

SERVICES SECTOR - LABOUR

287

~~10 MAY 1981~~ — 13 October 1981
~~6 MAY 1975~~ — 11 October 1981

~~Not in order~~

Police stand by as 80 are paid off

Adm 12/13/75

287

1. 130
2. 82
See also
IND. RELATIONS - Strikes

By CLIVE EMDON,
Labour Correspondent
EIGHTY African cleaners,
sacked for striking for two
days in a pay dispute, were
paid off at Labour House
yesterday, while a police
contingent stood by. Their
spokesman was taken away
in a police car.

A lawyer representing
the firm, Modern Office
Cleaning Services, which
has a usual work force of
120 men, said the dispute
centred on working hours
for a 5-day or 6-day week.

He said the Labour De-
partment took the firm to
court in 1974, charging
the company with 182
counts of underpayment
totalling R25 000. However,
the department was un-
able to prove its case.

It had claimed that the
firm should pay time and
a third for Sunday work.

"The cleaning workers
had originally worked on
Saturday afternoons and
objected to this, saying it
was a sporting afternoon.
They agreed then to work
on Sundays instead," he
said.

They also objected to
working early on Monday
mornings, after agreeing
to do so. After the court
case at the end of 1974,
the firm decided to stop
all Sunday work.

The agitation started
last week. Some came to
work, others didn't. Men
stood at the bottom of
buildings and stopped
workers from going to
work. Some were beaten
up.

He said that since that
time, a director of the
company, Mr Abe Epstein,
had worked very closely
with the police.

Yesterday, police stood
by as 80 men were paid
off by Mr Epstein and Mr
John O'Donnell, another
director of the firm, at
Labour House.

The spokesman for the
cleaning workers, Mr Eric
Shelombe, said in an in-
terview he had been asked
to stay behind by Mr Ep-
stein after the workers

because
cutting
exce
Fur

Employers of guards falsify wage records, says union leader

By PENNY CUMMINS

sation yesterday explained the low wages in the industry

"Security companies prefer to employ rural men rather than town men whose families would be at risk at night if they were away. Besides, rural men are more honest and they do not need the high wages of an urban family."

But Mr Ted Smale said this was nonsense. "A contract worker also has to eat. He wouldn't be in town if he didn't need the money. He too probably has three children back in the homelands who need to be fed and schooled."

Mrs Jane Hlongwana, secretary of the Engineering and Allied Workers Union said: "How do people think watchmen can do their job when they are forever tired?"

Mr G W Middlemas, of Alert Industrial Security, employers of 163 guards, complimented the 'Mail' on its investigation but said his firm should not be confused with Alert Patrols referred to in the report.

He said his wages ranged from the minimum of R17,80 a week to R225 a month to five top men.

"We are guilty of 'double-shifting' but it is done on a purely voluntary basis, and only in extreme emergencies do men work more than 24 hours at a stretch."

In his firm basic clothing was paid for by guards and was bought back at two-thirds of the original cost when they left.

Mr P L Scholtz of the Night Watch Services Wage Board confirmed that this practice was illegal. The employer might not even take a deposit for the clothes he required his workers to wear.

However, the wage board does not specify the number of hours a guard must work before he qualifies for overtime rates, nor the maximum number of hours he may work consecutively. The "double shift" system is perfectly

SOME unscrupulous employers of guards and watchmen falsify their wage records so as to appear to pay legal wages and mislead labour inspectors, says trade union leader Mr Arthur Grobbelaar.

He also claims some employers invent illegal fines and deductions which reduce the prescribed minimum wage of R17,80 a week. The effect of this is to reduce labour costs.

"The only answer is for workers to make sworn affidavits and to complain about poor working conditions," he said. But he acknowledged there were many factors which stop workers from coming.

They are often unaware of their rights as they are illiterate, and many employers fail to display a notice containing Government conditions of work.

"Workers are often dismissed after complaining of victimisation can be proved there is redress, but workers are not willing to take the risk."

Mr Grobbelaar was commenting on the Rand Daily Mail's investigation into the working and pay conditions of security guards and watchmen published on Wednesday.

The president of the Johannesburg Chamber of Commerce (JCC), Mr Ted Smale said guards were entitled to a decent living wage.

The R76 a month minimum rate applied by most firms is only half the minimum level of R152 prescribed by the JCC for a family of five in Soweto.

A spokesman for the South African Security Association said many companies — not members of the Association — paid below the legal minimum wage for the industry.

Miss Elizabeth White, public relations officer for the Night Security Organ-



It's not just watchmen who work 60 consecutive hours in "double shifts"

On guard — for 60 hours at a stretch

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16/77
RDM

"THERE are 173 alleged security organisations on the Reef — 150 of them are run from backyards," the managing director of one of the largest firms providing a day and night security guard service said this week.

Inside Mail investigated working and pay conditions of guards in a dozen of the best-known firms on the Reef and found both good and appalling employment practices.

Most employers seem to apply the minimum conditions laid down for the industry in a Government wage determination. This was gazetted in 1969 and the most recent pay adjustments were made in 1973.

Though some firms scrupulously apply rulings on pay, hours of work, clothing provisions etc, many do not and a variety of irregularities are evident.

Inside Mail's investigation found:

- Most guards and watchmen work 84 to 96 hours a week — six or seven shifts. The best employer limits working hours to 60 hours a week — five shifts.

The wage determination prescribes an 84-hour week as "ordinary hours" and allows for a further 12 hours "overtime". The 84-hour week is interpreted as six 14-hour shifts though most firms work on a 12-hour shift and allow for "wasted" time on transport and parades.

- Several firms keep watchmen on the job for up to 60 hours at a stretch at weekends — five consecutive 12-hour shifts from Friday night to Monday morning. Other firms limit weekend duty to 36 hours, or three consecutive shifts.

- Most firms pay the minimum prescribed wage rate of R17,80 a week — R2,95 a shift for six shifts and R3,94 (time and a third) for overtime. The best

YOU see them sitting in their great overcoats, huddled around fires on the pavements, often asleep when they should be awake and watchful. These are the anonymous nightwatchmen, the men paid to guard the city while others sleep. How much are they paid? What are their working conditions? How long do they work? CLIVE EMDON, PENNY CUMMINS and MONTSHIWA MOROKE report.

payers have a minimum rate of R30 a week. The worst, R10 a week, well below the legal minimum. Many guards claim they are not getting their due overtime pay.

- While most shifts in the industry start at 6 pm for night guards and 6 am for day guards, some of the larger firms require their men to be on parade two-and-a-half to three hours before duty begins.

- Few firms provide overcoats to watchmen without charging for them though the determination prescribes that working clothes should be provided free of charge.

- Watchmen on weekend duties, working up to 60 hours without a break, claim they are only brought one meal every 24 hours. Migrant workers living in hostels say they miss most meals because of the timing of their shifts — and what meals they get in some of the hostels are inedible. Most men pay for and cook their own food.

- Men claim they have to pay bribes to some supervisors and indunas to get good jobs allocated to them — and to keep their jobs.

- Most of the firms paying their guards at rates between R76 a month and R114 a month charge their clients R200 to R250 a month for the services of one guard night or day.

Inside Mail found a distinct contrast between the

best employment practices of a few firms in the industry and the general norm.

Shield Security employers of 260 men, pay a minimum rate of R135 a month (R31 a week) with scales rising to R195 a month for senior black guards. It pays overtime at the rate of R6 a shift and regards a five shift week a normal working week.

Pritchard Security, employers of 90 men, pays a minimum rate of R114 a month (R26,51 a week) and Dog Security Services (80 - 100 men) a minimum rate of R110 a month, working to a six-shift week with overtime at double the rate.

The big firms, Fidelity Guards (350 - 400), Securipol (350 - 400) and SA Night Security ("more than 200") pay most of their men the prescribed minimum rates of R17,80 a week (R76,54 a month), as do Nighteyes (50 - 100).

Redcap Security (more than 100 guards) has a R100-a-month minimum, with scales rising to R300 a month for senior men.

Inside Mail found that Securikay pays a minimum rate of R64 a month or R14,88 a week for seven 12-hour shifts.

Two watchmen working for Springbok Security (200 workers) claimed they were paid R10 and R13,95 a week respectively, while the firm says it pays the minimum rate of R17,80, as does its associate, Alert Security.

Many watchmen claimed

they were paid at rates below the prescribed minimum rate but none knew the name of the firm they were working for nor could they produce pay dockets.

In a number of cases the guards gave the name of their firms but they could not be traced.

Security companies don't like to admit they have watchmen working up to five consecutive shifts at a time during weekends, some working 60 hours without a break. Even among themselves the firms refer euphemistically to the "double shift system".

Firms who use the "double shift system" include Securipol, Fidelity Guards, Eagle Security and Mr Security.

Guards working the "double shift system" are brought food parcels once a day by some firms. These consist of ½ litre of milk, ½ loaf of bread and a packet of cooked chips. Guards working for one firm say they might only get their first food parcel on Saturday afternoon after going on duty on Friday morning.

Employers are required by law to provide free of charge items of clothing which they want their guards to wear. Securipol provides, at its own cost (about R70) boots, trousers, an overall coat for its men which are replaced when required.

Guards say, however, that

if they want a good job with the firm in pleasant surroundings they must purchase a company suit for R40 as well as shoes and shirts. The men claim those in tunic suits always get preference over men in overall coats when jobs are allocated.

SA Night Security issues its men with two shirts and a tie, a drip-dry boiler suit or a baise suit and badges, belts, handcuffs and boots.

Fidelity provides a similar array but sells overcoats at cost to its men. Redcap also makes its men pay for overcoats while Dog Security supplies a free coat and uniform to its men.

Many firms make their guards pay deposits on clothing provided. Shield takes a R20 deposit (returned after one year) but charges for shoes and overcoats on the premise that these are also worn outside of working hours.

Of the nightwatchmen living in hostels, many rely on company transport to and from work and may wait many hours a week before coming off a shift. Employers regard this as one of the "hazards" of the job and generally do not pay overtime for this waiting time. Shield insists that if there is a dayshift as well as a nightshift a man must stay at his post until he is relieved. They do pay an hourly rate for this after-shift overtime.

Men who are not transported by the firm may or may not receive transport allowances. Securipol, Northern Nightwatch and Fidelity Guards are amongst the companies which pay for transport. Shield argues that it pays high enough wages to include transport.

Fidelity Guards living in the compound have to be up and dressed by 3.30 am or pm, depending whether they work a day or night shift. They have a parade and drill for an hour before rollcall and leaving for their posts.

Who watches the watchmen?

THE men hired by security firms are not often extensively screened for trustworthiness or competence. When describing hiring practices employers talk more about the red tape of filling in forms for labour bureaus and ensuring that hostel places are booked for the required number of men than about the process of selection.

Mr R Amooie of Fidelity does all the necessary paperwork then travels to a Homeland area where he has notified a contact that he needs 30 or 40 men, and chooses from among the applicants which often number up to 400. He stipulates that they should be able to read and write, and speak English or Afrikaans.

Pritchard Security recruits its 90 Reef workers in a similar fashion in the Homelands, through the Press and on the recommendation of senior guards. Recruits undergo a screening process which mostly concerns their education standard.

Redcap demands Standard 5 or

6 and English or Afrikaans.

Shield boasts that it has only three men without Standard 6, and that all its men are 28 or older and therefore responsible adults. Shield appears to be the most security-conscious firm. They send the fingerprints of applicants to Pretoria and thereby weed out people with a criminal record.

The firms say the best and worst security risks are people recruited in towns. Casual labour is not checked. Shield has a policy of not recruiting in rural areas. With the character checks they impose they try to ensure that all their guards are trustworthy individuals with experience of town life and its dangers. Securipol also states that some of the more senior guards who have also been longest with the company are urban men and not contract workers.

The purpose of the South African Security Association is to protect the interests of the companies hiring and supplying security services

It considers that the labour conditions of employees in the industry are a private matter between the companies, the employees and the labour department, and will not adjudicate.

It bothers Mr T Power, the chairman of the Association, that the quality of men recruited is low and an inferior service is supplied to clients.

He believes that the only way to get more skilled and responsible men is to pay them more, which he says means that companies would have to raise their rates.

Mr Power believes that clients as well as security companies are jointly responsible for the poor deal received by nightwatchmen. He says that many companies do not appear to care about the quality of protection their premises are getting, nor whether the guard is alert or efficient. The mere presence of a guard makes insurance companies more willing to pay out after fires or theft



After dark . . . Johannesburg becomes a town populated by nightwatchmen. Often it's a cold and lonely life with few rewards.

Picture: ALAN VAN ROOYEN

They work beyond the law

1/6/77
RD M

BENJAMIN POGRUND

A FEW days ago workers were repairing the road outside my house. Talking to the black workers, these details came to light:

• The labourers employed by the Johannesburg City Council earned R25,08 a week.

• Working alongside them were four other labourers described to me as the "boys" of a private contractor who hired them, his truck and a driver to the council.

• The contractor was paid R65 a day by the Council. The contractor paid the "boys" R10 each a week.

• The Council labourers had passes and were legally registered. The contractor's labourers did not have passes.

• Come pay day on Fridays, I was told, and the private labourers tended to walk off the job. In particular, if they were told to work a bit harder or faster, they simply left — which is exactly what happened on the Friday that I was speaking to the workers.

These various details encapsulate much of the South African situation:

1 The four private men can be screwed by the employer. Without passes, they are at his mercy. He can pay virtually what he pleases. If they dare to complain, they face being thrown out. They cannot even complain to any Bantu Affairs official about what is done to them for that would be a confession of their illegal existence, bringing other penalties in its wake.

Some will no doubt say that influx control should be observed and pass-less workers should not be employed in the first place. Try telling that to the men who need jobs and the employer who needs workers!

2 If the labourers are not forced into meek compliance because they must keep their family alive whatever the pittance paid, there is little incentive for them to work regularly and steadily. What price is paid in loss of productivity? In the turnover of workers who walk off the moment they get some cash? In employers constantly having to seek new workmen?

Another question: Exactly how much productivity can validly be expected from a man earning R10 a week?

And will those business fat-cats who still, in this day and age, advance that tired and prissy argument that first there must be an increase in productivity before pay can rise, please try to explain it to a man earning R10 a week and who lives beyond the law?

3 Those four pass-less workers are part of heaven knows what number of workers made "illegal" by the pass laws and influx control. What price is paid by the vast bureaucracy which (vainly) tries to keep track of them? For the police who stop blacks to check their passes? For prosecutors, magistrates, clerks and jail wardens deal with the hundreds of thousands of offenders?

4 The white contractor to be applauded by some skilful entrepreneur for R65 a day hire charges on a week pay scale to make excellent business sense.

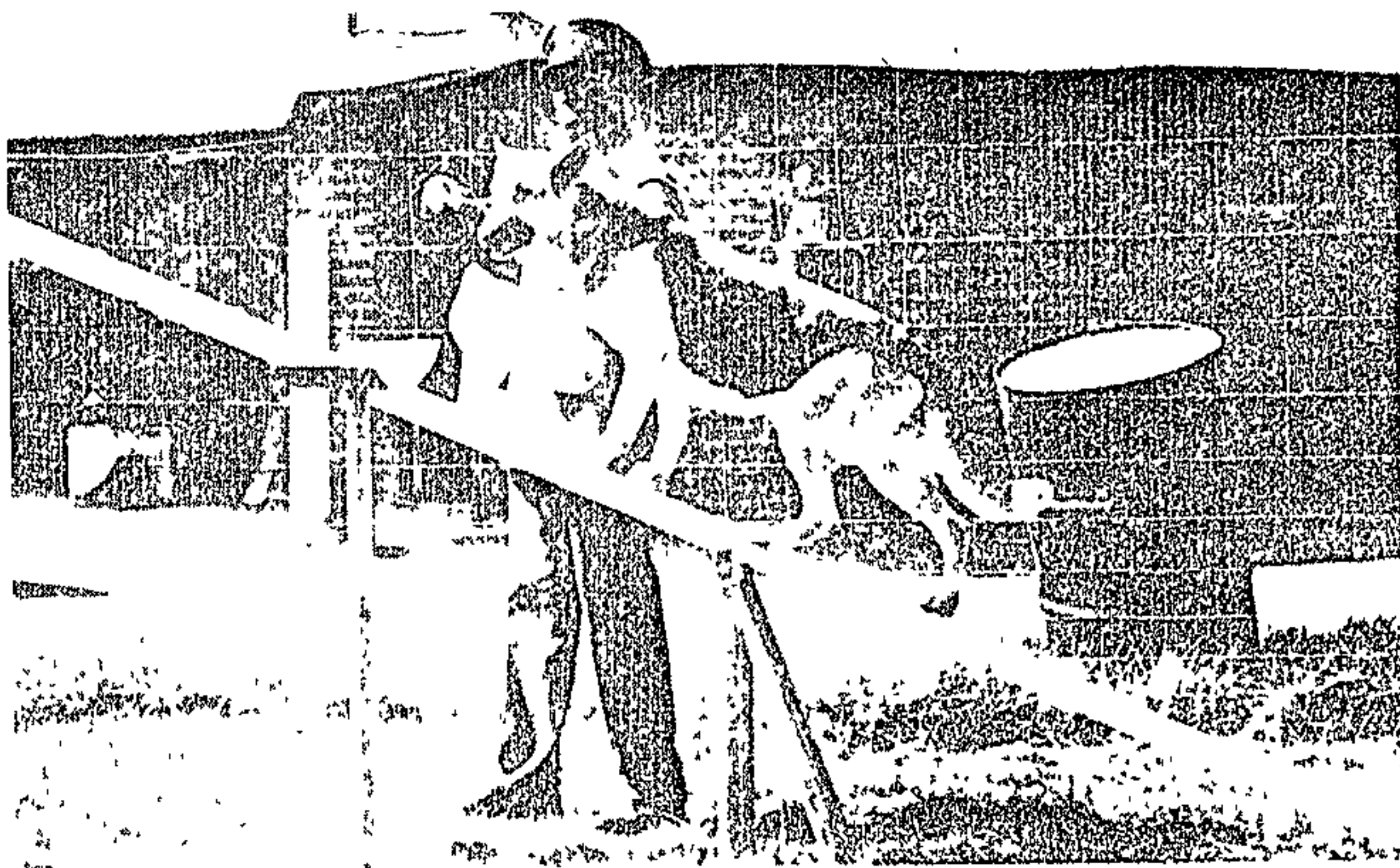
But can any society in South Africa especially at this stage, afford profit-taking? Can ratepayers of Johannesburg afford it? Can the system afford to be associated with such taking at the expense of unfortunates who themselves are forced to do the R10 jobs?

