.

“The moment a pilot turns 50 he immediately becomes
eligible for three months’ notice of retirement. This can
be given by him or by us,” said Mr. C van Rooyen, the
SAA public relations officer.

“South African Transport Services has been cutting
back because of the recession. The pilots are being
retired as part of this. It is possible that some will lose
part of their pension money because they are retiring
earlier than usual,” he said.

As part of the cut-back, SAA has also cut staff expense
accounts by 10%.

On the claim that some of the six could lose as much as
20% of their pensions, one pilot said “None of us was
prepared for retirement and we certainly cannot afford to
lose a fifth of our pensions. There should be some kind of
compensation.”

The pilots — all senior flying staff — claim that SAA
cannot really afford to lose their experience.

“In two years’ time, when the economy is up,
they are going to need us. It will cost SAA a fortune
to train younger pilots to our level of competence.”

All back at work

MICROJET

NOW the NEW MICROJET

STARTER KIT

To start your own watering system

The kit includes:

• 12V MICROJET pumps
cables
• Microjet controller
• Plug
• Hose control
• Hose control
• Microjet controller
rack
• Underground installation instructions
• Every step by step
installation instructions

The MICROJET system provides complete water coverage — you save
time and energy, and just watch your garden grow.

A single MICROJET can pump an area of up to
36 sq. meters if more
of the system is ordered on
water pressure.
SAA staff in revolt over cuts

By Richard Peris and Carolyn Dempster

South African Airways cabin and cockpit crews are up in arms over cuts in allowances and benefits introduced last week as the airline's financial crisis worsens.

The general manager of South African Transport Services (SATS) which includes SAA, Mr. Kobus Louhaer, warned his 350,000 employees in July that further cost-cutting measures were inevitable but SAA hostesses, stewards, pilots and flight engineers and yesterday the latest move had taken them by surprise.

Cockpit crews were advised that from October 1 they would have their travel allowance reduced from R4.40 to R2 a day on overseas flights.

This does not include hotel accommodation or meals.

The meal allowance on domestic flights has dropped by 10 percent to R1.6 a day.

Hotel accommodation on internal services is paid for by the airline.

"We were also told that transport would not be provided between our homes and the airport for international flights, which means every crew member will need two cars," said a pilot.

Other pilots expressed concern over the tendency to make some crew members retire at 50 as part of the cost-cutting campaign.

Cabin crews reported cuts in allowances but with the additional set-back of a 10 percent reduction in their meal expenses on overseas flights.

Subsistence and travel expenses abroad are down from R6.85 a day to R3 with no money at all for the first and last day.

A steward said "The majority of the cabin crew staff is disillusioned because the proposals to change allowances were rejected by the trade unions but management ignored them."

"May of us" first learnt of the cuts from notices put up in the boxes at the airport on the day they came into effect.

Another steward said "Already air crews are no longer turning up for flights because there is no incentive to fly.

"Junior staff are worse off than if they had a drop in salary, something all of us would probably have accepted in view of the state of the airline."

An air hostess said 25 to 30 ground hostesses had resigned in the last month because overtime had been slashed.

SAA's chief executive, Mr. Frans Swarts, dismissed the cuts had the full backing of the unions.

Mr. Swarts said the staff had been told the situation would be reviewed in 13 months.

Cabin crew yesterday threatened a slowdown which could cause chaos to flight schedules over Christmas.

Some pilots are reported to be flying by the book and ignoring new fuel saving exercises as expression of their disapproval over the cuts.
ITF man wants to testify at enquiry

By SANDRA SMITH

THE general secretary of the International Transport Workers Federation (ITF), Mr Harold Lewis, has applied to a South African Transport Services (SATS) committee of enquiry to give oral evidence on the Port Elizabeth dock dispute.

The dispute arose after the General Workers Union (GWU) attempted for nearly a year to hold discussions with SATS on the working conditions of Port Elizabeth dockers.

More than 460 of the workers were fired after a go-slow last month in an attempt to force SATS to meet GWU representatives.

The union has presented written evidence to a committee set up by the Department of Transport Affairs to investigate the SATS.

In a telex today, the ITF said it had submitted evidence to the committee on September 30.

Now Mr Lewis has told SATS he would like to give “oral evidence” and has asked the transport services to suggest dates on which this could be done.

Mr Lewis’ personal assistant, Mrs Andrea Earney, said the ITF’s written representation to the committee was based largely on a letter the federation had sent to the director-general of SATS, Dr J G H Loubser, in June.

The letter said if workers had no faith in the willingness or ability of their representatives to “put their case and stand up for their interests”, it did not matter what kind of labour relations structure existed.

“If there was really whole-hearted and massive backing for and confidence in the Black Staff Association (BSA), the GWU could neither expect nor deserve much consideration,” the letter said.

The evidence pointed the other way as the Port Elizabeth dock workers had joined the GWU in large numbers and clearly rejected the BSA.

Managements had nothing to gain and much to lose by talking to and striking deals with “unions” which did not have genuine support.

Mr Lewis also reiterated a request to meet Dr Loubser to discuss the issue.

Attached was a list of allegations of railway police harassment of GWU members, which Dr Loubser undertook to investigate if the ITF could show that the police’s activities had gone beyond “their normal bounds and functions.”
Union to testify in SATS probe

By STEVEN FRIEDMAN
Labour Correspondent

SA TRANSPORT Services have officially invited the General Workers Union (GWU) to give written evidence to an internal committee investigating Sats' labour relations.

But it appeared yesterday that former Sats dockers at Port Elizabeth harbour, who belong to the unregistered GWU and who were fired after a go-slow in support of union recognition demands recently, will not be able to give separate evidence.

And, in another development yesterday, it was learned that the International Transport Workers Federation, to which dockers unions in major Western countries belong, will also seek to give evidence to the committee.

The GWU recently asked to give evidence to the committee in an attempt to break the impasse between it and Sats over union recognition, which began about a year ago and led to the go-slow at Port Elizabeth harbour.

Hundreds of workers were fired and bussed out of the harbour for taking part in the protest action.

At the time the union decided to make an attempt to give evidence, the sacked dockers said they would ask to give evidence in addition to the GWU.

The committee, chaired by a retired Sats assistant general manager, Mr J P Verster, is examining negotiating structures at Sats.

Yesterday the GWU general secretary, Mr David Lewis, confirmed that the union had received a letter from Sats inviting it to submit written representations.

He added, however, that the fired dockers had received a letter which simply acknowledged their request and added that the union had already been given permission to submit evidence.

Sats has confirmed it has received the two letters.
New move in docks dispute in PE

PORT ELIZABETH — The general secretary of the International Transport Workers Federation, Mr Harold Lewis, has applied to a South African Transport Services committee of inquiry to give oral evidence on the Port Elizabeth dock dispute.

The dispute arose after the General Workers Union attempted for nearly a year to hold discussions with SATS on the working conditions of Port Elizabeth dockers.

More than 400 of the workers were fired after a go-slow last month in an attempt to force SATS to meet GWU representatives.

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ITF warning to Sats on dock workers

Labour Reporter

INDUSTRIAL peace in the SA Transport Services (Sats) could no longer be taken for granted, according to a written submission by the International Transport Workers' Federation (ITF) to the committee of inquiry into Sats's labour relations.

The recent events in the Port Elizabeth docks—where more than 400 workers had been sacked after embarking on a go-slow in support of demands that Sats recognize their union committee—were a "sign" that the times had changed.

The submission said that for much of its history, Sats (formerly the SA Railways and Harbours) had benefited from "a quiescent non-white workforce which for the most part accepted whatever wages or conditions were laid down for it".

It said the government's recent labour legislation was "an acknowledgment of the urgent need to make some concession to the growing and irresistible demand, particularly by black workers, for the right to share in the making of decisions which bear on their working lives and conditions of employment".

Neither the General Workers' Union (GWU) nor the ITF was bent on disturbing industrial peace. The threat to peace came from management's "serious underestimation of the dockers' determination to be their own masters in the choice of their representatives".

The ITF called on Sats to talk to the GWU at the earliest opportunity.
Unions asked to aid ailing SATS

Pretoria Bureau

MORE drastic measures to save the SA Transport Services from crippling losses at the close of the current financial year were discussed in Johannesburg yesterday.

The general manager of SATS, Mr Kobus Louwer, met the Federal Council of Railway Staff Associations, representing the seven railway trade unions, to discuss the matter.

But, it is understood that suggestions for further economies, which affected the living standards of railway workers, were rejected by the Federal Council.

Background to the meeting is the loss of nearly R190-million during the first six months of the financial year.

The August loss alone was R37-million, against a budget expectation of a R26-million surplus.

Already stringent economy measures have been imposed. They include cuts in overtime, the abolition of certain under-utilised suburban train services, and economies in South African Airways.

But economists said yesterday the heavy losses on the railway would intensify as the economic slowdown accelerated.

The Federal Council, it was learnt, is to ask for a meeting with the Minister of Transport Affairs, Mr Hendrik Schoeman, to suggest full Government subsidies, if the railways continue to run uneconomic services.

Railwaymen believe their own welfare and living standards could be threatened if this does not happen.

They "also fear Government will increase next April, or even cuts in earnings, in a desperate bid to halt the losses.

Mr Schoeman has already indicated to the unions there will be no increases next year unless there is a big upturn in the economy — an unlikely happening, economists say.
Slump hits workers in shipping industry

AT LEAST 250 breadwinners have lost their jobs in the last three weeks, during what is one of the worst slumps to have hit the local shipbuilding and repair industry.

Boilermakers, welders and riggers are looking for capital projects upcountry, to which they can migrate as an oil rig nears completion in a shipyard that has no new orders to work on.

And artisans at the ship-repair yard of Elgin Brown & Hamer, who have been reduced in number to about two dozen, spend their four-day working weeks playing cards, dozing and fishing from the vacant repair quays.

About two weeks ago Sandock Austral laid off 352 workers, 21 of whom had been occupied in their repair section and the rest in the shipbuilding and general engineering departments.

Elgin Brown & Hamer had by that time already whittled down its repair staff, dismissing between 30 and 40 artisans and almost 50 labourers in the first week of September.

But he believed that the low figures may have been influenced slightly by the fact that the dock could not operate at full capacity until maintenance was completed at the beginning of this month.

Tariffs

The coming of the depression has been sharp, sudden and severe, said Mr Dick Jenkins, chairman of the Shipbuilders and Shiprepairers' Association of Durban.

The association is extremely concerned about the state of the industry and is likely this month to press the Railways to reconsider recently adjusted tariffs, which repairers say are discouraging shipowners from bringing their vessels here.

He said his association did not pool information about the redundancies in the industry.

There had been no redundancies at Dobyl Marine, where he is ship-repair manager, as surplus workers could be absorbed by the remaining workforce.
Slump hits workers in shipping industry

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About two weeks ago, Sandock Austral laid off 152 workers, 21 of whom had been occupied in their repair section and the rest in the shipbuilding and general engineering departments.

Elgin Brown & Hamer had by that time already whittled down its repair staff, dismissing between 30 and 40 artisans and almost 50 labourers in the first week of September, shortly before a major refitting job on the gas carrier Thor Heyerdahl was completed.

A day later the remaining workers were told that business was so slack, they would have to work a four-day week — or more accurately, stand-by four days a week.

In spite of this gloomy picture, the industry may now be through the worst and may look forward to slightly brighter days — if one is to make anything of the better dry dock bookings for the month.

Dry dock master, Mr Cocks Hansen, took fewer bookings for the Prince Edward graving dock in September than ever before during the 14 years he has been in charge.

While he advance-booked 30 vessels for September last year, only four shipowners made reservations for last month.

There were 10 bookings for this month, which he says is reasonable, and similar to bookings in May, but two have already been cancelled.

'Think we hit the bottom in September and may be making a comeback now,' Mr Hansen predicts.

In March he docked 13 vessels, in June, 10; July, eight, and August seven, but he believed that the low figures may have been influenced slightly by the fact that the dock could not operate at full capacity until maintenance was completed at the beginning of this month.

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There had been no redundancies at Dorsby Marine, where he is ship-repair manager, as surplus workers could be absorbed by the shipyard.

Oil rig builders Amardah Shipyards, who not long ago employed between 700 and 800, are in trouble if they don't win a new order within the next four months.

'They are not wildly enthusiastic about how things are going,' said an executive member of the board of Murray and Roberts, the yard's holding company.