5 The R10 a week men and the council's R25 a week men too, for that matter, have little or no say in pay and conditions of work. There are no trade unions to protect their interests or to strive for improvement. They cannot legally withdraw their labour. Unions for blacks are actively discouraged.

6 How much social responsibility can be expected from men earning R10 a week with no legal existence, with no reasonable job security? Why shouldn't they turn to crime as a seemingly easier way to earn their bread? In time of unrest, what behaviour can be expected from them? What have they got to lose?

7 What is the likely effect on black-white relations as a whole of white employers screwing the guts out of black workers?

Forget all the great ideological talk. If we could start getting to grips with — and resolving — these questions we would be going a long way towards meeting the South African crisis.



African guards . . . leading a dog's life

scores are being settled" (he has worked for other security companies).

McBrearty says he's never been given a reason for exclusion. Nor is he likely to find out.

SASA chairman Bob Power declares "It is an internal, confidential matter. However, it must be stressed that applications for membership are carefully vetted. Allegations such as settling old scores must be treated with the contempt they deserve."

"Sasa believes there is a lot to be done to tidy up the commercial section of security and that is why it is pushing for licensing in liaison with the Minister of Police, Jimmy Kruger."

McBrearty, meanwhile, says he's opening up his monthly pay scales for blacks which, although he admits are barely acceptable, are, he claims, "the best in the business." For a trained guard (after one month's probation on R75) Shield Security pays a minimum of R135, promotion to corporal earns R150, sergeant R160 and senior sergeant ("there are half a dozen") R170. This is for a maximum five shift 60 hour week. He adds that no food or hostel accommodation is provided for his men as all live at home, uniforms are free and transport is provided where needed.

McBrearty says guards in other companies are lucky to get 66% of those rates for a six shift 72 hour week. He goes as far as saying that at a minimum R6 per shift, his men are 100% better paid than companies paying the statutory R2,85 shift minimum. To do this he charges more than "any other company."

Recruiting, according to McBrearty, verges on the farcical. Documents he showed to the *FM* indicate that of black work applicants who got onto his short list ("about one in 20") an average 35% had criminal records - some involving jail for assaults including knife attacks or while committing robbery.

Yet that's why some guard companies, such as the Rennie group's Fidelity

Guards, recruit from the Homelands. "They're raw but they're honest," says FGS Roy McFarlane. Shield, on the other hand recruits only urban blacks.

Surprisingly, support for some of McBrearty's claims comes from Sasa executive board member and Night Security Organisation financial director Malcolm Dryburgh who says many black guard conditions "amount to slavery."

Dryburgh adds: "Many (blacks) in other firms are paid about R1-a-shift (NSO recruits at R3 plus bonus) and can have up to 85c a day deducted for hostel accommodation and food."

Legally they should be paid a minimum of R2,85/shift with a maximum R5,20/monthly for hostel deductions.

Dryburgh's NSO is pushing, through Sasa, for licensing to stamp out contractual and labour abuses. He's also prepared (so is Shield Security) to open his pay and condition books for scrutiny and believes other ethical guard companies will follow.

SECURITY *FINAL MAIL* On your guard *6/5/77*

Security guard operations have long laboured under a dismal image, so when the head of a security company says it's a dirty business there must be something wrong.

Shield Security MD John McBrearty alleges that in many cases guards don't even turn up and those who do are often left up to 72 hours to fend for themselves in strange buildings.

"Company bosses would get a shock if they bothered to check up any weekend on who is guarding their premises," says McBrearty.

Why has McBrearty decided to wash security's dirty linen in public? Could be because, as he says, Shield Security was recently refused membership of the SA Security Association (SASA) and, on appeal, was told that the company could have admission but *not* McBrearty personally. Moans the Shield chief "Old

NIGHT PATROLS

Whatever the wrangling inside the security business, protection for customers is being improved by three companies starting better night services.

Chubb Alarms and Fidelity Guards are joining forces to speed up response to alarm calls between 19h00 and 06h00. The new Key Holding Services will also greatly reduce the chances of factory or office keyholders being called out and running into intruders when answering an alarm call.

Night Security Organisation is also introducing a two-man, one dog mobile security system to check premises "six or eight times" each night (it will also operate round the clock if needed) in a fast patrol vehicle crammed with everything from bomb blankets, radio telephone and emergency lighting unit to pick-axe handles.

Hairdresser snips at the race barriers

Sunday
Times
3/2/77

A HAIRDRESSING salon in the Boland town of Worcester has opened its doors to all races. It is believed to be the first salon in South Africa to do so.

The owner of the new salon, Mrs Susan du Toit, said yesterday that she would be employing black and white hairdressers.

White hairdressers in Cape Town yesterday said they were not allowed to employ non-white hairdressers. "We can employ non-whites only as shampoo girls," said one.

The Minister of Community Development, Mr Marais Steyn, yesterday declined to comment on the Worcester salon, which is situated in the white area, one block from the dividing line between the white and coloured sections of the town.

Clash

Earlier this year, mixed ballet classes in Worcester were banned by the Minister.

Mr Steyn said in Parliament at the time that they were stopped because they had developed into a school with permanent classes and this clashed with Government policy.

By STEVE MOLLER

Mrs Du Toit's husband, Tim, told the Sunday Times yesterday: "We have received a licence for the business and have opened up shop.

"The licence came through, I understand, after consultation with the Department of Community Development."

Mr Du Toit said many non-white women had approached his wife about having their hair done, because there were no facilities for them in Worcester. They had to travel 100 km to Cape Town to have their hair done.

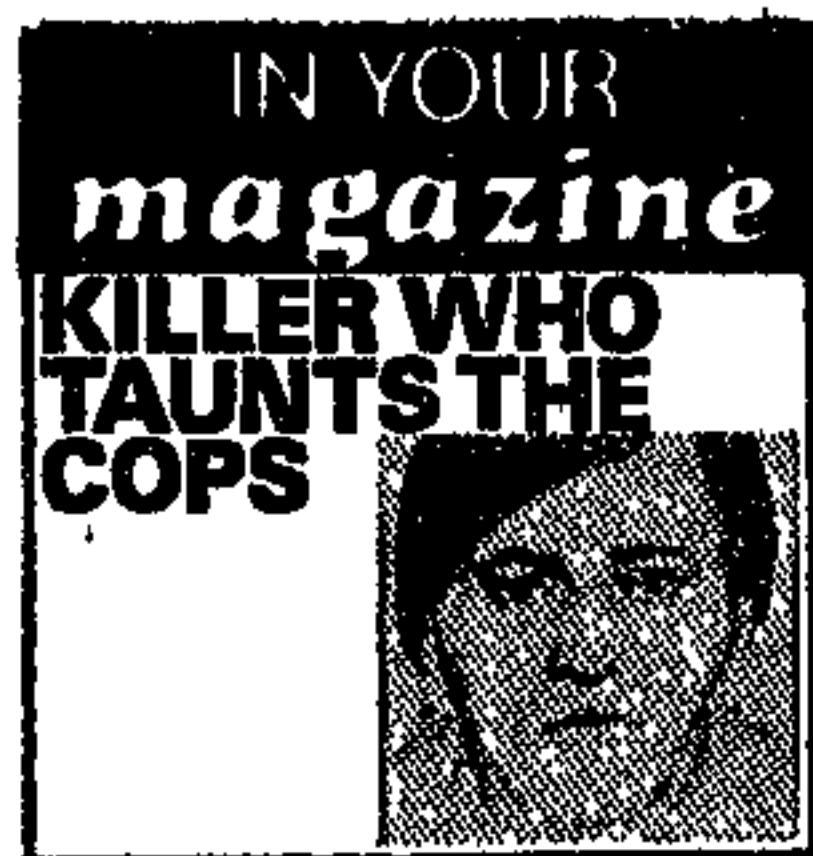
"We discussed the matter with our legal advisers and were advised to apply for a licence," he said.

"I want to stress that the new salon was opened to fill a real need for the people of Worcester, regardless of race."

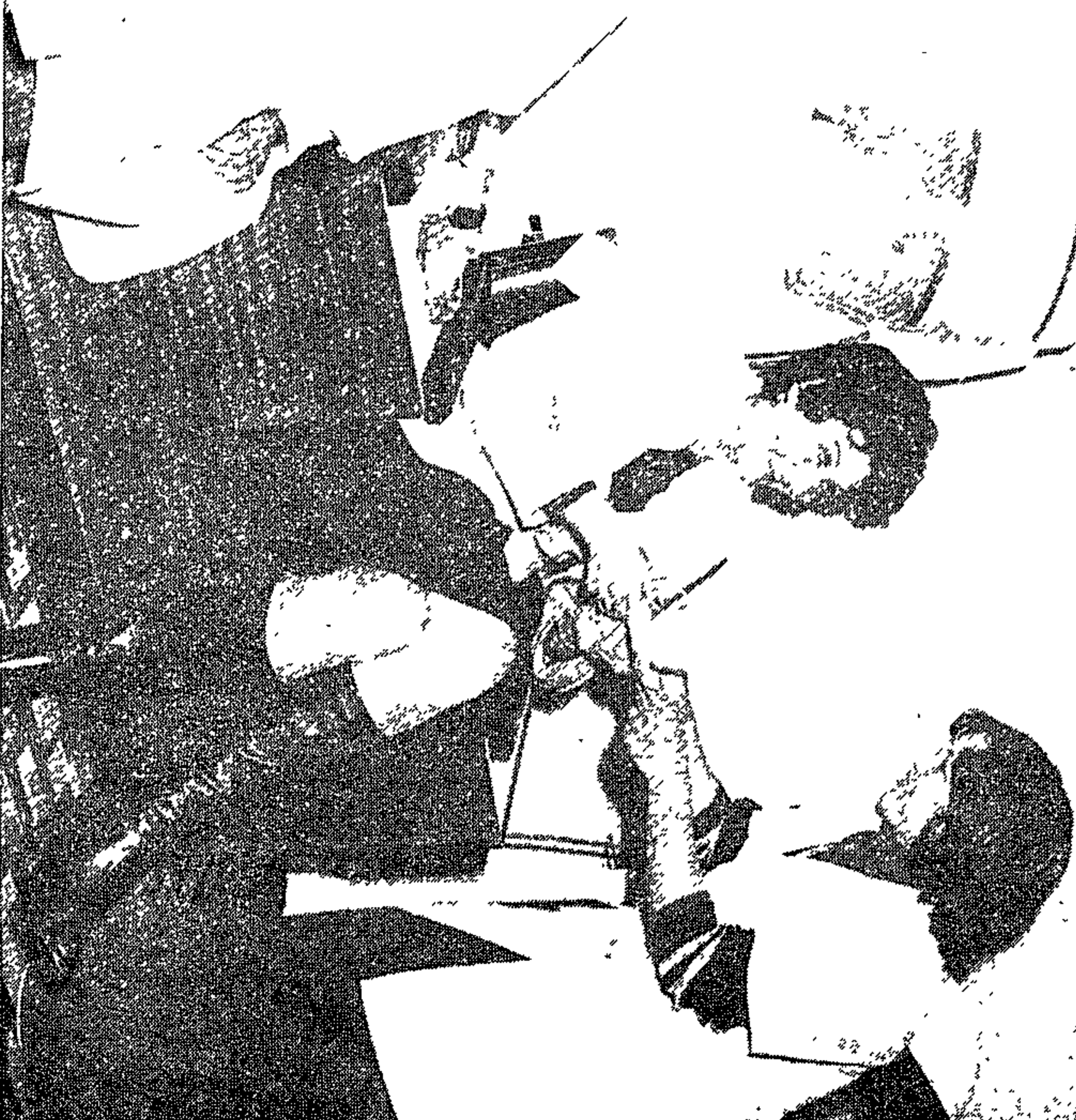
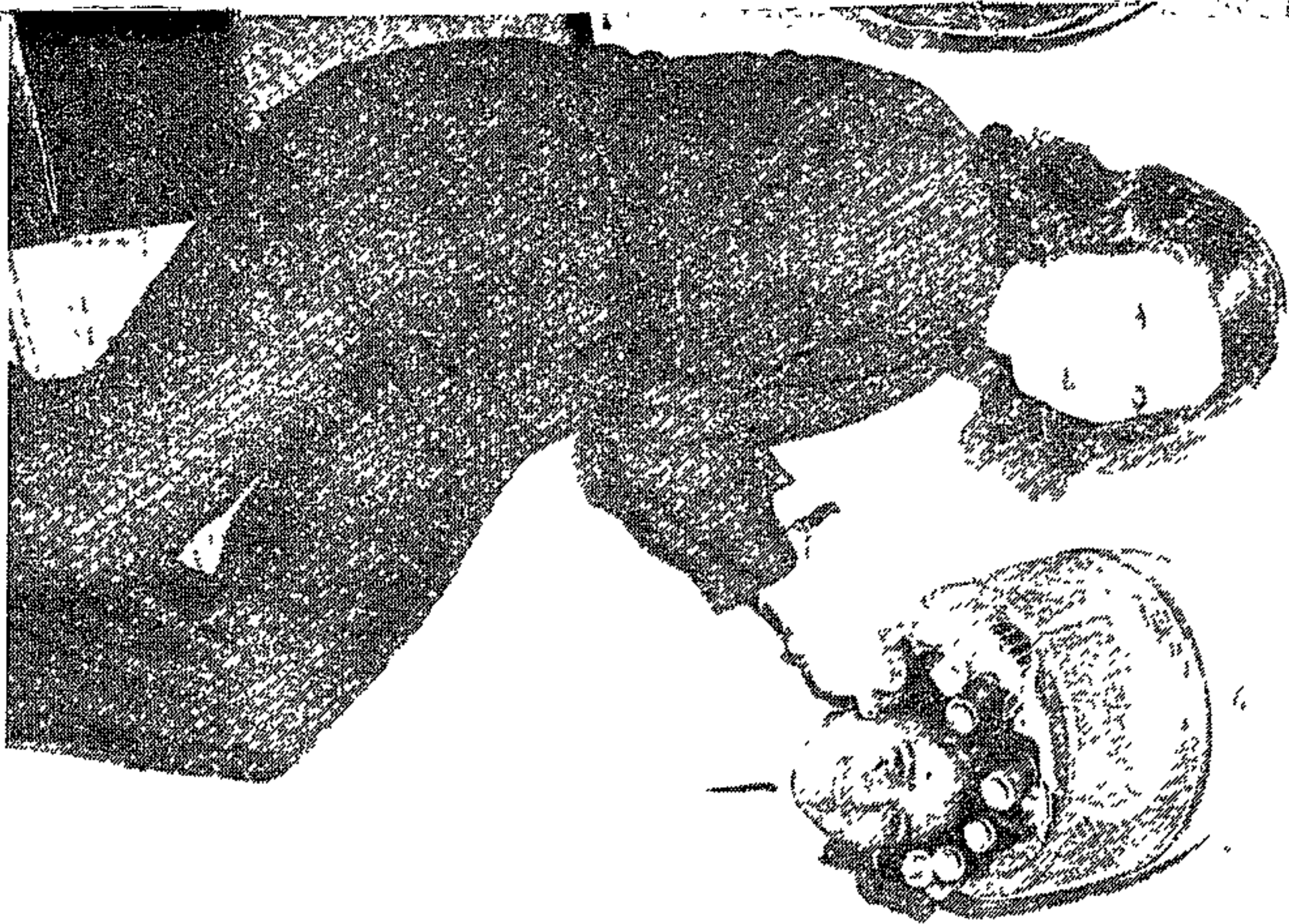
The MP for the area, Mr P. Palm, said yesterday that the decision was taken by the Worcester Town Council in line with an instruction from the Department of Community Development to local authorities.

The Mayor of Worcester, Mr Nico Botha, said the salon complied with all the legal requirements.

"I have been informed that there has been consultation with the Department of Community Development regarding the matter."



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DIE haarkapsalon waar wit en bruin saam onder die droërs sit. Mej. Winnifred Bester, die bestuurderes, kam mej. Sewmintra Williams se hare. Aan mej. Anneleen Snyman kry 'n koppie koffie van mej. Barbara Lakay terwyl sy wag vir haar afspraak.

Foto. Maurice van der Merwe

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Recepte 3/7/77

Hier het 'n vrou se hare geen kleur

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DIE kleurspook wat onlangs op Worcester in die gemengde balletskool gedans het, sit nou onder die droeërs van 'n veelrassige haarkapsalon. En die aanvoorwerk hiervoor is gedoen deur die ou prokureursak van mnr. Louis Stofberg, bekende oud-LV en nou Hertzogiet.

Deur EDD

Die aansoek om die lisensie vir Salon Suzanne is deur mnr. Poffie Conradie van die firma Conradie en Botha gedoen. Mnr. Conradie en sy vennoot, mnr. Nico Botha, ook dié dorp se burgemeester, het albei destyds saam met mnr. Stofberg uit die Nasionale Party bedank.

Oor die toestaan van die lisensie aan mev. Susan du Toit, 'n sakevrou op die dorp, was daar al samesprekinge tussen mnr. Piet Palm, Worcester se LV, en mnr. Botha, die burge-meester.

Al wat mnr. Palm daarna wou sê, was, „Dit is noodsaaklik dat ons in dié land goeie brúe moet bou. Ek het die balletskool-affêre gehad en verder het ek nie kommentaar nie.”

Mnr. Nico Botha het op navraag gesê dat die lisensie deur die amptenary van die stadsraad toegeken is op grond van magte wat die raad aan hulle gedelegeer het. Dit was 'n normale uitvoering van pligte.

Op hete kole

Hy was nie self betrokke nie, uit die aard van sy

finansiële belangstelling in die saak, sê mnr. Botha.

Maar, het hy bygevoeg, goeie verhoudings op Worcester is nie afhanklik van die oopstelling van haarkapsalonne nie.

Mnr. Botha sê hy wil nóg persoonlik nóg as burge-meester verder iets daaroor sê. „Ek verteenwoordig al die mense op die dorp en wil nie die politieke terrein betree nie.”

Intussen is mev. Du Toit, die eienares van die salon, op hete kole dat daar

moontlik van Gemeenskapsbou se kant 'n oorgryp gaan word. „As die salon nou toegemaak moet word, is ek finansiëel in die moeilikheid. Al my spaar geld is hierin gesteeek.”

Mev. Du Toit sê sy het die salon geopen omdat daar op Worcester 'n groot behoefte aan so iets was. „Verskeie bruin vroue het my al genader. Die meeste van hulle moet so ver as Kaapstad ry om hul hare gekap te kry, en sedert ons hier oopgemaak het, het hoeveel my al kom bedank.”

IE BOTHA

Haar suster, mej. Winnifred Bester, behartig die salon, maar hulle gaan adverteer vir 'n gekwalifiseerde bruin haarkapster. Op die oomblik is dit net mej. Bester en mej. Barbara Lakay, 'n bruin vakleerling, wat na al die kliënte omsien.

'n Diens

Mej. Bester sê by die nuwe salon het baie van haar ou blanke klante ook al hul hare laat doen. „Enigêen is welkom. Dis 'n diens wat ons verrig, die pryse is dieselfde vir almal, en almal is welkom.”

Mev. Du Toit se pa, mnr. Michiel Bester, 'n sakeman van Heidelberg, Kaap, het al twee keer om 'n lisensie vir 'n veelrassige salon aansoek gedoen, maar dis elke keer geweier.

Nou het die stadsraad nog 'n aansoek om 'n lisensie vir 'n haarkapsalon van 'n Kleurlingvrou ontvang. Sy wil haar salon — net vir nie-blankes — open in die oopverklaarde gebied. Volgens inligting sal die lisensie toegestaan word. Mev. Du Toit se salon is in 'n blanke gebied geleë.

• Onlangs was daar klagtes op Worcester omdat 'n balletonderwyseres, mej. Vera Burger, 'n balletskool vir wit en bruin gehad het. Die klagtes is deur die polisie ondersoek en mej. Burger is gewaarsku dat sy nie die nodige permit het nie. Intussen het mej. Burger haar onderrig laat voortleë en nou loop die skool glo leeg.

3/7/77

Rapport
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GITY GOLOUR BAR SNIPPED



By David Albino

AS the row over segregated hairdressing grows, a Cape Town woman disclosed for the first time this week that she has been operating a mixed salon in the city centre for the past 16 years — with official sanction.

Mrs Suzanne Bakkerud has managed to overcome a job reservation that bars non-white hairdressing apprentices from working at 'white' salons.

According to the law non-white apprentices can only train at salons intended for and run by their own race group.

This has limited their opportunities as non-white salons very rarely have qualified staff.

Non-whites may only be employed as shampooists at white salons which denies them the opportunity to advance and qualify as fully fledged hairdressers.

PERMISSION

However after a 10-year-struggle Mrs Bakkerud 16 years ago received official permission to take on non-white apprentices — making her salon probably the only legal fully mixed one in the Peninsula.

Hairdresser

has official

sanction

W/E ARGUS 9/7/77

salon is that have separate entrances for my clients of different races," she said.

When Weekend Argus visited her salon this week in a Plein Street building it was found to have three entrances — none of which was marked for specific race groups.

Once through the doors there is nothing to stop a non-white hairdresser cutting a white client's hair.

At present Mrs Bakkerud employs eight non-white staff — four qualified hairdressers and four apprentices who are 'all under Government contract'.

She said she pays them the wages laid down by the Industrial Council. Mrs Bakkerud also attends to client's hair.

salons were attempting to employ mixed qualified hairdressers hers was 'the only one I know of where non-white apprentices could be employed.

RULE

"I would like to see this become the rule rather than the exception. I can't see why salons can't be mixed and there seems to be no reason why apprentices of different races can't train at the same college."

"The biggest disadvantage to her staff at present is that they have no union. I would like to see a union formed for non-white hairdressers. It seems strange to me that non-white shampoo girls can belong to the white union with all its benefits such as medical aid and unemployment funds, while my girls are allowed none of these advantages."

"I am, it is unusual, Mrs Bakkerud said this week.

But there are just no proper places for non-white girls to get proper training in the Peninsula.

"That's why I think I am allowed to run a mixed salon like this. Since I started taking on non-whites, hundreds of girls have passed their courses here in the past 16 years."

ENTRANCES

Even Mrs Bakkerud has been unable to completely escape the tangled web of job reservation laws.

"The one stipulation for being granted official permission to run a mixed

MIXING it at a city hairdressing salon. For the past 16 years Mrs Suzanne Bakkerud has been operating a multi-racial salon with official sanction. Here a qualified hairdresser, Mrs Hester Deers (left) and Mrs Bakkerud work on clients' hair.

IT'S STILL A SNIP AT R1,80 SAY

BARBERS

1. Tribune 6/11/77
Tribune Reporter

NATAL hairdressers are putting up their prices tomorrow by 25 percent — for men and women.

Most barbers have been charging R1,40 for three years. The price goes up to R1,80 on Monday and a woman's shampoo and set which cost R3 will be R3,75. Other salon charges will rise by the same proportion.

Mr Joe Becker, chairman of the Natal Hairdressing Employers' Organisation, said the rise was caused by the new industrial agreement which comes into force on November 7 which increases the basic wage for hairdressers by 35 percent.

Wages doubled

"We have no choice but to pass on some of this increase to our clients. Costs are rising at an alarming rate and some salon owners are earning less than their staff by the time they have paid all their overheads.

"We voted for the 25 percent price rise at our annual general meeting recently and agreed it was absolutely unavoidable.

The wage increases affect only the skilled hairdressers. Blacks working in salons have already had their wages doubled in the past three years, says Mr Becker.

"Many owners may be forced to sack some of their black staff in order to keep down costs and in any case there is not much work for them to do these days in the salons."

Hairdo kits

Many hairdressers are finding the going tough as trade declines — Mr Becker blames TV.

"People stay at home and watch TV instead of going out and they don't want their hair done so often. We have altered our working hours to counteract loss of business caused by people rushing home to catch the early TV programme and we now open earlier and close earlier."

Mrs Margaret Cooke, chairman of the Durban Housewives' League, blames the economic climate and the high prices hairdressers already charge.

"If they are going to push prices up still further, they will price themselves out of the market completely and women who go to the hairdressers weekly will simply not be able to afford it any more," she said.

"There are several home hairdo kits on the market and many mothers cut their children's hair already. The hairdressers should appreciate that our incomes have not gone up by the same proportion as their price hike."



Legislation amendments . . . will they have real teeth?

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SECURITY *FIN. MAIL*
2/12/77
Botha's boost ~~293~~

Labour Minister M. C. Botha's beamed boost to security guard wages looks like adding a substantial though necessary amount to industrial and commercial protection bills.

Durban's Canine Security MD Ashton Brook says Monday's Watchmen and Services amendments will add an overall 24.4% to his (and presumably other) black payrolls.

Botha's endorsement *in toto* of July's Wage Board recommendations lifts maximum pay for about 25,000 guards nationwide to R21.16 (R93.00/mo) for an 84 hour week. Next November they will get another 22.3% (R10/month) in "certain areas" such as Sasolburg, Durban, Pietermaritzburg and Pinetown. Rates will be slightly lower in East London and Klerksdorp.

Brook says about 1,000 black Natal guards will benefit from the hike which should "at least help to increase the calibre of security men." And not before time in this booming industry where, despite attempts to ostracise migrant companies, it is still possible to come across untrained watchmen capable as far as security is concerned of little

more than opening and closing gates.

SA Security Association's national chairman Bob Power, who estimates the country's firms employ only about 20 guard companies, members of the 500-member organisation, is sceptical that both inspectors will be able to enforce the new pay rates on many of the 130 county guard firms outside Sasolburg.

Power says: "The pay will bring in line with the Department of Labour, but he will be able to watch what is going on." The 11-member Natal Association of Security Guards will, says Brook, do its best to ensure full basic rates are paid throughout its area.

Profound Security MD Jim Stumbles agrees. "Power's scepticism is well founded. A hell of a lot of firms don't honour the basic pay and conditions now and this legislation is just going to widen the gap between goodies and baddies."

So serious is the concern of being undercut by county guard contracts that Stumbles hopes to see Minister Botha during the next few days to urge, among other things, Labour Department vigilance over the whole industry.

Black watchmen 'not fully paid'

The living quarters of guards employed by Arrow Security Services at Roodepoort. The men have to sleep on sheets of corrugated iron.

Several black watchmen have complained that the Roodepoort firm employing them has not paid them properly and that they have to work under appalling conditions.

They complained to The Star and have given their names, but asked that these not be published at this stage.

They levelled these accusations against Arrow Securities and Mr Martin Fraser, owner of the Roodepoort firm.

- They had not been registered by the firm;

- They were not fully paid, with wages being owed to them from previous months and weeks;

- They had no compensation cover for their families if they were killed,

- They had no decent living quarters and are not given decent food;

- They have had no training, uniforms or whistles.

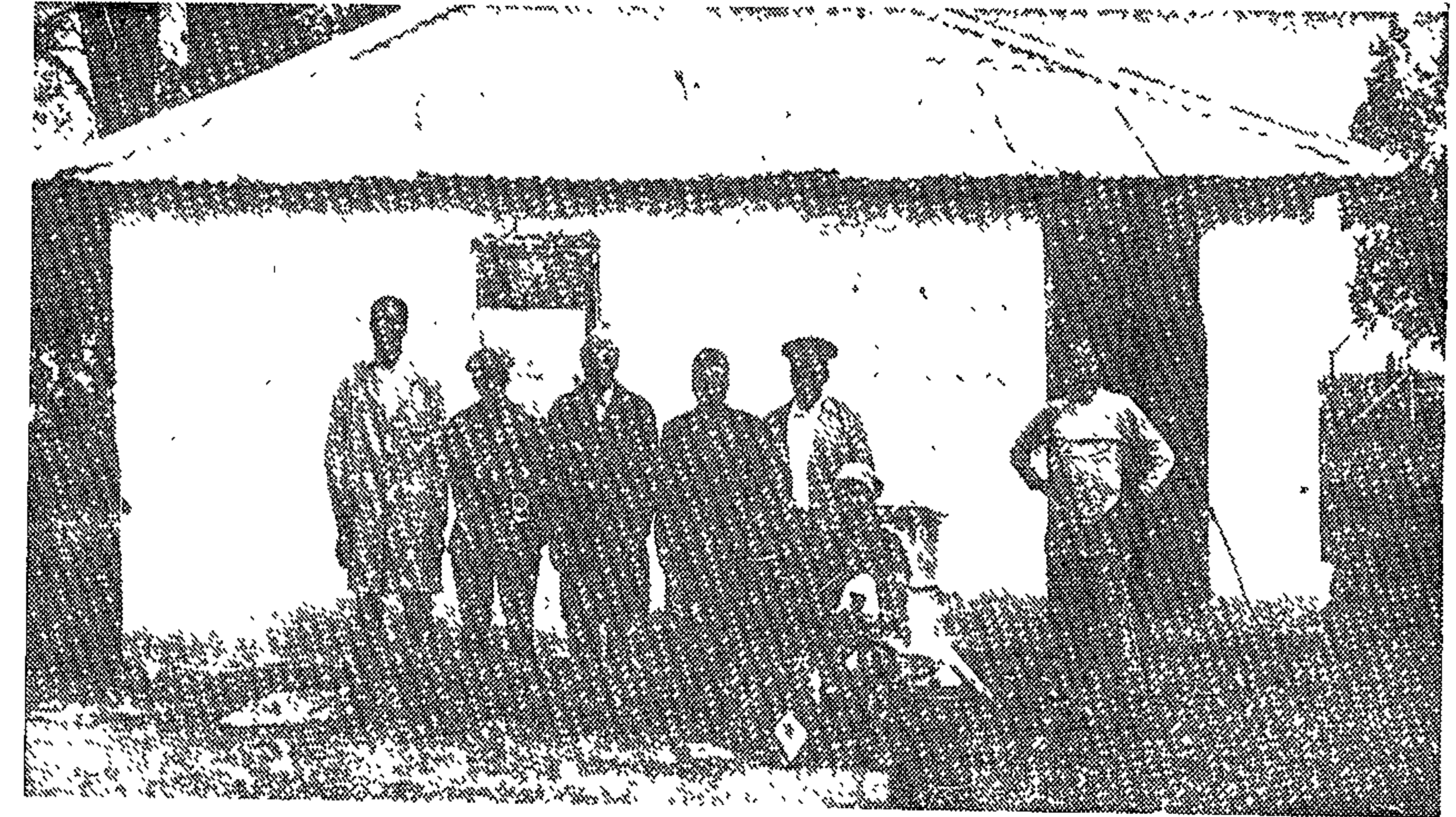
Two men have already been stabbed to death while on duty.

The men said they were promised R100 a month to guard homes from 6 pm to 6 am or from 6 am to 6 pm.

One man said he had not been paid for two months. Another said he was paid less than half his wages. Others said they were paid small amounts — ranging from R20 to R30.

A Star reporter who visited their living quarters found some of the men were sleeping on zinc sheets, or a dilapidated bed or on a cement floor in a dirty, small room.

The men said the room had no water and lights. Their food comprised a small bag of mealie meal, sugar and tea.

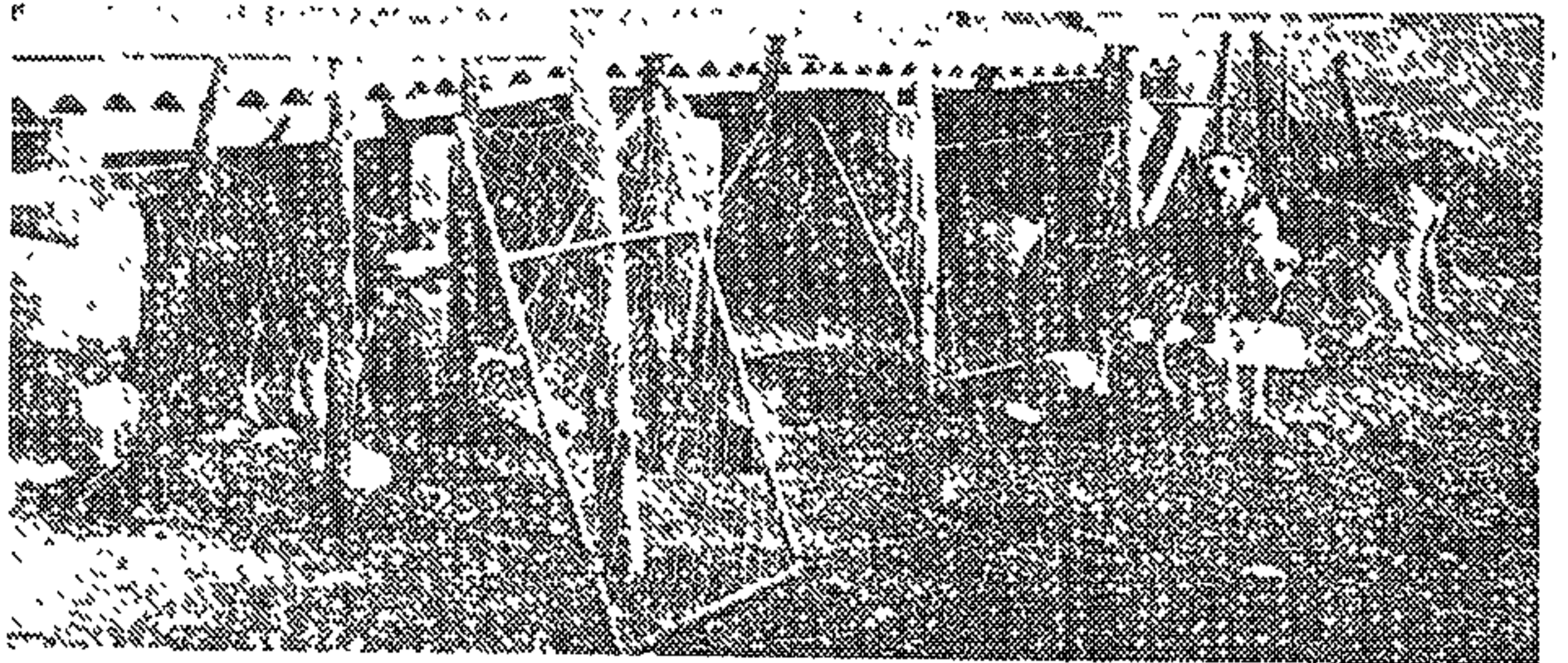


They said their guard dogs were not properly fed, did not always have fresh water and were tied with short chains in the hot sun.