'The market is flat as a pancake and there are many hungry yards looking for orders but being contractors at heart we never say die.'

One month from now the yard hopes to launch one of two rigs in the yard and it will have to reduce its staff. More workers would be taken on to complete the remaining rig before February.

'There is a difference between reduction and redundancy,' he said. 'If there are no new orders then there will be redundancies.'

For the artisan in the industry one day's notice is an accepted fact of life, although certainly not a pleasing prospect.

Said one: 'Long before a job is due to be completed, a few friends look out for projects elsewhere, and when the time comes we all jump into a car and head off.'
Ships idle as trade slumps

Staff Reporter

Durban harbour is virtually at a standstill as a result of the slow down in the economy.

And since April this year, there has been a 20 percent drop in goods handled by the South African Transport Services throughout the country.

SATS, the country's biggest employer, has had to reduce its staff by about five percent. It has done this by not replacing some employees who have retired or resigned.

Dr. Kobus Loubser, SATS general manager, revealed this on a tour of Natal harbour with the Minister of Transport, Mr. Hendrik Schoeman and 22 MPs.

Dr. Loubser said the situation reflected the recession in the world economy.

In Durban harbour ships are lying idle for months at a time, waiting for cargo.

Projects in Natal, which have been postponed, include the next phase at Richards Bay.

However, better times are ahead according to the South African Foreign Trade Organization.

Exporters can look forward to a better year in 1983 according to the organization's intelligence manager, Mr. Aylbe Moore.

The outlook for 1983 looked promising, provided inflation did not rocket, she said.

This year the SAFTA expects the value of South African exports, excluding gold, to be 12 percent higher than in 1982.

A further increase of 15 percent was expected next year, Mrs. Moore said.

"We expect export to pick up as there are signs that the overseas economy, particularly in the US, is beginning to recover. Our own companies because of government steps have prospects for export," she said.
By GERALD REILLY
Pretoria Bureau

SOUTH African Transport Services employees have been warned not to expect pay increases if retrenchments are to be avoided.

The Minister of Transport Affairs, Mr Hendrik Schoeman, broke this news yesterday as SATS heads for a projected R800-million loss this year.

In an interview with the Rand Daily Mail, Mr Schoeman also warned that road and rail tariff rises, effective from January, would be announced shortly.

He said traffic had declined dramatically because of the economic downturn, and losses were exceeding R30-million a month. The deficit could reach R500-million by the close of the financial year, the Minister said.

SATS 280,000 workers — 115,000 of them white — would almost certainly get no increases next April because of the administration's worsening financial plight.

"As an alternative to laying off valuable skilled workers, we would rather weather the storm by withholding increases next year," he stressed.

Mr Schoeman said the extent of the tariff increases was still being discussed, and he would make an announcement as soon as a final decision had been taken.

It is speculated, however, that they will average 15% That was the extent of the last round of tariff increases from April this year.

Discussions on the pay issue were being held with railway union leaders, the Minister said.

The higher tariffs will make January a horror month for the economy.

Escom tariffs — one of the main causes of the plight of the railways — are to be raised by about 15%.

There is strong speculation, too, that the price of fuel will also be raised, if not in January, then early in the new year. Another rise in the coal price is also said to be on the cards, according to Pretoria sources.

The motor industry expects a petrol price rise at the latest from the beginning of March when, in any case, a 0.6c/l rise is due to come into force to swell the National Road Fund.

The chairman of the Federal Consultative Council of Railway Staff Associations, Mr Jimmy Zurch, said the Minister would have to be careful not to raise tariffs to a level where he forced customers to use alternative road transport.

Too much traffic had already been lost to road haulers, he said.

On the "no increase" decision, he said it would be grossly unfair if increases were withheld.

Railway tariff increases would inflate the prices of virtually all products, the petrol price was expected to go up in January and we have just had a huge bread price rise and a 20% hike in GST.

"The living standards of railway workers are falling fast, and a further sharp fall without some compensation is unacceptable to the unions," Mr Zurch said.

Two months ago, Mr Schoeman announced that, in a bid to cut operating costs, overtime and Sunday time were to be severely restricted and certain uneconomic urban passenger train services were to be discontinued.

The FPF's finance spokesman, Mr Harry Schwarz, said a new round of higher railway tariffs would create a substantial wave of inflation.

The "stagflation" situation — little or no growth with high inflation — would intensify the country would be affected, he said.
SAA would act against strikers

South African Airways will take action against any member of staff refusing to work this Sunday, a spokesman said today.

Mr J C van Rooyen, SAA spokesman, was reacting to reports that cabin crew plan a strike on Sunday.

"We are not aware of any planned strike for Sunday. Most of the members of our staff agreed with the reductions in allowances. Only a few individuals have not accepted the measures," he said.

"There will be no strike. If any individual refuses to work on Sunday then obviously measures will have to be taken according to the staff regulations."

But sources linked to SAA staff confirmed there was discontent over the reduction of allowances.

Flight engineers are considering suing SAA for breach of contract but they have not contemplated striking.

A spokesman for the South African Flight Engineers' Association said today lawyers were being consulted on the feasibility of taking legal action against SAA.

"We feel there has been a breach of contract and conditions of employment," he said.

The conflict arises from SAA's decision to cut travel and meal allowances.

"That decision came at a time when we were negotiating salary increases. Inflation is hitting us as hard as anybody else. The company, however, has decided to cut the allowances," the flight engineers' spokesman said.

Meal allowances have been reduced by 10 percent. Reductions in travel allowances vary but are as drastic as 50 percent in some cases.

Mr van Rooyen said discussions had been held through "the appropriate channels" on reductions.

"The staff as a whole supported these measures. There are only a few individuals who have not agreed with them," he said.

The South African Airline Pilots' Association refused to comment.
A choice:
Low rise
No rise
No job

Staff Reporters

As the recession bites, South African workers face low pay increases, no pay increases at all or retrenchment.

The Minister of Transport Affairs, Mr. Hendrik Schoeman, has warned South African Transport Services employees not to expect pay increases for the year ahead if retrenchments are to be avoided.

This follows the news that SATS faces a deficit of R500 million this year.

Sources in Iscor said there were fears that employees in some sections of the corporation would not receive increases. A spokesman declined to comment on whether there would be general wage increases but said no retrenchments were intended.

Mr. J.P. Kotze, managing director of Iscor, warned this week that the steel market had shrunk to such an extent that adjustments were inevitable.

SACRIFICES

He said old blast furnaces at the Newcastle works would be closed down and production at the Pretoria works would be curtailed.

The Vanderbijlpark works would not be affected, he said.

Iscor staff would have to make sacrifices, Mr. Kotze said.

Except in special cases, no new staff.
The choice: Low rise, No rise, No job

would be taken on and manpower would be allowed to erode naturally through retirement, death and resignations.

At all levels, productivity would be increased. Extensive training programmes to reduce costs had been begun, he said.

A spokesman for the Public Servants Association said at a meeting with Mr F W de Klerk, Minister of Internal Affairs, 'was envisaged next month when the pay issue would be discussed.

EXTENSION:

The PSA has asked for increases which take effect next April to be pegged to the consumer price index, but the association has received no reply to this request from the Commission for Administration.

Recent indications have been that public servants can expect pay increases of about 12 percent, which is below the current inflation rate.

The PSA is also pushing for an extension to the system of job differentiation in which categories of public servants receive special pay increases.

The Star reported earlier this week that many firms were expecting to pay white workers an average of 12 percent more in forthcoming increases.

SHORTAGE

Despite the gloomy pay prospects, the Postmaster General, Mr H O Bester, said in Durban this week that South Africa was short of 150 000 skilled workers and that despite the 31 000 apprentices in training, there was still a lot of leeway to be made up.

He said South Africa was known to have one of the lowest productivity ratings among industrialised countries.
No rises — Sats workers warned

Own Correspondent

JOHANNESBURG — As South African Transport Services (Sats) heads for an estimated R500-million loss this year, the Minister of Transport Affairs has warned employees not to expect pay rises if retrenchments are to be avoided.

In an interview yesterday, Mr Hendrik Schoeman, warned that road and rail tariff rises would be announced shortly. They would come into effect in January.

He said that traffic volumes had dropped dramatically because of the economic downturn.

Losses were exceeding R50-million a month.

The deficit could reach R500-million by the close of the financial year, the minister predicted.

Sats 280,000 workers — 115,000 white — would probably get no increases next April because of the worsening financial plight of Sats.

"As an alternative to laying off valuable skilled workers, we would rather weather the storm by withholding increases next year," said Mr Schoeman.

Mr Schoeman said the extent of the tariff increases was still being discussed and he would make an announcement as soon as a final decision had been taken.

15% rise?

It has been speculated that tariff rises will average 15% percent. That was how much tariffs rose in April this year.

Discussions with railway union leaders about pay were being held, the minister added.

The chairman of the Federal Consultative Council of Railway Staff Associations, Mr Jimmy Zurch, said not giving pay rises would be "unacceptable" to railway unions and "grossly unfair."

He said railway tariff increases would raise the prices of nearly all products, the petrol price was expected to go up in January, "and we have just had a huge bread

ing fall and a further sharp fall without some compensation is un

acceptable to the unions," Mr Zurch said.

He also said the minister would have to be careful not to raise tariffs to a level where customers would be forced to use alternative road transport.

Too much traffic had already been lost to road haulers.

Two months ago, Mr Schoeman announced an attempt to cut operating costs by sharply reducing overtime and Sunday time.

In addition certain uneconomic urban passenger train services were discontinued.

But railway authorities claim this could have compensated only marginally for the huge traffic loss, particularly of imports and exports, since the beginning of the financial year in March.

The minister said iron ore traffic alone had dropped by 40% percent.

The PPP's finance spokesman, Mr Harry Schwarz, said a new round of higher railway tariffs would create a substantial wave of inflation "Stagflation" (little or no growth, and high inflation) affecting the country would get worse.

The higher tariffs will make January a month of shocks for the economy.

Fuel rise?

Excom tariffs are to be raised by about 15 per-

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He said railway tariff increases would raise the prices of nearly all products, the petrol price was expected to go up in January, "and we have just had a huge bread price rise and a 25 percent hike in general sales tax."

"The living standards of railway workers are falling below the cost of living, and not only that, but the South African Railways losses are estimated at R25 million a month," Mr Zurch said.

The minister said the rail traffic alone had dropped by 40 percent.

The PFPA's finance spokesman, Mr Harry Schwarz, said a new round of higher railway tariffs would create a substantial wave of inflation. "Stagnation (little or no growth, and high inflation) affecting the country would get worse, he warned."

Higher railway tariffs will make January a month of shocks for the economy.

Fuel rise?
Excise tariffs are to be raised by about 17 percent from January - this is a major reason for SA's plight.

There is speculation, too, that the price of fuel will also be raised, if not in January then early in the new year.

And another coal price increase is on the cards, say sources in Pretoria.

Two weeks ago, the Minister of Mineral and Energy Affairs, Mr Piet du Plessis, said there would be no petrol price rise before Christmas.

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World backing for fired dock workers

Labour Correspondent

THE giant International Transport Workers Federation (ITF) has instructed its general secretary to mobilise transport unions throughout the Western world to support dockers at Port Elizabeth, who were fired by SA Transport Services recently.

"The dockers, members of the ITF's affiliate in the General Workers Union, were fired after embarking on a go-slow in support of demands that SATS talk to the union on recognition, namely whether SATS dockworkers are entitled to the fundamental rights of freedom of association and collective bargaining," the ITF says.

A Press release issued by the ITF says its executive board decided at a meeting in Bremen, West Germany, last week to instruct general secretaries to take whatever measures they feel appropriate to enlist the support of the ITF's affiliates in the Western world to support the dockers at Port Elizabeth.

"The Board sees it that despite a question of principles, namely whether SATS dockworkers are entitled to the fundamental rights of freedom of association and collective bargaining," the ITF says.

"The ITF is interested in the situation and collective bargaining," the ITF says.
Dock unrest findings

next year

Labour Reporter

A South African Transport Services committee of investigation which is looking into the dispute at the Port Elizabeth harbour between SATS and the General Workers' Union, is not likely to submit its findings until next year.

More than 400 dock workers were dismissed at the beginning of September for refusing to abandon a go-slow protest against SATS' unwillingness to hold talks with the union.