Householders in Lenasia also complained about Arrow Securities. They said they paid the firm R8 a month to have their premises guarded, but the guards were not always on duty.

Starline succeeded in tracing Mr Fraser to the SABC where he is working as a security guard and driver. He denied the charges levelled against him by the watchmen. But he admitted paying them a "portion" of their wages.

He acknowledged that Arrow Securities belonged to him and that he had 25 employees. His business was not paying him.



THE SPCA says it will investigate the conditions under which these Securities dogs are kept.

"I will fix up whatever has gone wrong. I'll pay the boys. I'm busy getting them registered."

He said he had bought uniforms worth R145— "and next week I'm get-

ting bricks to build kennels for the dogs."

He added: "I don't feel good about what has happened, but give me two weeks to rectify matters."

He acknowledged that an Indian householder complained that there were no guards on duty last Friday. He said only two guards lived in the room. He said he fed them well.

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Security
STAR 13/12/77
man denies

watchmen's

grievances

Allegations by a group of watchmen in Lenasia that a Roodepoort security guard firm had hired them and made them work without pay were denied today by the owner of the firm.

The watchmen's grievances came out yesterday after they had gone on strike last Friday in Lenasia.

They claimed that Arrow Securities in Roodepoort owed them back pay amounting to hundreds of rands and that they were living and working under appalling conditions.

However, the owner of the firm, Mr Martin Fraser, said he was not responsible for the watchmen's grievances.

INTERESTED

His security business had been taken over in October, "on appro," by a Mr S Deysal, who was interested in buying it.

"Mr Deysal decided the business was not profitable and simply abandoned it without paying the watchmen during the time they were under his control," Mr Fraser said.

Mr Fraser was reluctant to put The Star in touch with the Mr Deysal he was referring to. He said he was taking legal action against "a Mr Deysal."

He added: "I borrowed money and have since paid the night-watchmen off. Some of them have given me endless trouble with drinking and absentee problems."

He said the Department of Labour and the SPCA had also been on to him.

An SPCA spokesman said they did not find any visible signs of cruelty to the guard dogs. A labour inspector was investigating the watchmen's claims.

~~281~~
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ARGUS 6/3/78

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Seven Rand watchmen shot: 2 die

The Argus Correspondent

JOHANNESBURG. — Seven night watchmen were gunned down in central Johannesburg at the weekend.

Two of the night watchmen died instantly after a gang opened fire on them in separate incidents.

The night watchmen were all shot within hours of each other. All were on duty on Saturday night in the centre of Johannesburg.

The widespread use of firearms also was demonstrated at Dube Hostel where another eight men died in a running battle in which a number of shots were fired.

All the killings, in central Johannesburg and in Dube were blamed by police on feuding between rival groups.

FACTION FIGHTS

Brigadier Carel Coetzee, Deputy CID Chief for the Witwatersrand, confirmed that the men had been victims of faction fights.

He said they believed the same gang was responsible for all the shootings.

One of the wounded night watchmen was found staggering along Eloff Street and taken to hospital.

Soon after another three were shot near a restaurant in the same vicinity.

Another man was wounded outside the Standard Bank in Fox Street.

A man was shot dead in Fordsburg shortly after 9 pm.

An Indian businessman who witnessed the shooting told police he saw three men attack the night watchmen.

All the victims were Zulus.

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Guard works 72 hours a week for R14

SUN. TIMES (EXTRA) 23/4/78

BY RENE DU
PREZ

DOUGLAS
GQAMANE, 57,

works 72 hours a week, walks 36 km to and from work a week and only sees his family in Grahamstown once a year. For all this he gets paid R14,61

a week from a salary of R19.

Mr Gqamane has been in the job just on a month. He works for a Cape security firm and is the man who says yes or no to vehicles wanting to dump rubbish at his site.

A working day in Mr Gqamane's life goes like this: Wake up at 4am, wash and dress, then leave without breakfast so that he can catch a train from his Langa home to Koeberg station, from where he catches a bus to Milnerton. This costs him

80c a day return-journey. Once he gets to Milnerton, he has to walk three kilometres beyond the Milnerton golf course, where he works as a security guard to prevent unauthorized people from dumping rubble on the property.

The security firm which employs Mr Gqamane does not fetch him from the site when the day's work is done. He walks three kilometres back to the Milnerton bus-stop and then, from his arrival point, walks to the station, catches a train home and then walks the last few metres to his bachelor's quarter's front door.

By this time it is 9.45pm and Mr Gqamane has to make supper, usually it consists of a loaf (or half) of bread and coffee and into bed.

A spokesman for the security firm, which employs Mr Gqamane, told me:

Mr Gqamane officially starts work on the site at 7am and is expected to remain there until 7pm — a total of 12 hours, rain or shine.

When he started the job, Gqamane realized he would have problems with the weather. He decided to build a little shelter for the times when he would not be able to stand out in the open.

Blew down

So, the shack went up. Made of stones, canvas, plastic, tin, bushes, old tyres and also the discarded coverings from trucks dumping rubble at the site, it provides a shelter of sorts for Mr Gqamane.

It blew down three times in the short period of two weeks he had been working on the site.

"I have a weak heart and I've been in hospital on three occasions since I started the job," Mr Gqamane told me this week.

"I feel bitter that I have to get up so early in the morning to get to the site by 7am and then I stand there all day.

"I can only leave the site at 7pm because, if the company's inspectors arrive, and find I'm not there, I'm in big trouble.

"Another thing which worries me is that there is no water available and the only chance I have of getting any-thing to drink is when the milk vans come past. Then, I

Mr Gqamane said: "I have five children, two of whom are married and three of whom are at school and a wife to feed. I send them money to Grahamstown and the most I can possibly send them is R16 a month."

Mr Botha, senior inspector of the Labour Bureau, told me the minimum wage for a security guard was R19 a week and that they were expected to work 72 hours a week, with a 24-hour break.

Minimum wage

Mr Gouveia said his firm was not prepared to comment on what they paid their employees but, "we do pay them more than the breadline". He said there were no medical aid or pension privileges and that they discouraged overtime as 72 hours was the maximum any man could work.

Mr Gouveia said his firm provides a shelter of sorts for Mr Gqamane.

by the security firm or the client. Transport is arranged by my firm," said Mr Manuel Gouveia, "for all security guards working in outlying districts".

Shelter is provided, either

Sunday Times
Extra
23/4/78
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23/4/72 Sunday Times (extra)

Shackling conditions!



Mr. Douglas Gqamane, security guard at a rubbish dump in Milnerton, sits in, from of his homemade shack, which shelters him from the wind, cold and rain. He spends 12 hours a day, six days a week at the site.

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Hairdressers refuse new apprentices

Sun. Trib 20/5/77 By MADGE SWINDELLS (12/9/80)

THE Hairdresser's Employees Union is angry because employers are refusing to take on new apprentices. Jim Daniels, Union Secretary, says since employers were allowed to employ shampooists they are no longer interested in training apprentices.

They complain they can't afford to pay college and examination fees and can't spare workers for one study day a week, as regulations require.

Daniels now faces another big hurdle to get non-whites into the trade. Only a year ago, he led a deputation to the registrar of apprentices to appeal against the "keep-it-white" status which the Government had imposed on the hair-dressing industry.

He said then, although there was nothing in the Apprenticeship Act which debarred any non-white from being designated, everytime he tried, the registrar informed him the industry was being kept white.

After numerous ap-

peals and Press reports, the registrar reassessed his attitude and set about creating the necessary training facilities for non-whites.

Since then, several non-whites have been indentured, mainly coloureds in Cape Town. But in Johannesburg, Daniels faces a growing hassle with employers.

At present, he has a number of young women with matriculation anxious to get into the trade but he can't place them.

Daniels intends to suggest a number of solutions at the annual conference to be held in September in Port Elizabeth.

First, he wants all hairdressers to have apprentices if they employ shampooists, and second, that all employers pay a fee depending on the number of qualified personnel they employ, which will cover the costs of the training colleges.

In this way, he believes, employers will be less reluctant to take on apprentices and shoulder the burden of costs.

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NM 17/9/79

(Signature)

12-hour day, seven-day week for R103 a month

Guards' pay ²⁸⁷proboe demand

**African Affairs
Correspondent**

HUNDREDS of Africans in Durban are working an 84-hour week for about R103 a month which is at least R50 below the poverty datum line.

They are the security guards employed by member companies of the Natal Association of Security Guards which represents those firms willing to comply with labour legislation and wage determinations.

About 25 percent of the security firms in the Durban metropolitan area do not belong to the association and their rates of pay and working conditions are worse.

Malpractice

The association has asked the Department of Labour to investigate the situation.

Yesterday Mr. Percy Winstanley, chairman of the association, refused to name the errant firms but confirmed that malpractice in the industry was being scrutinised.

Several officials of association companies said the "hold-out" firms employed unregistered labour which they paid as much as 30 percent less than the wage determination of R3.96 a 12-hour shift.

Mr. Winstanley said he had an affidavit from an African who claimed he had worked for 14 months for a certain company without ever having a day off.

This company did not contribute to the Workmen's Compensation Fund nor to the Unemployment Insurance

Fund and had not registered the worker.

While a number of companies are overtly exploitive, the association members rarely pay better than the minimum wage laid down by the wage determination.

Mr. Ferrol Hanke, the manager of an association company, said "Possibly the wage is not fair and possibly the hours are too long . . ."

Increases

He pointed out that if shorter shifts were introduced more staff would have to be employed.

"The average client does not see a watchman as a productive part of his operation."

He claimed the security guard companies operated on a low profit margin and would have to pass on wage

increases in part to clients.

The last wage determination for watchmen was in 1977 and the next will not be until 1981 but the association has now asked the Department of Labour to make provision for an increase from December 1.

Many companies still demand that their employees, earning R3.96 a shift, pay for their own uniforms.

According to Mr. Hanke, the association is trying to improve the lot of its workers as for the firms outside the association, Mr. Winstanley said, "The Departments of Manpower and of Co-operation and Development are working on this problem."



Death threats follow dismissals

Detectives and security police are investigating death threats and obscene messages received by a Johannesburg florist who dismissed two injured black employees.

Mrs S S Grobler of Vanda Florists, Von Weilligh Street, is also being threatened when she goes to the municipal market at 4 am daily to buy flowers.

The employees are Ms Francis Phungo and Ms Johanna Setshedi who were injured seriously in the Soweto bus smash last month. They are still being treated as out-patients.

Mrs Grobler has since told The Star that she dismissed the two so they could get unemployment insurance until such time as they could claim compensation for their injuries.

She had to employ other people to keep her business going, she said, but was fully prepared to re-employ Ms Phungo and Ms Setshedi if they could still work.



Star
19/9/79
(281)

A smile - or a lack of it - cost her a job

By MALOSE MATSEMELA

AFTER four years' service, a hairdressing salon employee was fired because "she never smiled at white customers".

Miss Lydia Rahube, of 341 Khama Street, Zone 2, Meadowlands, was last week dismissed from work after working at the salon for four years.

She told POST that Mr Don Benstin, the new manager, gave her only R10 and told her that

she was fired and should "pack her traps" and leave the premises.

When she asked for her leave pay and other due money for services terminated without notice, Mr Benstin is alleged to have told her to "go to hell. Your money is awaiting you there."

POST accompanied Miss Rahube to the salon, to get the other side of the story from Mr Benstin.

We were told that Mr Benstin had gone away on business. On the fol-

lowing day, POST called again at the salon, and was told that Mr Benstin was not in.

POST, however, managed to talk to Ms Vicky Bols who is a manageress at the salon.

Ms Bols confirmed that Miss Rahube was fired because she never smiled at customers.

She also said that she had worked with Miss Rahube for the past four years and the only trouble with Miss Rahube was that she "never smiled or talked to anybody".

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FATIS & MONIS STRIKE

Nightwatchmen 'quit work' (152)

Mercury Reporter

ABOUT 150 Durban nightwatchmen stopped work last night — apparently because their compound manager for 11 years was fired on Tuesday.

The general manager of Safeguards Security Services in Durban, Mr M G Plows, said the men were from Kwa Mashu and only

the night shift from the compound was affected.

Our operations manager and an official from the Department of Labour tried to reason with the mob but abandoned the attempt because they were so unruly and did not have a spokesman.

We believe the men were refusing to work because the white com-

pound manager at Kwa Mashu was replaced today, Mr Plows said yesterday.

Most of the watchmen were to be stationed in the Durban area.

Mr Plows said soon after his representative tried to reason with the watchmen, they took off their uniforms and returned quietly to their homes.

N.M. - 18 / 1980

(287)

20 cents an hour men

19/1/80 (152) 287

Long hours, low pay for watchmen

Mercury Reporter

ABOUT 1 500 African nightwatchmen and security guards employed by firms in Durban, Pietermaritzburg and Pinetown are working long hours for low wages

A Mercury survey revealed yesterday that

the security guards worked for as little as R60 a month. This is what they are paid for working a 12-hour shift for six days a week.

The guards can be fined or dismissed for sleeping on the job and are often called on to pay for their own uniforms.

For employees whose firms are members of the Natal Association of Security Guards conditions are vastly different and have been improved considerably over the past six months. But of the estimated 22 security firms in Natal only 12 are registered with the association.

'It is virtually impossible to keep a record of fly-by-night security firms in Natal which pay low wages,' said the association's vice-chairman, Mr T M Connolly, yesterday.

The association had recently agreed to an 8 per cent wage increase and from June this year guards would receive a further 9 per cent increase.

According to Mr Connolly the present association

starting wage for black security guards was R25.67 a week for six shifts of 12 hours. He said indunas and inspectors were earning R280 and R350 a month respectively.

He said it cost a security firm R155 a month to put a man in the field and the association's agreed charges to clients averaged R220 a month.

Mr Connolly said many firms which were members of the association did not register with the Department of Labour and because of their throat rates legitimate security companies found it difficult to compete.

'Clients usually want the cheapest quote and do not consider what the guards are paid.'

Newsvendors' 7-day week

By PHIL MIMKULU

NEWSPAPER VENDORS employed by Allied Publishing, the company responsible for distributing newspapers throughout South Africa, work a seven-day week without a fixed wage.

This was one of the serious allegations levelled against Allied by its employees at a Press conference called by the Commercial, Catering and Allied Worker's Union of South Africa (CC and AW) yesterday.

The main accusers are what are known as the main street sellers.

They alleged that from their commission they have to pay the sub-sellers R22 while the company only adds R3.

If there are shortages from the sub-seller, they are deducted from the commission of the main seller.

The sellers who were present claimed that they owed Allied money for the shortages incurred by

the sub-sellers. Some sub-sellers ran away with the money.

They said though working every day, their pay-packets, if they are lucky to get anything, reflects 48 hours.

Allied will reply to these allegations today at 9 am.

One worker told the Press he started work at 5 am and stopped selling at 7 pm without a break. This was from Monday to Friday.

On Saturday they start at 5 am and stop at 7 pm.

EMPTY

On Sunday they start at the same time and stop at noon.

He said if he has shortages he takes home an empty pay-pocket.

The CC and AW, as the trade union of the newspaper workers, tried to intervene on behalf of its members but has failed to organise a meeting between itself and Allied.

They wrote three let-

ters to Allied who also replied with the same number of letters.

Allied's accusers were the drivers and the main street sellers. Main street sellers are in charge of a group of sub-sellers.

The drivers alleged that the petrol gauges of many vehicles were perpetually out of order.

The drivers stated that they resented the fact that deductions are being made from their wages if they use more petrol than the allocated quantity.

They claimed management allocated them rounds without taking into consideration parking, breakdowns and other problems that can consume petrol.

They also alleged that they were not provided with transport to take them home after working late.

They had to sleep at the company's offices on cardboard boxes and within a short space of time had to start work again.

30.1.20

Situation explosive

says trade union

134

Labour Reporter

A trade union claims that an "explosive" situation has arisen among workers in Allied Publishing, the company that distributes Johannesburg's major English language newspapers, including The Star.

In a letter to the company on August 29 the Commercial Catering and Allied Workers' Union complained about "very long hours of work," and "totally inadequate" take-home pay.

The company replied that the problems had been raised by liaison committee representatives and were being investigated. The union replied that the workers were dis-

appointed at the way in which management had reacted to the liaison committee proceedings and requested a meeting with management.

Allied Publishing said that it was "somewhat early, in what might well eventually be a long-term relationship, to meet your officials."

The company asked whether the union had applied for registration and what its scope was.

The union's reply was that "the best way of getting to know us is by meeting us," and called for a meeting without delay.

On January 10 the company replied by requesting answers to its previous questions.

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Allied will meet black union on worker dispute

By STEVEN FRIEDMAN
Labour Reporter

ALLIED Publishing will meet the black Commercial and Catering Workers Union soon, the company's acting managing director Mr Malcolm Morgan said yesterday.

At a Press conference on Tuesday the union accused the company of refusing to discuss worker grievances.

It released letters in which Allied had asked the union to say whether it was registered or was intending to register under the Government's new labour dispensation and implied it would not meet the union until it answered.

Mr Morgan said yesterday that "an informal meeting" with the union would be held as soon as the company's managing director returns from leave.

He said the purpose of the meeting would be "to discuss ground rules for a future relationship".

Mr Morgan rejected suggestions that the company had attempted to avoid talking to the union.

"We have no hang-ups about dealing with a union. We only wanted to know who they were, particularly as they only represent 200 of our 2,300 employees."

He said management had acted "strictly within the terms of guidelines set down by the Institute of Industrial Relations". The Institute is a joint

management-labour body of which both Allied and the union are members.

He stressed, however, that the institute had not assisted Allied in its dispute with the union.

The union insists it does not have to be registered to deal with management and whether it is registered or not is "no business of management".

Union members also made a number of allegations about labour conditions at the company.

They claimed that main sellers at Allied had to pay the wages of sub-sellers under their control out of their own pockets, and that sellers received a commission on sales instead of a basic wage.

As a result, they said, some main sellers took home no money some weeks because the wages they had to pay exceeded their earnings.

They also complained about long hours, and said truck drivers sometimes had to sleep at the company's premises because they had no transport home.

Bicycle riders, they claimed, had to hire their vehicles from the company and pay maintenance for them.

Mr Morgan said he would not comment on specific allegations "except to say that we do not concede their accuracy".

He said "no purpose would be served by thrashing things out in public".

We'll talk - Allied

Post 31/1/80

ALLIED Publishing Limited, distributors of most newspapers, have agreed to meet and talk with the Commercial Catering and Allied Workers' Union of South Africa.

This announcement was made at a Press conference held at Allied's head offices in Boysen yesterday.

The conference was called following claims by the union that it had failed to organise a meeting between itself and the company for the purpose of intervening on behalf of its members.

Allied's acting managing director Mr Malcolm Morgan, said that they had no hangups on talking to the union, which claims membership of 200 people at the company.

"Once our managing director returns from leave we will talk with the union to establish identity - to get to know it."

Mr Morgan said they recognised there was a need to negotiate with trade unions.

He described the CC and AW's secretary, Mrs Emma Mashinini, as a "very competent person".

Newspaper vendors employed by Allied have levelled serious allegations against the company. The main accusers are who are known as the main street sellers.

They allege that they work a seven-day week without a fixed wage. They also allege that from their commission they have to pay the sub-sellers R2 while the company only adds R3. If there are shortages from the sub-sellers, they are deducted from the commission of the main seller.

Allied's drivers allege that petrol gauges of many vehicles were perpetually out of order. They claimed that management allocated them rounds without taking into consideration parking, breakdowns and other

problems that can consume petrol.

They also allege that they were not provided with transport to take them home after working late.

Mrs Mashinini, also trustee of the Institute of Industrial Relations, wrote three letters to Allied requesting to make formal representations on behalf of the union members. Allied replied with the same number of letters, one of which had asked what the union's intentions were.

Asked if the workers were aware of the company's attitude to trade unions, Mr R. J. Wellsted - personnel manager - said: "Trade unions have never been a topic in this establishment."

Asked to comment on some of the allegations by the main sellers, Mr Morgan said the system of remuneration for street sellers was changed fundamentally in Johannesburg's business district at the request of, and by agreement with the main street sellers.

Table 8:

Rate per 100 000 of Population of Notifiable Diseases, and Life Expectancy.

	Tuberculosis	Typhoid	Meningococcal Infections	Diphtheria	Life Expectancy
White	18,1	1,1	3,8	0,9	65
Coloured	327,7	4,4	12,1	1,9	51
Asian	143,0	5,5	3,0	0,4	60
African	285,2	18,6	5,0	2,3	52

Source: South African Statistics, 1976, Table 4,5-4,7 and J.L. Sadie Projection of the South African Population 1970-2020, Industrial Development Corporation of South Africa, pp.41-63.

Infant mortality rates (per 1 000 live births) in 1974 were 18,4, 115,5, and 32,0 for whites, coloureds and Asians respectively. National figures are not available for Africans, but in Durban, the corresponding ratios are 5,53, 13,58 and 19,89 while the rate for Africans was 28,98. 18 in rural areas, African infant mortality rates are probably higher still. 1 Statistics of the incidence of malnutrition were last published in 1965, when there were 12 062 cases registered amongst Africans, 735 for coloured and 26 amongst Asians, as against 9 for whites. 20 The diseases listed in Table 8, high infant mortality rates, malnutrition and low life expectancy rates are all associated with poverty, and are consequently more pronounced amongst blacks.

The second direct effect of low black incomes is on the levels of consumption and on the amount of income available for the purchase of health services. In 1968, per capita consumption expenditure of urban whites was

urban families are in poverty; for example, in 1970, approximately 50 per cent of African families in the Durban area had incomes below their Poverty Datum Line. 17

The relatively low incomes of blacks have two immediate effects on health. The first is the lower level of health which results from poor diet and environment and this is clearly illustrated in Table 8.

Star 31/1/80

~~126~~

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gan said he was neither conceding the accuracy of the allegations nor minimising them.

"There is room for improvement in our company and we are working hard at this," he said.

But he refused to comment on the allegations because, he said, problems could not be solved in public.

But he said the system of remuneration for street sellers in central Johannesburg had been changed fundamentally in May 1978 at the request of and by agreement with the "main sellers."

Some main sellers told a Press conference they worked long hours, seven days a week without fixed incomes.

They received commission on the newspaper sales of sub-sellers who were hired by the company.

Most of them had five sub-sellers whom they had to pay R22 a week. The company paid them an additional R3 a week.

If one of the sub-sellers absconded with his takings or if there was a shortfall the main sellers had to bear the loss.

As a result main sellers sometimes had no money left over for themselves or owed up to R400 to Allied because of accumulated shortfalls, the main sellers alleged.

And then they went to the bar and found it
a place. They had a few drinks.

ve ruins at Kumbi-Saleh in south-
of the Muslim town at the capital
revealed the remains" of a mosque

one dinar of gold on each donkey-
and two dinars on each load of salt
a duty of five mitqāls and a load
in the country comes from
journey from the capital in a
egrees and covered with "villages. All
of the empire belong to the
have the gold dust that everybody
gold would become so abundant as

9 - 9.50 p.m. After

Reli	8	-	8.50	p.m.
Soci	5	-	5.50	p.m.
Hist	4	-	4.50	p.m.
Cagl	3	-	3.50	p.m.
Libi	2	-	2.50	p.m.
Pol	2	-	2.50	p.m.
med	1	-	1.50	p.m.

instead of Ord. 50 They imagine
ports meet the camel's which carry
stantly killed. Their religion
believe that they bring life and
Soc 6 - 6.50 a.m.
allabi, 985 A.D.

Then come the people of Kanem, a very large population among whom Islam predominates... Their rule extends over the countries of the desert as far as the Fezzan. Since the founding of the Hafsid dynasty, they have enjoyed friendly relations with it. In the year 655 A.H. (A.D.1257) the Sultan al-Mustansir received a rich present from one of the kings of the negroes, the sovereign of Kanem. Among the gifts which this negro delegation presented to him was a giraffe, an animal whose external characteristics are most diverse. The inhabitants of Tunis ran in a crowd to see it.

to the Dean, Faculty of Arts, University of Cape Town, Private

together with a crossed cheque or postal order made

6.3/... Please complete and return the enclosed Registration Form

Guards work 14½ hours at State house

DR ANDRIES Treurnicht's Department of Public Works is looking for Black security guards to look after the State President's residence in Durban — and they'll have to work 14½-hour shifts without time off for refreshments or rest.

And the Department says the guards must not live in Durban's borough — which adds another two hours' travelling time to the long shift. They must start work at 4 15pm and finish at 6 45am.

This week the Sunday Express established that a number of security firms had refused to tender for the lucrative security contract because they considered the hours "inhuman".

This week the Sunday Express saw copies of the tender documents which have been sent to firms interested in the contract, which is being renewed for 1980 and 1981.

The Sunday Express spoke to a guard on duty at the State President's residence. The guard works for a company which is ending its security contract at the presidential home, but the hours he works are similar to those expected in the new tender documents.

He starts work with his dog at 4 30pm on weekdays. His patrol is dropped off at work every evening by a company vehicle and collected the next morning when the long and tiring stint is over.

"There is no question of splitting shifts during this sort of work. One man starts the job and one man finishes it —

FIRMS REFUSE TO PLACE TENDER

By RUSSELL KAY

that's the way it works in the security guard business," a security official said.

A Sunday Express test conducted at King's House showed that it was possible to patrol the luxurious, stately house and gardens once in approximately 20 minutes. That would mean according to specifications that in 11½ hours of ceaseless patrolling a guard could circle the building 52 times in the normal course of one evening's duty.

A number of guards and dogs are needed at various locations around Durban, including the State President's residence — King's House in Eastbourne Road, Mornington.

The shortest shift available to any guard is 11 hours and the longest an arduous 15½ hours.

The documents, which con-

tain the exact specifications for the job, also state that guards must carry out "ceaseless patrols of the buildings allocated to them during the times stipulated".

They also say that "sleeping quarters and domestic services will not be provided for guards" and "rations will not be provided". On top of that the specifications go on: "All guards will be required to take up residence in Black areas such as KwaMashu or Umlazi hostels. That is, they will be living out of town." A move which effectively puts two hours on to the shift for travelling time.

Among the areas which apparently need guards are the PWD stores and workshops at Lords ground during weekends, when the guards will work a 12-hour shift, a night guard at the same venue working a 14½-hour shift, a night guard at the PWD stores and workshops at Durban Westville Indian university who during the week will work 14½ hours and on Friday nights 15½ hours, a night guard at Chatsworth Periodical Court who will also turn up at weekends and public holidays for a 15½ hour shift, and another at a new Chatsworth office block — also 15½ hours.

Later an official with one of Durban's top security firms said he felt the specifications of the new tender were "unrealistic and totally inhuman".

"We work our men on a 12-hour shift system. We refuse to work more than 12 hours, especially when we can't house our men on the premises. It's the extra travelling time that makes this shift even more inhuman."

The official who would not be identified "because my company can't afford to fall foul of the Government tender system" said it was against the law for his company to work its guards longer than 84 hours a week.

If a guard worked this shift at King's House right through a week he would be working 87 hours.

Varsity clerks clean toilets

By Malose Matsemela

BLACK FILING clerks in the Mereksky Library at the University of Pretoria are forced to clean toilets used by white students and staffers.

The university is situated near the Loftus Versveld in Brooklyn.

Mr. N. W. Stapelberg, who is in charge of the cleaners at the university, told **POST** that "you have got nothing to do with what we do here" and banged the telephone.

Yesterday, **POST** found that clerks are forced to clean toilets before they start work in the library.

They also clean toilets for women. There are six toilets on each floor. The basement, lower ground, ground floor, first floor and second floor. **Post**

PRACTICE 26.2.80

This practice started last September. They are made to start first by cleaning toilets from 6,30 am until 8,00 am, when they break for tea.

At 8,30 am the start work in the library.

Before this, there were people doing the toilet cleaning but, they now clean classrooms and other offices.

The clerks were asked to help clean the toilets and promised that the university would hire more people to relieve them. But, they are still doing the work and are not paid extra money for the work.

POST made numerous efforts to contact the university authorities but we were sent from one office to another until referred to Mr Stapelberg.

Clerks clean loos

THE University of Pretoria is still forcing its black clerks to clean toilets used by the more than 500 white students and staffers

The clerks are attached to the Merensky Library near Loftus Versveld in Brooklyn, east of Pretoria.

When POST contacted the university authorities yesterday, Mr N W Stapelberg, who is in charge

of the cleaners, said: "We don't give any information concerning our workers," and he banged the telephone.

This is the second time Mr Stapelberg snubbed POST when asked to comment. Recently he said, "POST has got nothing to do with what we do here," he then banged the telephone.

POST revealed in an investigation that the clerks are forced to clean toilets before they start with their normal work in the library

UCT

REGISTRAR (ACADEMIC)

OF STUDENTS : 37

EUGENE FULTNER	102101	AFRIKANS	ABS	3	121723H
HENRIETTA ANNE	110202	HISTORY II	3	(52)	10216AC

DEVON CLARE	101103	PSYCHOLOGY I	2	(63)	111532F
	107101	AFR LANG INTENSIVE (XHOSA)	2	(60)	
	110101	ENGLISH I (PRE-1980)	2	(61)	

TERESA	104101	PSYCHOLOGY I	2	(63)	13587AU
	103302	SOCIAL ANTHROPOLOGY II(PRE ABS			

LEONARD STEVEN	114101	RELIGIOUS STUDIES I	F	(44)	137998Y
IVOR DANIEL	004201	PSYCHOLOGY II	3	(58)	134302F

ALEXANDER GEORGE	107201	ENGLISH II	3	(57)	133333C
DEENA PERLE	107101	ENGLISH I (PRE-1980)	3MX		133034C

DAVID LEON	105202	ECONOMICS II	3	(53)	121461Y

SALLY MARY	103302	SOCIAL ANTHROPOLOGY II(PRE 2-	2	(60)	052892R
	104202	AFRICAN HISTORY II	2	(60)	
	110303	AFRICAN HISTORY II	2	(60)	

BAWRY GEORGE	105104	LATIN I	F	(36)	139271G

JOHN ACHILLES	001303	COMPANY LAW	ABS		137501H

NANCY	101105	AFRICAN LANG INTENSIVE (SOT2-	2	(66)	133499H

CAREY SUSAN	114101	RELIGIOUS STUDIES I	3	(51)	133449N

BERTRAND SYDNEY	102201	AFRIKAANS EN NEDERLANDS II F	F		140639U
	110201	AFRICAN HISTORY I	F		

PLAALJES	133499H				
PLAGIS	137501H				
REOMAN	139271G				
KUSS	052892R				
SAVOGROUND	121461Y				
SFAKIANOS	133333C				
SHAPIRO	133034C				
SHAPIRO	137998Y				

EXAMINATION RESULTS IN FACULTY ARIS

YEAR : 2

AS AT 29 02 80

PAGE 2

13020

Security guards 'underpaid'

By NEVILLE FRANSMAN

SECURITY FIRMS in the Peninsula have come under heavy fire from trade union leaders, who have charged at a Wage Board hearing that black security guards and night watchmen were being grossly underpaid and forced to work abnormally long shifts.

According to a wage determination last amended in July 1977 the minimum pay for a watchman was R22,62 for an 84-hour week and R24,92 after 12 months service. This amounted to a 14-hour shift six days a week. The Wage Board has now been asked for a weekly minimum of R45.

Mr Mike van Wyk, an organizer for the National Union of Security Officers — a Salt River-based trade union whose 400 membership is almost exclusively African — expanded on reasons for discontent among the work force yesterday.

He said allegations had been made by some watchmen that they had been humiliated, abused and even assaulted by white inspectors employed by security firms and that these firms took little interest in workers who had been injured while on duty.

Further complaints were that some security firms farmed out black guards at an 'enormous' profit and frequently employed 'illegal' black workers who were hesitant to report underpayment to the Department of Labour as they feared deportation to the homelands.

Mr Van Wyk pointed out that there was little regard for the time a worker used travelling from his home by public transport to reach his point of duty. Such a man became a security risk himself as he was tired, had little sleep and could not be expected to be alert for a full 14-hour stretch.

Meagre wages were paid, yet black security men were expected to watch over property often worth millions. They carried no weapons except a baton or stick.

Many guards were contract workers who had to sustain not only themselves, but also their families in the homelands. On their meagre wages they could seldom afford nourishing food.