The committee has already received written submissions from the GWU, the International Transport Workers' Federation, the Federated Chamber of Industries and various SATS staff associations, a SATS spokesman said.

- The ITF announced this week it would mobilise support from its Western region members for the dismissed Port Elizabeth dock workers.
SATS report is still not complete

Mail Correspondent
PORT ELIZABETH — The committee investigating the labour relations structure of the SA Transport Services is not likely to report on its findings for "at least a month or two", a spokesman for the SATS said yesterday.

And although all expected representations about the situation in the Port Elizabeth harbour had been received, an interim report was unlikely to be released, he said.

The committee would probably await the completion of all its investigations before making any reports.

In August hundreds of dockworker members of the General Workers Union (GWU) were dismissed by the SATS after refusing to call off a 48-hour "stoppage" they had been in an effort to win the right to be represented by the GWU.

The dismissed workers welcomed the announcement in September of the SATS committee of inquiry as a chance to air their grievances with regard to the Black Staff Association (BSA).

The SATS insists that the BSA adequately serves the needs of its black employees.

The SATS spokesman also confirmed that the committee had received representations from the London-based "International Transport Workers Federation (ITF)" which announced this week it had instructed its general secretary "to enlist the aid of ITF affiliates in support of the GWU".
Railwaymen to demand assurance on pay policy

Pretoria Bureau

The representatives of the 10 railway trade unions will demand a clear statement on railway pay policy from the Minister of Transport Affairs, Mr Hendrik Schoeman, at a meeting in Pretoria next week.

The meeting, between the Minister and the Federal Council of Railway Staff Associations, has been advanced by two weeks because of the urgency of this and other critical issues resulting from the continued economic slowdown, and the railways' worsening financial plight.

Railway union leaders were startled by the announcement 10 days ago by Mr Schoeman that railway workers could forget about pay adjustments next April unless there was an improvement in the financial position of the SA Transport Services.

During the first five months of the financial year, losses amounted to R135-million.

Losses will grow during the three worst revenue earning months of the year — November, December and January — and by the end of March the total loss could be approaching R500-million.

The chairman of the federal council, Mr Jimmy Zurich, confirmed yesterday the pay issue would be on the agenda for next Friday's meeting with the Minister.

"If, because of the administration's financial troubles, the Minister will have insufficient funds to give us increases in April, we want to know from him just when we can expect relief from the crippling burden of inflation, and its devastating effect on the living standards of all railway workers."

Mr Zurich said economy measures to reduce losses would be discussed.

"But there is no question of salary cuts or the loss of the thirteenth cheque. Before we would even consider this the administration would have to be on the brink of a disaster — and that position has certainly not arisen yet."

Mr Zurich said so far economy measures had included the laying off of pensioners and part-time workers.

"However we do not expect, and the Minister indicated this to the Rand Daily Mail that there will be sackings of permanent staff."

Mr Zurich said he would seek a reiteration of this assurance at next week's meeting.

"We know the railways are under great pressure, and we will co-operate to the full in easing this pressure, but the basic rights of the workers must be protected from hasty and unwise actions," Mr Zurich added.
Railways cut staff by 2,200

Labour Reporter
SOUTH African Transport Services in Natal had reduced its staff by about 2,200 over the past three months by not filling vacancies, the Natal systems manager, Mr Willie Mitchell, said yesterday.

But it had not laid off any permanent staff, he said.

Mr Mitchell said in July SATS in Natal had more employees than it had had at the same time last year, but the system was moving less traffic.

The reductions had been achieved by laying off casual workers and by not replacing leaving staff, he said.

The staff at present stands at 45,000.

It is understood that in one SATS department the staff has been reduced from seven to one.

Mr Mitchell said these measures were necessary to get SATS "back to where we've got to be" because of the drastic fall in its income through the present economic situation.

He said during the fruit season the harbour usually took on about 100 to 200 workers, but SATS was now avoiding taking on casual workers.
Rail unions to challenge pay freeze

By Michael Chester

Two of the biggest rail unions today laid plans to challenge Mr Hendrik Schoeman, Minister of Transport, on a pay freeze for the 270 000 labour force of SA Transport Services.

The first confrontation will take place in Pretoria tomorrow when the Minister holds talks with the Safarail Staff Association.

Mr H W Zouler, deputy general secretary, confirmed that the union's executive intended to press demands for 15 percent across-the-board increases for all 30,000 members.

"If the Minister says 'No', the bargaining will start," he said. "We still want increases and we are still hopeful.

The 24 000-strong Arison Staff Association also intends to pursue demands for minimum 15 percent increases.

In fact, it has submitted a formal claim for 16.5 percent raises in pay packets.

"We are aware that SATS is in a financial mess," said Mr C P Grobler, general secretary. "It sounds like the golden goose that lays the eggs is having its neck wrung, and we don't want to work without.

"However, the mess is not of our making and we don't feel we should suffer for errors made elsewhere.

"We have gone along with a number of economy measures in recent months -- staff reductions, by natural wastage, cuts in overtime work and so on. But we insist on pay increases."

The Minister gave notice there would be no increases for SATS employees next April when he addressed a news conference yesterday.

He said SATS had run into a deficit of R237 million in the first six months of its 1982-83 financial year and it was feared the deficit would grow to between R300 million and R400 million in the second half.
EAST LONDON — Matriculants who do not plan to study further face a bleak hunt for jobs here.

Traditional big employers like the South African Transport Services, which in the past employed large numbers of school-leavers, will "not have an "open door policy,"" the personnel manager Mr. J. Jonker said yesterday.

We are presently trying to reduce staff and not filling positions that become vacant. We have, however, taken on 59 apprentices who were selected earlier this year.

Although the SATS was not employing more staff, school-leavers were welcome to register applications at the SATS recruitment office. Mr. Jonker said yesterday:

"When we can accommodate them, we will take them," he added.

Banks, building societies and private firms are also not placing many school-leavers in spite of scores of applications. Staff was being "streamlined at the moment," a spokesman for a bank said.

"As a result, positions are being kept vacant or filled by internal transfer ever if it means moving someone from another level," he added.

A spokesman for a large staff placement and personnel consultancy said there was no demand for school-leavers in the job market.

"We have bad scores of inquiries from matriculants and we're having a big problem trying to place them in jobs. "None of our clients require school-leavers at the moment," he said.