Mr A E Frazer, a trade unionist who gave evidence to the Wage Board appointed by the Minister of Manpower Utilization, Mr S P Botha, to investigate security guards' pay, was highly critical of firms em-

EXAMINATION RESULTS IN FACULTY ARTS

YEAR : 2

AS AT 29 02 80

PAGE 2

15026

STUD NO	SURNAME	FIRST NAMES	COURSE	DESCRIPTION	SYMBOL
133011C	SCHWEITZER	ANTONY GIDEON	604201	ROMAN DUTCH LAW I	2- (61)
134965B	SMITH	ROBERT TPAVERS	105104	LATIN I	F (41)
135195B	SMUTS	PETER WESSIER	603202	ROMAN LAW & JURISPRUDENCE IUP	(54)
100311J	SWYMAN	GRAHAM THEODORE	603202	ROMAN LAW & JURISPRUDENCE	1
132286K	SONNENBERG	GRAHAM JOHN	604201	ROMAN DUTCH LAW I	
138545T	STRAUSS	JENNIFER SUSANNE	105104	LATIN I	
133262A	TEE	RICHARD JOHN	105104	LATIN I	
139650U	THOMAS	HELEN CAREN	105105	LATIN ELEMENTARY	
101563V	WILLERS	JOHAN MARITZ	105104	LATIN I	

* TOTAL NUMBER OF STUDENTS 28

DEAN

REG

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UUCT

23/3/40
By VERA BELJAKOVA

SHOCKING new facts on the standard of security services have been uncovered by a comprehensive survey, which was the brainchild of three dissatisfied Johannesburg property managers, irked by the twilight world of dogs and guards.

Their investigation revealed that of 400 firms visited at night in the Johannesburg area, only 50% had guards. And of all guarded firms, half were wide open to invasion — the security men on duty were asleep.

Those not asleep had barricaded themselves into back-rooms, from which they refused to emerge ... for fear of

Security company shocks

being confronted by armed intruders.

Moreover, 90% of guards were not checked on. In most cases, the only defence the guard had against intruders was a big stick to wave in the hope the trespasser would go away.

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STUD NO	SURNAME	FIRST NAMES	COURSE	DESCRIPTION	SYMBOL
13100	PERFORMERS DIPLOMA IN SPEECH & DRAMA	YEAR : N/A	AS AT 29 02 80	PAGE 1	13100
162321L	STERN	JOCELYN-NEILA	116113 116117	PRACT SU I AFRIKAANS LOMER/ANS PRACT ACT I AFRIKAANS LOMER/ANS	162321L
* TOTAL NUMBER OF STUDENTS 1					
----- DEAN					
----- REGISTRAR (ACADEMIC)					

**Guard shot,
R45 000
stolen**
5 MAR 26/3/80
B1

Crime Reporter

A 54-year-old security guard is in a critical condition after he was shot during a hold-up in Turfontein today when robbers escaped with more than R45 000.

Mr J J Brits is in the Johannesburg Hospital. He was wounded in the chest during the robbery.

Mr Brits and another Fidelity Guards employee, Mr A J Roodt, were leaving L Suzman (Ltd), in Side Road, Turfontein, with the company's deposit box.

They noticed a man in front of them with a wheelbarrow, and then a hail of bullets sprayed around them.

Mr Brits fell wounded but Mr Roodt escaped without injury. Neither man had a chance to draw his gun.

The robbers grabbed the trunk containing R26 756 in cash and R18 852 in cheques, got into a blue Cortina motor car and sped off.

No arrests have been made.

JOET

Guard shot,
R45 000
stolen

Crime Reporter

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The robbers grabbed the trunk containing R26756 in cash and R18852 in cheques, got into a blue Cortina motor car and sped off.

made.

תשס"ח

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Mr Boynon Mfotho, 80, shows the scar that he received, after being shot in the arm by a white security officer in October last year.

Shot watchman not paid — claim

Staff Reporter

AN 80-year-old nightwatchman claims that he was not paid wages owing to him by a local security firm, because he refused to agree to drop charges against a security officer who shot him in the arm.

This was firmly denied by the firm, Cape Night Watch Service (Pty) Ltd, who said the only reason why the watchman, Mr Boynon Mfotho, was not paid, was because he did not come to claim his wages.

They said the Langa police also attempted to trace Mr Mfotho in connection with the case, but were unsuccessful.

Refused wages

However, Mr Mfotho, of Zhe 3, Langa, said he went to see the manager of Cape Night Watch, who refused to give him the money owed to him.

Mr Mfotho said the manager

when he was shot in the upper arm by a security officer.

Another security guard on duty with him, called the ambulance and the police. Mr Mfotho was taken to hospital.

Mr Mfotho was employed by Cape Night Watch on a casual basis, two days a week. He worked from 6am to 6pm on Saturdays and Sundays and was paid R25 a month. He was last paid his wages on September 30 last year.

He worked for the firm for three years.

He said that while he was in hospital, he was visited by Mr Zeeman, who offered to pay the money owed to him if he agreed to drop charges against Mr Coetzee.

Mr Mfotho refused to do so, saying he would only talk in court.

When Mr Mfotho was discharged from hospital, he went

in hospital, but said he went to take him fruit.

He said Mr Zeeman, speaking through a black security guard who acted as an interpreter, offered to employ Mr Mfotho to do office work while he was recuperating from his wound.

After this, Mr Mfotho disappeared. He did not contact Night Watch to take up Mr Zeeman's offer. Attempts by the Langa police to trace him were unsuccessful.

Mr Pappan said the Langa police had opened a docket on the day of the shooting. After investigating the case thoroughly, they decided that there were no grounds for a criminal charge.

However, the station commander at the Langa police station denied that such a case had ever been reported to them.

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Continue

er's name was Mr. Zeema. When contacted by the Cape Times, Mr Zeeman refused to disclose what his initials were or confirm the spelling of his name.

Mr Mfotho claimed he had delivered a written statement of his version of the incident, the Langa police station in January this year.

Mr Mfotho said the incident occurred on October 19 last year. He was drinking coffee while on duty at the Western Cape Administration Board offices, in Langa, at about 9am.

to see Mr Zeeman to claim the wages owing to him. Mr Zeeman refused to give the money to him.

The chief executive of Cape Security Services, Mr Eddie Pappan, at first denied any knowledge of the incident.

Took him fruit

However, he later phoned the Cape Times to confirm that Mr Mfotho had been shot by a security officer on October 19 last year. He confirmed that Mr Zeeman had visited Mr Mfotho

3/4/80
Cape Times
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Pay rise for Allied men

By PHIL
MTIMKULU
NEWSPAPER distri-
butors will get a pay
increase as from next
Sunday.

This was as a result of successful negotiations between their union, Commercial, Catering and Allied Workers and employers, Allied Publishing.

Those who will benefit are drivers, main street sellers and sub-sellers.

A statement was yesterday given to **POST** by Mr R Alport, provincial manager of Allied for the Transvaal and Orange Free State. It read:

"Allied Publishing wish to announce that negotiation with Cowusa in regard to new pay scales for its employees in the Transvaal and Orange Free State have been successfully concluded and these will be introduced from next Sunday and will be firm for a period of 52 weeks.

"Although union executives expressed their reservations in regard to scales for certain job categories, it was mutually agreed that the new rates of pay will be accepted and form a sound base for the future."

UNION

Mrs Emma Mashinini, secretary of the union, agreed with the statement. She said they were trying to get more out of Allied for the workers but had to contend with this arrangement.

Here are the increases: New employees will get R32,50. Those earning R35 will get a R15 increase while those who were earning R28 will get a R10 increase.

Drivers will now earn R50 with the maximum

Mrs Mashinini said they had asked that the minimum be R60 and maximum R85. "We have not achieved much, but we managed to get something," she said.

Street sellers who earned R3 a week will now be paid R28 by Allied and an additional R10 from the main seller to make it R38 a week.

Mrs Mashinini said, however, a street seller who had been working for the company for over a year, will have another 76 cents for every year he has been employed.

The basic wages for a main street seller, which was R25, is now R50 and still excludes his 15 per cent commission.

450 hours work for R60

By Sleg Haanig
Some watchmen on the Reef work 108 hours a week (about 450 hours a month) but receive a monthly wage of only R60, says a spokesman for the Johannesburg Industrial Aid Society.

In the past animal lovers have exposed horrifying conditions among the starving and mangy dogs of some security firms.

Now the "shocking" employment conditions

of some of the men who handle the dogs are about to be exposed.

A pending wage board review of the wages and working conditions in the security industry on the Reef has led to a call for public meetings from the Federation of South African Trade Unions (Fosatu).

The minimum conditions currently prescribed by the wage board allow for a wage of not less than R103 a month and a working

week not exceeding 84 hours.

"Many people would describe these conditions as inhuman," said a spokesman for the Industrial Aid Society.

"We have had cases of workers who are on duty for an uninterrupted 60 hours over weekends and then continue to remain on duty every subsequent night until their next 60-hour stint."

The IAS invite all interested parties to telephone it at 23-5878, Johannesburg.

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Scene Three of our saga opens with the public enviously confiscating the boat owner's rights. The boat is declared public property for public welfare rather than some owner's personal profit.

Public, Communal Property

of fish. to get the largest catch—or maybe the best kind of fish. ter than anyone else how to use the boat so as the potential catch, or who thought he knew better only by a person who was more optimistic about that if the boat were for sale it would be bought the ocean deep. You can probably conjecture catch from shore, regardless of the fortunes on guaranteed four fish, which they could always employees, on the other hand, they are always stuck with an unexpectedly bad future. As employees, the renters who use the boat avoid being account. By making short-term rental arrangements, the renters will adjust his offer price to take all that into selling off his ownership, because the new buyer escape projected future change—not even by the value of his boat. The boat owner cannot forced changes in catch, as profits or losses in owner will suffer or enjoy the entire future production day's error in estimated catch. But the boat the rent is set per day, the fishermen lose only be adjusted to match the expected net catch. If rent set the following day for use of the boat will "day"? To see, look again at the rental case: The men at least four fish. Why do we emphasize the day on which he has guaranteed the fishermen, he (the employer) bears the risk for at least four fish. If the boat owner hires the enough) fish to pay for the day's rent and have ing enough for the boon of catching more than

boat, renters bear the consequences of not catching a major difference. If fishermen rent the boat, uncertainty about the prospective catch introduces a difference. For the moment, the important point is the identity between the two payment methods, renting and hiring—assuming certainty about performance. mistaken estimates of the catch, and that does but someone must bear the consequences of the total daily sales—leaving the clerks with the same income in either case? No difference, if there is certainty about the output performance. But someone must bear the consequences of making a difference. For the moment, the important point is the identity between the two payment methods, renting and hiring—assuming certainty about performance. Uncertainty about the prospective catch introduces a major difference. If fishermen rent the boat, renters bear the consequences of not catching

King, 1970, p. 107

detail later.

is used, that is, how many are allowed on board, to the day, and (c) the price charged for excess capacity. (a) and (b) are the conditions of private-property rental, and (c) is the condition of public-property rental. The conditions of public-property rental are dominant in most non-socialized countries and will be examined in more

Night watch jobs inquiry

By RIAAN DE VILLIERS
Labour Correspondent

THE Federation of South African Trade Unions (Fosatu) has called a series of meetings for nightwatchmen on the Reef to discuss their employment conditions.

The meetings, to be held this week, will form part of a Fosatu-sponsored investigation into conditions in the industry in preparation for submissions to the Wage Board, which is currently investigating security services.

A memorandum to be submitted on behalf of a number of watchmen has been drawn up by the Legal Resources Centre in co-operation with the Industrial Aid Society, a service organisation for workers linked to Fosatu.

Further evidence will also be prepared for a Wage Board hearing to be held in Johannesburg next month.

A spokesman for the IAS said yesterday the present determination laid down a minimum wage of R103 per month with a legal maximum of 84 working hours per week.

Pointing out that the determination for unskilled workers was R103 for a 46-hour week, she said: "For the long hours worked, the wages are exceptionally low."

She claimed the IAS dealt regularly with cases where the "already bad determination" was violated by employers and it had found many workers were on duty for even longer than 84 hours per week.

"Watchmen often work for 60 hours continuously over weekends with no time off at all. Also, we have found cases of watchmen who had not had a single day off in a year."

"Watchmen are a very exploited class of people who frequently suffer injury on duty and often face immediate dismissal when they do."

She also claimed a "vast number" of watchmen were illegally employed.

She said the meetings would also be aimed at making watchmen more aware of regulations protecting them, and appealed to all watchmen to attend.

The first meeting is to be held tomorrow in the Fosatu offices in the basement of Imextra House, 1st Ave, Kew, Sandton.

The second will be at 306 Sacta House, 277 Bree Street, Johannesburg on Wednesday, and the final meeting at 8 Fines Building, 28 Voortrekker Street, Benoni, on Thursday. All meetings start at 9.30am.

Guard dies

Crime Staff *STAR* 19/4/80

A 54-year-old security guard who died in hospital yesterday was shot during a hold-up in Turfontein a month ago when robbers escaped with more than R45 000.

Mr J J Brits was shot twice in the chest.

Police are looking for the robbers who attacked him and a colleague, Mr A J Noordt, as they were leaving a client's premises, forcing them to drop a deposit box containing R26 756 in cash and R18 852 in cheques.

discoverer has been given en-

eight fish, four more than each could catch on shore. He will not tolerate four men (counting himself) on board because the average (which each gets) on board would fall from 8 to 7.5 and he would have less fish—even though the social total would increase. The fourth would enable six more fish for a net social gain of two over the total if that fourth person had stayed on shore. The self-interest of the boat controller here prevents a larger social catch. Indeed, if we changed the rules and allowed all those who are on board to decide whether any more will be allowed to come on board, the outcome is the same. The first three would not admit any more, because another person reduces the average to be shared by all from 8 to 7.5.

This is a characteristic problem of socialist firms: "workers" control the enterprise and share the net income equally, and newcomers are admitted only by permission of the existing group. This is also a common danger in many labor unions and professions; longshoremen, electricians, musicians, doctors, lawyers, and a vast host of other professions admit new members only by permission (through certifying boards) of present members.

Instead of a boat yielding fish, imagine a college yielding earning power from knowledge and that the ocean shore is the rest of the economy where you could earn income. If extra students reduce each present student's learning (that is, reduce the average quality), how many should be

of 14 fish is divided will be important, as we shall

see.

On a social maximum output (no-waste)

criterion the optimal number of fishermen on the

boat is four or five. (There could be five, since

the marginal product, four fish, with a fifth crew-

member on the boat would exactly offset the lost

marginal product, four fish, from the shore. For

arithmetic convenience we shall arbitrarily take

the larger crew size whenever there is this

equivalent double possibility) The no-waste

social-maximum output rule is to enlarge the

boat crew until the marginal product on board

decreases to that on shore. (When people aren't

fishing, they sleep, eat, rest, and bask in the

sun. Only fish are produced and consumed.) In

Figure 9-1 the marginal social gains are the

arcs of plus signs in the first four marginal-

product bars.

Control, Property

Rights, and Incentives

Now we come to the point of interest: How many

people will be allowed on the boat and who gets

the increased output?

Share and Share Alike

With Controlled Entry

In our first scene of this fishing saga, assume the

boat discoverer is entitled to decide how

persons can be on board, and all

board will share alike in the total catch.

cover will allow only one or two othe

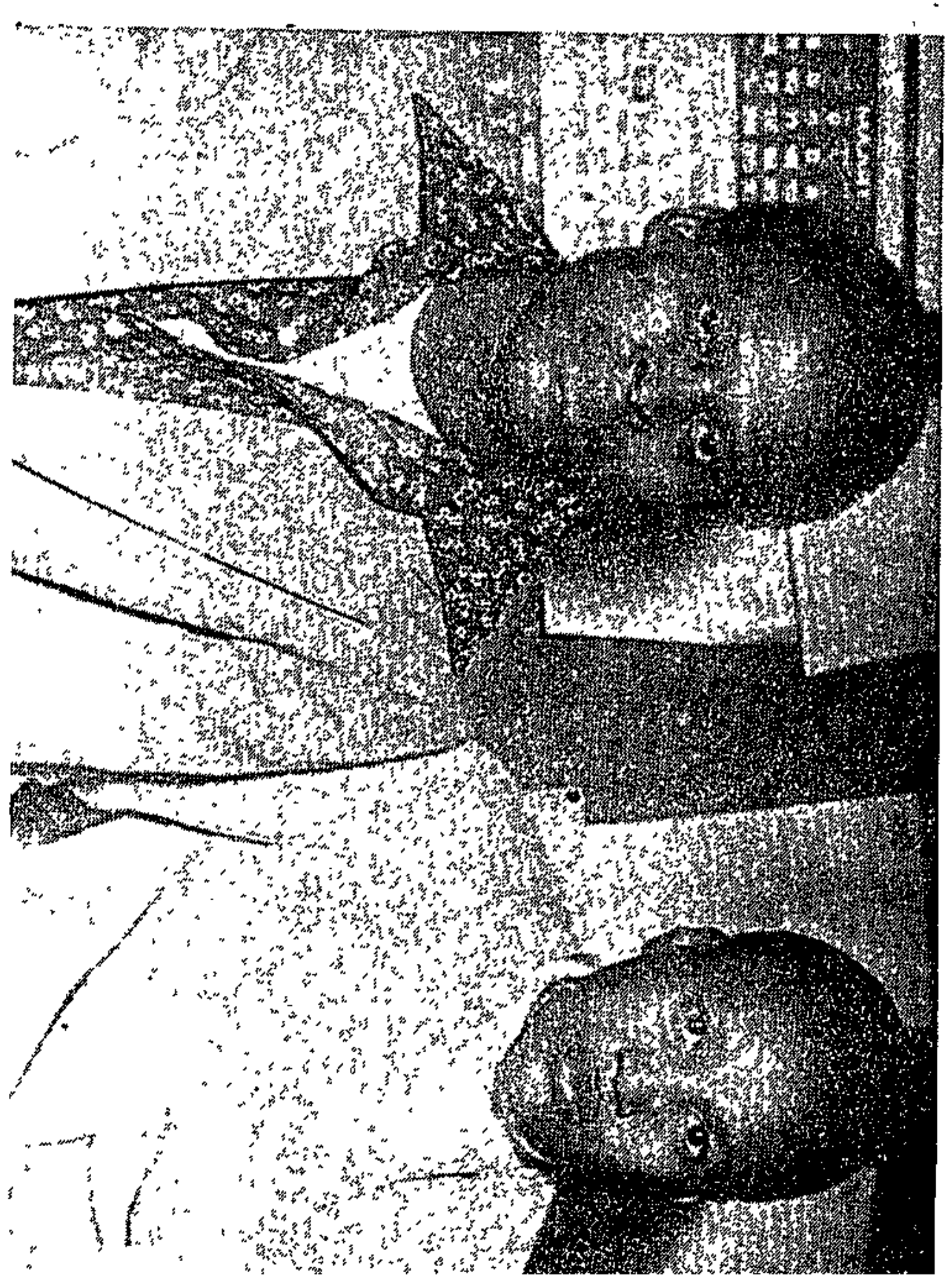
for then the average catch on board,

and each other person gets, is at the n

287

"Day Cleaners answered by threats,"

Post 2/11/42
(257)



Mr Sipho Ntshingila and Miss Gertrude Mandi of Soweto.