However, when a client phoned they were asked whether they would consider hiring a matriculant.

"We're usually told someone with experience would be preferred," she added.

Personnel officers at the municipality and police could not be reached for comment yesterday — DDR.
Yuletide TV will be tough going

By JAN RUID
TV Editor

IT IS going to be a tough Christmas this year, thanks to SABC. Yesterday the corporation launched its Christmas programmes, and while the majority of Christians may feel that December 25 is a time for rejoicing, the corporation feels that it is a very serious occasion indeed.

Here are some of the features programmes which will be coming your way - and you are well advised I can give you a heads up on:

- It's official: at 8:00 on Thursday, December 22, come with John Robbie and Seckiel as they go cycling 'country and a singer'.

- Christmas kao am: at 6:15 on New Year's Eve, a variety programme which - how can I put it? - is very popular among the rubber band of the intellectual. A feature film: A Christmas Carol played on TV will be 'nished at 8:25.

- Christmas in Germany: Then comes "Shari's Christmas Concert" with Shari Lewis at the National Arts Centre, chatting and singing with his "friend" Lambchops Captain Person (Kangaroo) and Country Cousin Cruzz.

- Stand by for Christmas Day itself with "Die Fabriek" at 7:30, a dubbed French film, a Dickensian-type story about a father and his three sons working in a factory under deplorable conditions to make a living.

On the English service comes at 8:25 "A Gift to Last Christmas Special" starring Melvin Douglas as an embittered old man who lives with his sons, family but prefers the seclusion of his bedroom to the hustle of a modern-day Christmas celebration.

This is followed by "Corolla-Weihnachtsmimus". Then comes "On the First Day of Christmas" - a local production that suggests that be its the glitter, and beyond the clash of cash registers, there still lives a Spirit of Christmas potent enough to redeem even those of us least aware of the Christmas message.

The news for today is that SABC TV will be opening at 7pm for live coverage of the first day's play in the four-day match at the Wanderers between the visiting Sri Lankan cricketers and the Springboks.

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SA economy facing tough jobs crisis threat

By GERALD RILEY
Pretoria Bureau

THE South African economy is threatened with the most serious unemployment problem since the end of the Second World War, according to economists.

Increasing retrenchments are being reported from many sectors of the economy, and the trend is expected to accelerate during the next eight or nine months.

Negative growth was forecast by most economists and under these conditions, greater unemployment was unavoidable.

The Chief economist of Barings Bank, Dr. Johan Cloete, said yesterday that South Africa experienced no real recessions since the Second World War. "We are now faced with a four or five quarter decline in the economy with a possible growth. Two quarters of negative growth is needed for a recession classification," he said.

"It is also the clear that the 'high unemployment rate of the end of the growth recession is now back to the unemployment levels of the early 1980s,' he said.

In the SA Transport Services, the number of workers employed is continuing to decrease - in the May to July period the number of workers employed was down by nearly 24,000.

"In the clothing industry in the Transvaal the number of unemployed has risen to nearly 2,900."

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Policeman arrested after two shot dead

Mail Correspondent

DURBAN: A policeman was arrested in Mamelodi after a police sergeant and a woman were shot dead in the kitchen of a house in the town in the early hours yesterday.

The police said that the dead woman was Dorothy Anne Cade 33, who together with Detective Sergeant B B Welgedood 27, was found dead on the kitchen floor of the house at 3am.

The killings were reported by a neighbour who alerted the Mamelodi police shortly after 3am when a man came to his house and woke him up and made a report to him.

When the police arrived the man had disappeared but was arrested yesterday morning.

Policeman took possession of a firearm. D/S Welgedood was section head of the detective branch of the SAP at Mamelodi.

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"One of the world's great tastes - superbly matured brandy."

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WEST Germany faces strikes by the powerful Transport Workers' Union if a German bank grants credit to a South African company.

Mr Siegfried Merten, deputy chairman of the union, said the company concerned supported apartheid and had fired 600 workers because they planned to join a trade union.

**Warning**

On a report in a Johannesburg magazine that South African Transport Services planned to ask the bank for a R47-million loan, Mr Merten said it was "beneath our political morals to grant money to a South African company which strictly adheres to a hard and relentless apartheid policy."

He warned that relations between the two countries could worsen and reach a stage where "goods from and to South Africa will no longer be handled in German ports."
New deal in offing for railmen

WHEN the individual Railway trade unions meet Transport Minister Hendrik Schoeman to review pay increases in February, a new package deal may be negotiated.

This was indicated by one of the unions following meetings with the Minister after his "pay freeze" announcement this month.

With the South African Transport Services (Sats) headed for a massive deficit before its new financial year in April, applications for increases around 15-16.5% to become effective then have been "stayed". However, the unions will not let up on "demands" for improved working conditions when they re-negotiate pay rises with the Minister in February.

Subsidy

Some unions believe that to withhold reasonable increases would be tantamount to Sats employees subsidising their own service. Instead, other measures -- such as tariff increases and additional subsidies from Government -- are justified under the circumstances, they said.

To freeze pay means workers will be subsidising Sats out of their own pockets.

"All we want is an adjustment in relation to the inflation rate," said Bunny Marais, acting general secretary of the 8,000 strong Running and Operating Staff Union.

Brian Curne, head of the 30,000 strong Railways Salaried Staff Association, pointed out that there is no confrontation between his union and Schoeman, he still hopes that a pay rise agreement will be reached and become effective in April.

But Willie Grobler, general secretary of the powerful Artisan Staff Association -- which claimed a 16.5% pay rise -- stated that if Sats' financial position became "that bad" his organisation would adopt a flexible approach.

"We would be prepared to look at a package deal to include a reduction in working hours.

"Depending on the situation, we may only insist on this being implemented in October next year," Grobler said.

Tariffs

Marais would like to see Sats balance the books and "more is due" from Government to achieve this, he said.

"If tariffs are raised and more money is found to operate this essential service we will get pay adjustments due to us.

"We are all in this economic crunch together. That means private enterprise and all the other food control boards must tighten their belts as well.

"If not, the Government should do something to control food price increases and inflation generally -- with which we are only trying to keep pace," Marais said.