By SUZETTE
NXUMALO

TWO former employees of a security firm in Cleveland came to Dignity Watch after one was allegedly assaulted by his boss and the other scared off when both demanded money owed to them by the firm.

Miss Gertrude Mandi of Soweto was employed by Elliot Protection Service in February this year at R80 a month. On March 28 she and two co-workers were asked to clean the new home of the company manager, Mr C Elliot after hours. About a week later, Mr Elliot told Gertrude to "get out" saying he did not want to see her any

more. No further explanation was given except that she should fetch her money the same afternoon.

When she returned the afternoon as advised she was not attended to. The next day she was there from 8.30 am till 4 pm without being attended to. On the third day she arrived at 11.30 am and only got R20 at 1 pm. When she tried to find out why she was only getting R20 and also enquired about overtime money for the day she cleaned the boss's house, she was threatened off the premises.

When Sipho Ntshingila joined Elliot Protection Service on February 28 this year he had intended doing clerical work but at that stage, there were no vacancies in that field. So he was asked to do security work until other arrangements were made for him. As a security man, he worked from 6 am to 6 pm and sometimes till the following morning. When he realised that no clerical open-

ing was being made for him, he decided to leave.

On the day that Mr Ntshingila left, he took with him a pair of boots, overalls and helmet which he intended handing back to the firm as soon as he got paid. He went to the firm with the uniform and waited with another former employee who had also come for his money.

"When Mr Elliot saw us he said he would have fun with all the people who had deserted and then disappeared inside the building. Then we saw him go out through the front door into his car and followed him. We asked him if he was paying us or not and he said he was not paying."

According to Mr Ntshingila, an unpleasant struggle then ensued with Mr Elliot trying to snatch the bag containing the uniform from Mr Ntshingila.

"I held on to that bag for dear life because it struck me that without that uniform, I had no proof that I had worked for Elliot Protection Ser-

vice as I was not registered with the company at the pass office."

Mr Ntshingila says he then went to lay a charge of assault with the near-by police. He claims he was traced to this place by Mr Elliot who finally got hold of the bag containing the uniform and left.

Mr Ntshingila alleged that he waited for more than two hours at the police station without being attended to and then left.

Further allegations against Mr Elliot are that he called Mr Ntshingila to his office where he said he would give him his money but instead, asked him to sign a document that he would refrain from making further reports about the matter to the police

and that he refused to pay when Mr Ntshingila refused to sign.

Ntshingila claimed some workers at Elliot Protection Service have told him that they have been warned to play ignorant about Mr Ntshingila's assault while others have been asked to beat him up if they meet him.

Dignity Watch spoke to the police liaison officer for the Witwatersrand, Major F W Bull, about the alleged attitude of the police. He confirmed that Mr Ntshingila and another man were at the police station but left before they could be helped. He claimed that they were impatient.

Mr Charles Elliot denied in a telephone conversation with POST that he had assaulted Mr Ntshingila. He said Mr

Ntshingila owed him money for the firm's uniform which he took.

He refused to answer some of the questions put to him by POST and said it was not a matter for the newspaper. "You have your information. I don't know what the purpose of this telephone is," he said.

He said whether Gertrude was underpaid or not paid at all — was not a matter for POST but for the Labour Department. "Look here, my friend, you are wasting my time," he said. He confirmed she had been dismissed.

He denied that he had taken his firm's uniform from Ntshingila at the police station. "Anyway why did you have to ask the police about the matter?" he asked.

Guard unpaid for 3 months

By Carol Mathiane

Highveld nights can be long and cold when you are outdoors from dusk to dawn guarding property. You watch the moon rise and the stars — and sometimes you think of your family in a crowded room in Soweto.

Night watchman Julius Sethutsa (62) took a job as a security guard last year. He was desperate and the job seemed like something that might put a meal on the table for his wife and children.

He was offered R115 a month to guard a property in Turffontein. The first month he says he received R80. The next month R70. And he says he received no pay at all in November.

But he kept turning up for work because he says, he had not been told he had been dismissed — his employer had not complained.

Three months passed and, in February this year, he gave up hope of being paid for the nights he had worked.

"I cannot afford to

feed my children," he said "We are having to depend on welfare and I owe people money and cannot pay."

Asked how he was recruited for the job Mr Sethutsa said: "I was out of work and behind with my rent. So I went to the local township superintendent who said I should go to the Johannesburg labour bureau in Albert Street."

"When I got there I was told to contact this company. They offered me a job."

"I worked from 5.30 pm to 8.00 am every night. I got no day off. Our pay was given without pay slips or envelopes. At no time did I receive the full amount I had been promised."

Mr Sethutsa also alleges that his former employers made false claims that he owed them money and deductions were made from his pay.

Mr Sethutsa's story is typical of others to be investigated by the Wage Board when it looks into the working conditions of security guards.

a spokesman for the Federation of South African Trade Unions (Fosatu) yesterday.

Fosatu is calling meetings with security guards to discuss problems in their working conditions.

Certain nightwatchmen are to be represented at a Wage Board investigation into watchpatrol services on Monday, May 12 and a memorandum drawn up by the Legal Resources Centre, has been submitted to the Board on their behalf.



Mr Julius Sethutsa — "his story is typical."

Death week for night guards

Crime Staff

Four Johannesburg night watchmen were gunned down in separate incidents in the city this week.

On Monday, Mr Muzi Dube (30) and Mr Mzimbeni Ntshale (38) died instantly when they were shot in the face and chest at point blank range by unknown assailants.

The men were shot within minutes of each other as they patrolled separate buildings in Hillbrow.

Two other Hillbrow watchmen are recovering in hospital from chest and leg wounds.

Mr George Gwamanda (50) was on duty at Guildhall Flats in Eselen Street, when two men fired several shots at him through the glass entrance door on Wednesday.

Mr George Majola (40) was shot by two gunmen the day before.

At first it was believed the killings stemmed from tribal feuds, but police have not been able to confirm this.

No arrests have yet been made.

Watchmen complain of long hours

The Industrial Aid Society has had complaints from night-watchmen who claim they regularly work 108 hours a week, including a continuous 60-hour stretch from 6 pm on Friday through to Monday at 6 am.

This was revealed by

resented at a Wage Board investigation into watchpatrol services on Monday, May 12 and a memorandum drawn up by the Legal Resources Centre, has been submitted to the Board on their behalf.

A Fosatu spokesman said yesterday that the

Industrial Aid Society had found "numerous instances" where the existing wage determination was enforced.

Workers, claimed their employers did not grant nights off and workers in one firm claimed they got no leave.

It was alleged that men in one firm had worked every night for more than two years.

Workers in such firms, said the spokesman, might receive R60 a month or less with no record of payment.



TODAY our consumer watch of those shyster security firm

SECURITY is only an eight letter word but it means the protection of millions of rands worth of property and possessions.

It's incredible, therefore, that even in this sensitive area the old adage still applies:

"There is hardly anything in the world that some-one cannot make a little worse and sell a little cheaper; and the people who consider price only are this man's lawful prey." (Attributed to John Ruskin).

In the carpet trade the cheap operators are called Kombi-dealers because they work from Kombis and use wholesalers as stockrooms. When trouble strikes they simply cannot be traced.

In the security guard business these dubious dealers are called backyard operators, and I wonder how many would be engaged if clients knew how ill-equipped they are. And yet families and properties are entrusted to their care because their quote was the lowest.

There are at least seventeen backyard boys in the Durban area and they usually solicit from door-to-door.

Fortunately in the security business — unlike many fields where free enterprise can allow considerable leeway — there are minimum charges and if someone quotes lower than this one can be almost certain the company is not operating legally, and most certainly not efficiently.

Added to this is another safeguard and this is if the firm is a member of the Natal Employers' Association of Security Guard Services (NEASGS).

This body is yet another which responded to my call for associations of integrity and commitment to consumer interests to stand up and be counted.

NEASGS has eleven members in the Durban/Pinetown area and they are: L. Barnett & Co, Berea Security, Canine Security, Central Security, Durban Night Watchman, Hawk Security, Pinetown

bers firms but in fact if members do not stay in line, they will be expelled.

Another significant clause reads: "To do such other lawful things as may appear in the interests of the association..."

This clause highlights the first 'good' point mentioned about minimum charges. By this I mean that member security firms must comply with specific conditions concerning employment, as stipulated under the Wage Determination Act No 312 for Watch Patrol Services in the Durban/Pinetown area.

So, in order to provide an effective security service, security contractors would have to base their charges on the minimum costs under the above Act. From June 1, 1980, these will be for the monthly cost of a guard (and this excludes overheads):

Basic wage a month - R120,47; Pro rata leave pay - R8,95; 4 days off - R18,54; 1 sick day - R4,63; Workman's Compensation - R2,53; UIF - 0,36; Service Levy Pass fees - R3,15; Cost of uniform - R3,00; Cost of checking - R10,00.

The total figure is R169,63 so we can see that if a firm quotes less than the above minimum — and there are those which do — then either he is philanthropic or fast going bankrupt if he is providing an effective service.

Naturally one is not likely to find eager takers of highest quotes but when several quotes — in any business — are in much the same bracket, you can usually assume, unless there is collusion, that that is the fair price.

On prices, we can take a cue from Durban Night Watchman, the largest security firm in the country. Their charge for a casual night is about R10, or R20 for 24 hours. The night duty is from 6pm to 6am, with four checks during the night in the municipal area. Radio control is maintained constantly, as is done by all

There's only one word when it comes to security...

SAFE

Shield Security and Springbok Security Services.

Another member is Coastal Security Bureau, based in Margate.

The NEASGS is a multi-racial Government-registered body with a written constitution. A most vital stipulation laid down to members is that they must maintain 24-hour radio contact with their clients.

Their objectives include those which urge members "to establish, promote and encourage the science and professional practice of industrial and commercial security..."; "to promote and make more effective security measures..."; "to establish, foster and encourage ethical and professional standards of work and conduct for members of the security profession... and to operate for the benefit of industry, commerce..."

To this end, conventions, study workshops and training programmes are organised. These objectives may appear to favour and safeguard only mem-

The rate usually drops if a longer period is covered. A monthly, or so-called permanent contract, costs at least R220 and I remind you here of the minimum basic wage which does not cover overheads — that is R169,63 a month.

Those firms with dogs have added expenses, and charges for a guard with dog start from R15 a night or R275 a month.

Another important point to consider when deciding which firm to engage is that firms of repute carry heavy insurance cover such as public liability.

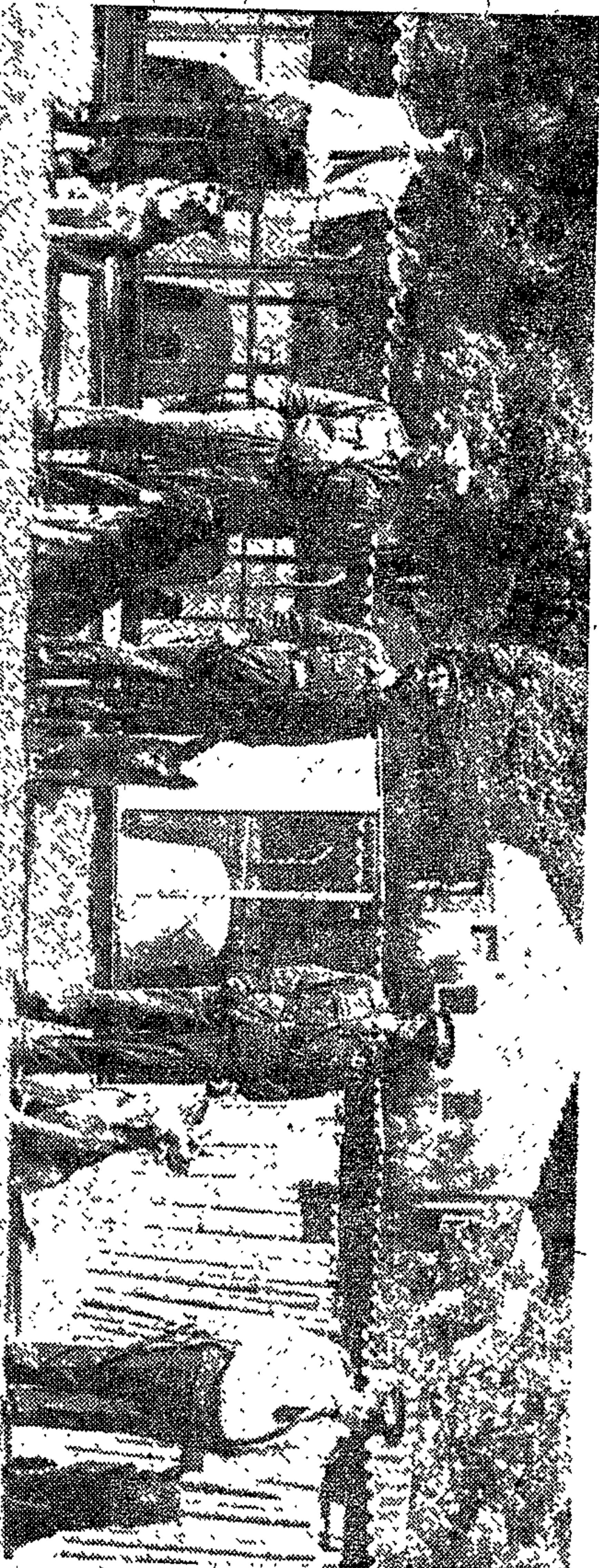
In this regard the association stipulates a minimum of R100 000 so if the worst does happen and a guard is overcome, the firm will be able to stand compensation if they are legally liable.

Do be realistic about security. Make sure you are getting what you are paying for and a sound idea is to support a member of the NEASGS. Do not try to save a few rand — you could lose a ransom.

4/5/1980
Tribune
Sunday 287

4/5/80
Sunday Tribune
287

**DOG COLLEEN SHEARER warns
us and how they take you for a ride.....**



**Security guards from a reputable firm with well fed and properly cared for dogs . . . beware
of the chancers**

A night

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ADMINISTRATION boards allow new migrant workers to be registered in certain unpopular job categories only, according to the Federation of South African Trade Unions (Fosatu). Often one of these categories is night watchmen.

If local labour is available, no migrant may be registered for this job.

But employers told SUNDAY POST that many "urban" black people in Johannesburg were unwilling to work in what they regarded as an inferior job.

Fosatu says it is a common practice in certain firms to pick up migrants who are looking for work, to keep them as unregistered (and therefore insecure) workers, and pay

them as little as R30 or R40 a month.

A man who had been working for Elliot protection for five months, all of that time as an unregistered migrant, estimated that of the firm's more than 150 employees only a handful were registered.

This was denied by Mr Elliot, who said that 90 percent of his workers were registered, the others being in the process of arriving or leaving.

Unregistered watchmen spend much of their time dodging the police in fear of being arrested and sent back to the homelands, where they might have to wait months or even years before they are recruited for another job.

No security in the security bu

Because many nightwatchmen are registered migrants, and therefore work illegally, they cannot get legal accommodation.

SUNDAY POST was told that these often sleep during the day in beerhalls, parks, or in the waste land around the industrial areas.

A former employee of the Mr Security organisation, Elias Ntloko, who said he left the organisation after quarrelling with his boss over the R70 a month he was getting, took SUNDAY POST to a yard in Booysebosch, where, behind a high fence, off-duty nightwatchmen were seen sleeping in the open on pieces of plywood and tin.