By Lynn Carlisle

"23/11/82"
Angry busmen ready to strike

Mail Correspondent
DURBAN. — Durban’s 120 Indian bus drivers are “livid” over the suspension of their workers’ committee by the Durban Transport Management Board and could strike as a result, spokesmen said yesterday.

"Since the suspension of the committee we have been kicked from pillar to post," a bus driver said.

A number of drivers said yesterday that they had tried to raise certain grievances with senior transport officials, for the past two months, "but had been fobbed off".

They said the committee was suspended about two months ago after one of its members refused to go to a meeting.

"Why didn’t management just suspend the one committee member instead of the whole committee?"

Since the suspension, management was "pushing" for new working conditions, but "there is nothing we can do about it," they said.

The drivers said no officials would see a group of 30 drivers a month ago.

Durban Transport Management Board’s deputy managing director Mr Alan Bray confirmed the suspension of the committee because of "certain problems we have had with them".

He said the drivers had not exercised the "proper" channels of communication available to them.

The general secretary of the Durban Integrated Municipal Employees Society, Mr S M Govender, would not comment yesterday because "we are still negotiating".

He added that a number of meetings had been arranged to discuss the drivers’ grievances with management, but "these did not materialise".
Railways shuts down foundry

EAST LONDON — The railways has shut down its foundry at the mechanical workshops here.

The system manager, Mr A J Jonker, said yesterday that the foundry, started in 1881, had been "overtaken by time".

It played a major role in the days of steam-driven locomotives and ships, but since the advent of diesel power its usefulness had diminished.

"A lot of people are upset about the closure, but we can't run the foundry on sentiment," Mr Jonker said.

The 50-plus people working at the foundry had lost their jobs, but had been "relocated" in other railways workshops.

Skilled artisans had been offered transfers to a foundry in Uitenhage.

The need for parts produced at the foundry had dried up over the years until the foundry was only producing brake-blocks, Mr Jonker said.

"We have since started using new materials for these brake-blocks and because our wagons are doing less mileage as a result of a drop in the amount of goods going by rail, we had no option but to close the foundry," Mr Jonker said.

The South African Transport Service had to look at its facilities in a national context and the foundries where it had the most money invested had to be utilised to the fullest.

This was why work, which might have been done in East London, was being re-directed to the bigger foundries, Mr Jonker said.

The decision to close the foundry has, however, been sharply criticised by a former foreman, Mr H D Cooper, who said it was "a blow to industry in East London".

"It should have been kept alive, but is another piece of East London industry which has been allowed to die. Work which could have been done here is being sent to Uitenhage. Why must we, when we have a serious unemployment problem, provide jobs for people in other areas?" Mr Cooper said.

The foundry had a proud history and had been an integral part of the mechanical workshops. It produced anything from door-lock components to propellers, and during the war casings for Mills bombs and bomb striker pins had been cast.

"We even produced 33,000 spear-bridges and railroads," Mr Cooper said. "The number of liberty ships worked on are too numerous to mention."

Pipes for dredges and the dry-dock, some measuring over two metres in diameter and cast from 10 cm thick steel were also made here.

"The foundry was, and should have remained an integral part of the harbour, so that our port could have been a self-contained one. There would be no need to order parts from other centres," Mr Jonker said.

"There are many memories connected to the foundry, all of them pleasant ones. I can appreciate how Mr Cooper feels, but I must stress that we can't run this foundry on sentiment." — DDR

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| RUNNING |

No books, notes, pieces of paper or other material may be brought into the examination room unless candidates are so instructed.

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All answer books must be handed to the commissioner or to an invigilator before leaving the examination.

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Gloom for young workseekers

Mail Correspondent

DURBAN — The thousands of school leavers and National Servicemen who in the new year will be frantically looking for jobs have a difficult task ahead of them, according to the country's major employers. Because of the recession employers will be looking at trimming their workforces — if they have not already done so — rather than taking on new staff.

A number of companies said they would still be taking on apprentices and trainees for certain skills to meet expected future need for skilled labour — but this intake would be "drastically reduced."

The executive director of the Natal Chamber of Industries, Mr Roland Fron, said "one has to accept the fact that job opportunities are scarcer than they have been in previous years."

"Mr Leon Eis, liaison officer for South African Transport Services, the country's largest employer of labour, said there had been a "countrywide clampdown" on employment and SATS in the New Year would only be employing 1 000 people to fill "essential" grades."

"We will be still taking on our normal quota of apprentices as we don't want to be caught with outposts down when the economic system comes but we will be a lot more selective," he said.

Jacobs' acting personnel manager, Mr F. M. du Plessis, said in terms of the company's long term manpower plan, it would be taking on "a far share of people" but this number would be reduced to employing people with specific skills.

A regional spokesman said the Post Office had a shortfall of 256 clerical posts for women and a shortfall of 264 posts for white technicians.

"We are expecting to fill these posts early in January when school leavers begin to look for jobs," he said.

However, black school leavers looking for jobs are unlikely to find it easy to find employment with the Post Office as the spokesman said there was an "oversupply."

South Africa's major banks reported that they had been recruiting school leavers "gearled" to their requirements but said they would be employing less than in previous years.

Envoy go in reshuffle

MANAGUA — Nicaragua's government announced at the weekend it was replacing ambassadors to the United States and several European countries as part of a reshuffling of diplomatic personnel.

In a short Press bulletin, Nicaragua's Foreign Ministry said it would replace its top diplomats in Algeria, Belgium, Belgium, El Salvador, the US and Holland — UPI.

Weather Mail

Weather Bureau's forecast for today —

"WAAL — Partly cloudy and hot with isolated thunder showers."

STATE and CAPE north of the Orange — Fine to cloudy and hot to very hot with isolated thunder showers over the north and north-east Free State and the Free-Makano area — south of the Orange — fine to partly cloudy and over the interior.

Fine to partly cloudy and hot. It will be humid isolated thunder showers in the afternoon.

WEST AFRICA — Fine to partly cloudy and very hot with isolated thundershowers in the north.

SWAN: — Fine to partly cloudy and vary hot with isolated thunder showers in the north — Sapa.

SOUTH AFRICA YESTERDAY

Temperatures at 1400-GO

\[\begin{array}{ccc}
\text{Town} & \text{Max} & \text{Min} \\
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\text{Cape Town} & 29 & 16 \\
\text{Port Elizabeth} & 28 & 23 \\
\text{Stellenbosch} & 29 & 22 \\
\text{Johannesburg} & 29 & 20 \\
\text{Durban} & 29 & 20 \\
\text{Bloemfontein} & 28 & 18 \\
\text{Pretoria} & 27 & 18 \\
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MATTER OF FACT

TO CORRECT specific errors of fact, write to the Editor at P O Box 1138, Johannes- burg, or telephone the Editor's secretary at 710-9111 between 9am and 5pm on weekdays.

If you have broader complaints about the Rand Daily Mail these can be taken up with the Mail Ombudsman, James McClurg, c/o The Editor's secretary.

POLITICAL comments in the stead of David Nel's column are welcome by Alex Szmolgowski of the Rand Daily Mail, and by Robert van Blerk of the Daily Star.

New chief

WINDHOEK — The acting director of nature conservation in South West Africa, Mr Polla Swart, has been appointed permanently to the position from January 1, the government service announced in Windhoek yesterday — Sapa.

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The court where no-one was king
Motor industry and port disputes dominated 1982

By SANDRA SMITH
Labour Reporter

Two issues dominated the labour scene in the Eastern Cape this year — a crippling motor industry strike and a fight for union recognition in the harbour.

Unquestionably the first was pre-eminent.

At times it involved about 11,000 workers at Ford and General Motors in Port Elizabeth as well as at Volkswagen in Uitenhage. It led to a shutdown of all vehicle manufacturing plants and to dire warnings of the possible economic consequences for the region.

The dispute began in July and was finally resolved only in November, after the emasculation of the industry’s industrial council through the withdrawal of the National Automobile and Allied Workers Union (Naawu) and weeks of sporadic go-slows and work stoppages.

Under protest, the union finally negotiated with the three employers through their representative body.

The settlement entrenched workers’ job security instead of gaining the minimum wage increases initially sought.

At a time when all three companies had re-trenched hundreds of workers during the year — despite earlier denials that there would be widespread lay-offs — the union saw better lay-off provisions as a priority.

The agreement came into operation on December 1. Eight days later GM re-trenched 230 workers.

They were able to benefit from the new provisions.

The dock dispute, in which workers fought for nearly a year to persuade the South African Transport Services (SATS) to talk to, if not officially recognise, the General Workers Union (GWU), received international prominence.

The threat of sympathy strikes by stevedores in four major South African ports and of embargoes on South African goods by affiliates of the International Transport Workers Federation (ITF) led to widespread condemnation of the SATS actions in refusing to meet docker representatives and in sacking more than 400 workers after a go-slow.

The dockers have resolved to await the outcome of a SATS inquiry at which they and the ITF will give evidence.

Another Eastern Cape dispute which attained national prominence was that at the Veldspun International Textile Company in Uitenhage.

More than 1,000 workers were fired when they downed tools in protest against the sacking of 66 colleagues.

The Trade-union-affiliated National Union of Textile Workers (NUTW) claimed that Barlow Rand (which has a majority holding in Romtex, of which Veldspun is a subsidiary) had broken its code of employment and was indifferent to the unfair labour practices of its subsidiaries.

The union also criticised the group’s failure to intervene in the dispute.

The issue shot to national prominence when students at the University of the Witwatersrand, of which Barlow’s chairman, Mr. Mike Rotholt, is chancellor, took it up and produced a booklet outlining the history of the dispute and calling on the chancellor to intervene.

The NUTW eventually agreed to a management proposal for the staggered re-employment of 214 of those dismissed.

Other important events included the banning, after months of detention, of four officials of the Motor Assembly and Component Workers Union (Macwus) and the arrest and release without charge of two East London找了 unionists of the SA Allied Workers Union (Sawu).

Spats in the “progressive” union camp also widened with the failure of a Port Elizabeth summit in July to agree on a union federation.
Strikes threaten major airlines

By Richard Paris Air Correspondent

At least two major airlines may be grounded by strikes in 1988, and others may be faced soon with industrial disputes as flight engineers take action against airlines that want to replace them with computers.

The president of the South African Airways Flight Engineers Association, Mr. Ronnie Smuts, said on return from the Flight Engineers International Association (FEIA) annual meeting in New Orleans this month the organisation was committed to taking a militant stand.

The future of the "third man in the cockpit" has become more secure since the major aircraft manufacturers, Boeing and Airbus Industrie, decided that the new technology, based on cathode ray tubes and lasers, was so advanced that its new range of jets - the Boeing 767 and 777 and the Airbus A310 - could be operated without a flight engineer.

Most two-engine airliners are flown without flight engineers.

Plans are to convert the Boeing 747 jumbo jet from a threeman to a two-man crew in a few years.

Airlines are being persuaded that they can save money and have a more efficient operation with two-man crews, but flight engineers claim that in the long run the new technology will prove more costly, reduce efficiency, and threaten the safety of flying.

"The manufacturers are competing in such a fierce battle for sales that they do not believe they can afford not to offer what their rival can," said Mr. Smuts.

TESTS...

He said Boeing's latest jets, which have just entered commercial service, were test flown with flight engineers because they were designed originally for a three-man cockpit, but when rival Airbus Industrie announced a two-man operation they quickly re-designed the cockpit along similar lines.

"The development of these new machines has taken place on the ground, where it has been found they are very sensitive to static and other atmospheric conditions. We question whether enough is known about their ability to function consistently on the air," said Mr. Smuts.

Test equipment required for the computers on the ground to go with those on the aircraft were nearly as expensive as some of the new aircraft themselves.

A flight engineer, he said, was a third set of eyes in the skies, often crowded with unidentified aircraft, and a third voice which commanded weight when a captain's decision needed to be challenged, which the etiquette of flying precluded his co-pilot from doing.

CREDIT...

American aviation authorities have acknowledged formally that a flight engineer would have been able to prevent the Boeing 737 Air Florida crash into the Potomac River in Washington, D.C., during a blizzard in January, had one been on board.

They were given credit for helping to save hundreds of lives when two Boeing 747s lost power when they flew into an undetected cloud of volcanic dust over Indonesia in May and were falling to earth rapidly as their engines were restarted.

Members of the SAA Flight Engineers Association told the Star that a clash between them and management was not likely as long as the earnings did not try to phases them out.