Near them was a neat line of concrete kennels, where the firm's guard dogs were housed.

The manager of Mr Security, Mr Tol-



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JO'BURG IS A PLACE

ERNEST MAKHANYA's job was security, but it didn't mean security for him — or his starving family back home in KwaZulu.

He came on contract to Johannesburg, the City of Gold, hoping to earn a living as a nightwatchman. Instead, like so many other migrant workers in this job, he found nothing but poverty and suffering.

Mr Makhanya (56) comes from the dry and stony Nkandla district of KwaZulu.

He has been a migrant for all his working life.

When he was 18 he joined his brother on the mines in Johannesburg, living in a men-only compound.

When he was 22 he became a "spanner boy" with the South African Railways in Pietermaritzburg. By now he had married.

When he was 42 he found work

as a nightwatchman with a security company in Durban. After 12 years there he was earning R90 a month, R40 of which he sent home to wife and six children.

At the beginning of November he took his annual leave and came back to Nkandla.

"There was no food at my home when I got there," he said. "There was nothing. My children were begging for food from the neighbours."

On November 22 a white man came to the labour office in Nkandla looking for men to work as guards.

Mr Makhanya took the job. The next day he took the train to Johannesburg and joined the staff of Guard Security Services.

Of the R96 he received every month after deductions he sent R88 back to Nkandla and kept R8 for himself.

SOME night watchmen in the Johannesburg area are treated better than their bosses' guard dogs. From scores of interviews with men, a SUNDAY POST investigation team has pieced together a story of exploitation, poverty and suffering — the story of Africa's twilight men who protect other people's property.

No security in the security business.

Security protectors

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The manager of Mr Security, Mr John-

son, told SUNDAY POST the next day that he was "quite willing" to hear Mr Ntloko's complaints, and also said that his company was a member of the newly formed SA Dog Unit — an organisation aiming to improve the living conditions of guard dogs.

Even for those workers who have homes in the Johannesburg area, a night watchman's life is disjointed and unsettling.

A Fidelity Guards employee said that during the week he saw his three young children for five minutes in the morning before they left for school, and left to begin his shift of night duty before they arrived home in the afternoon.

Many night watchmen tell stories of how they were attacked by thugs while on duty. And they make equally disturbing allegations of their employers' callousness afterwards.

An employee of Springbok Patrols told how attackers beat him with a length of wire cable outside the factory where he was on duty. He had to have stitches, and was in hospital for three weeks.

"My boss wouldn't pay me for that time. He said I was drunk," he said.

Another Springbok employee claimed that his boss deducted money from his salary to pay for his uniform — a deduction the employer is only allowed to make if the employee agrees.

This night watchman said that when a Spring-



Altham Tainton: Employers' position: "It is the worst wish to conditions in industry."

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On November 22 a white man came to the labour office in Nkandla village, looking for men to work as security guards.

Mr Makhanya took the job. The very next day he took the train to Johannesburg and joined the staff of Pritchard Security Services.

Of the R96 he received every month after deductions he sent R83 back to Nkandla and kept R13 for himself.

Because he was a registered worker, he was able to live in Thembisa Hostel, for which, he says, Pritchard paid the rent.

"I lived off mealie meal, spinach and cabbage," he said. "No milk, no meat, no tea, no coffee. No money for beer — just sometimes 20 cents for tobacco."

Mr Makhanya's contract with Pritchard expired at the end of last year, and with Pritchard's assurance that he could come back to the company if there was a place for him, he went home to Nkandla for a month.

At Nkandla he discovered that his six cattle had died — "there was no water for them, nothing to eat".

"My own family was not sick, but they were struggling with food and money."

So Mr Makhanya came back to Johannesburg. But when he went to Prit-

SOME night watchmen in the Johannesburg area are treated worse than their bosses' guard dogs. From scores of interviews with these men, a SUNDAY POST investigation team has pieced together a story of exploitation, poverty and suffering — the story of South Africa's twilight men who protect other people's property.

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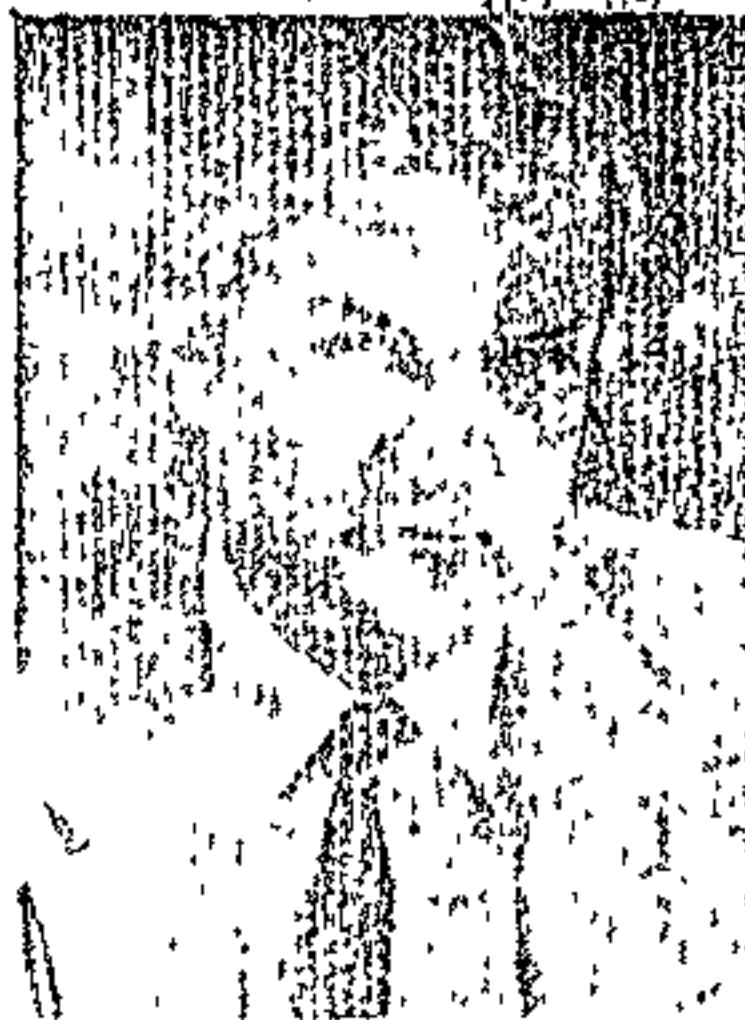
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Altham Tainton of the Employers' Association: "It is our earnest wish to improve conditions in the industry."

up to another R95 for a dog.

Some firms, however, are reported to charge

men.

But, he said, there were many more firms who hadn't joined.

"It's here that you'll find the real offenders," said Mr Tainton. "The only companies that get inspected by the Department of Labour are companies like us, because we are known. The small firms never get examined because nobody knows where to find them."

The Wage Board is to hold a hearing on May 12 with a view to recommending a new wage determination covering workers in the security industry.

The Legal Resources Centre, a group of lawyers, have submitted a memorandum to the Wage Board on behalf of a number of night watchmen.

Fosatu has now taken up the issue and held meetings with night watchmen, who have added to the memorandum certain conditions they want included in the law.

But even if a higher wage is set — Mr Tainton says he would be "very happy indeed"

SUNDAY POST, May 4, 1980

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So Mr Makhanya came back to Johannesburg. But when he went to Prit-

chard he was told there was no place for him.

On February 27 this year, desperate for work, Mr Makhanya took up a job with Elliot Protection Services, a Cleveland security firm, at a wage of R110 a month — R7 above the legal minimum wage for night watchmen.

"That's what he promised me," said Mr Makhanya. "But then he only paid me R80."

"I couldn't sleep in the hostel any more, because I wasn't registered, so sometimes I used to creep in after I'd finished my night shift and sleep in the bed of another man I knew while he was at work."

Mr Makhanya says that while he was working for Elliot he was arrested because his pass book was not stamped for Johannesburg.

"I paid the F26 fine," he said. "But

now I've left Elliot. How can my children eat when I'm in jail."

"I'm going to look for a job in Durban again — there are no pass problems there."

The managing director of Elliot Protection Services, Mr Charles Elliot, told SUNDAY POST that Mr Makhanya had deserted his post at the factory he was guarding on April 14.

"This guy Ernest goes to the client (the factory manager) and says he's very hungry and he's leaving. Can you believe it?"

"Two days of absence in a month could easily bring a wage down to what Ernest says he was getting."

"We employ about 180 people, and I guarantee you, not everybody can be happy at the same time. But for every dissatisfied guy I can bring you 20 who are very happy indeed."

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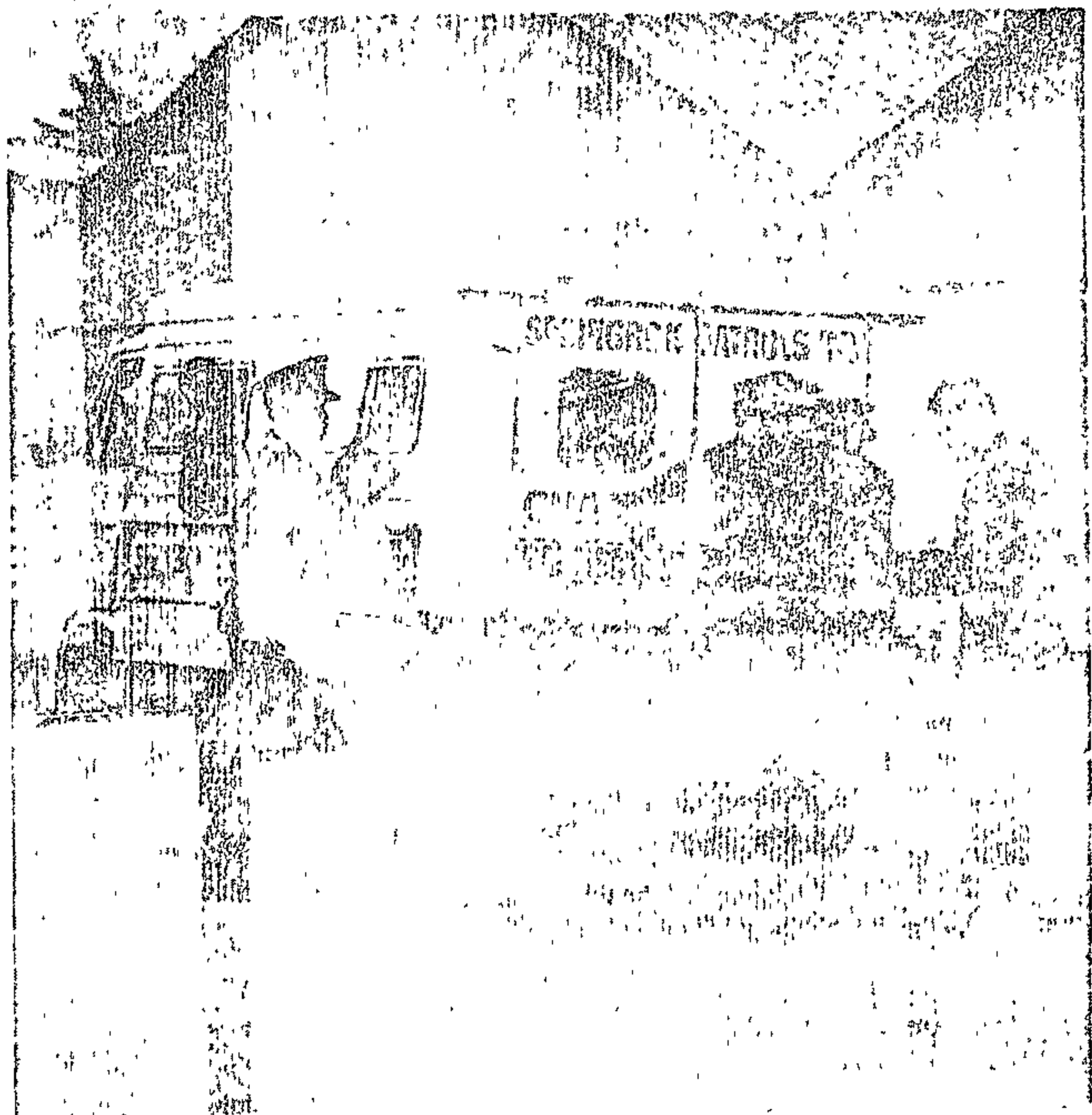
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But even if a higher wage is set — Mr Tainton says he would be



The twilight men — risking their lives to safeguard the property of the rich.

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Johannesburg area, a night watchman is as disjointed and unsettling

Fidelity Guards employee said that the week he saw his three young sons for five minutes in the morning they left for school, and left to be shift of night duty before they arrived in the afternoon.

Night watchmen tell stories of how they were attacked by thugs while on duty and they make equally disturbing allegations of their employers' callousness

"My boss wouldn't pay me for that time. He said I was drunk," he said.

Another Springbok employee claimed that his boss deducted money from his salary to pay for his uniform — a deduction the employer is only allowed to make if the employee agrees.

This night watchman said that when a Springbok guard left the company, the uniform — his was a second-hand South African Police uniform with police buttons still on it — was taken from him and sold to the next employee. "They make a big profit," said the night watchman.

These allegations were denied by Springbok's manager, Mr Nick Bartman, who said the assault claim was "ridiculous".

He said his workers were either supplied with free uniforms, or reimbursed at the end of their service for uniforms they had paid for.

Most security firms charge their clients about R250 a month for a night-duty guard, and

Altham Tainton of the Employers' Association; "It is our earnest wish to improve conditions in the industry."

up to another R95 for a dog.

Some firms, however, are reported to charge as low as R160 for a guard.

Mr Altham Tainton, deputy managing director of the Securitas organisation and chairman of the Transvaal Employers' Association of Security Services, said he had heard these reports.

"If a company charges even R180 for a guard, I don't see how they can possibly be paying the man a legal wage and still make a profit," he said.

Mr Tainton said his association, the aim of which was to "improve standards" in the security business, had 15 members employing between them roughly 2 500 black nightwatch-

The Legal Resources Centre, a group of lawyers, have submitted a memorandum to the Wage Board on behalf of a number of night watchmen

Fosatu has now taken up the issue and held meetings with night watchmen, who have added to the memorandum certain conditions they want included in the law.

But even if a higher wage is set — Mr Tainton says he would be "very happy indeed" with a R200-a-month minimum for all night watchmen — it is unlikely that the new determination will be enforced any more efficiently than the present one.

Fosatu's Industrial Aid Society, which has been holding an ongoing series of meetings with night watchmen to discuss their problems, says that workers at the meetings held so far do not believe that the new provisions will be enforced.

Fosatu believes that night watchmen's conditions will not change unless there is pressure from the workers themselves.

See story at bottom of page.

HELP FOR THE EXPLOITED

If night watchmen employed by security firms believe their bosses are cheating them, there are organisations that can give advice on what to do about it.

By law bosses must pay at least R103 a month, and must supply pay slips.

They must pay overtime, at a rate of one and a third times the normal wage, if watchmen work more than 84 hours in a week.

If uniforms are supplied, the cost may not be deducted from wages unless the watchman agrees.

If bosses pay less than the minimum, they are breaking the law, and can be taken to court.

If watchmen believe they are being cheated, they can go to the Industrial Aid Society (IAS) which is on the third floor of Sacta House, 277 Bree Street.

IAS is run by the Federation of Southern African Trade Unions (Fosatu) and they help watchmen and other people who have problems.

The government's Wage Board is having a meeting next week to decide whether night watchmen's wages should be raised.

Fosatu has been holding meetings with night watchmen to find out what they want the new wage to be, and also to discuss problems they have at work. These problems will be raised at the Wage Board hearing.

Fosatu is having another meeting this Thursday, May 8, at ten in the morning, where all night watchmen can tell of their problems.

The meeting will be held in the Industrial Aid Society's offices in Sacta House. Fosatu says as many night watchmen as possible should come to this meeting.

Fosatu says that night watchmen should also go to the Wage Board hearing, which will be in Europe House, 32 Plein Street, at 10 a.m. on May 12.

4/5/1980
Sunday
Post

NO SECURITY IN THIS JOB

SUNDAY POST.

Reporter

HORRIFYING cases of exploitation underpayment and long hours — including continuous shifts of up to 60 hours — have been uncovered by SUNDAY POST in an intensive investigation into the working condition of night watchmen in the Johannesburg area.

In a series of interviews, many of them conducted late at night outside factory gates, nightwatchmen told how employers force them to sign for wages they do not receive, and of firms where guards have worked continuously for two years without a day off.

Without exception, the night watchmen asked for their identities to be kept secret. Some feared physical violence at the hands of their bosses while others didn't want to lose their jobs.

Many nightwatchmen say they are earning far less than even the legal minimum of R103

a month, and well below the R200 estimated expenditure for a family of five in Soweto.

SUNDAY POST spoke to a group of eleven nightwatchmen who worked for a firm they did not know the name of. Seven of them earned

wife and five children since he took the job in 1977.

"I'm afraid I may lose my job. The boss doesn't give any leave — the bloody bastard," he said.

The group of night watchmen said their nor-

working for a security firm in Benoni recently reported to the Department of Labour that they were being underpaid. The Department investigated, and ordered the firm to increase its wages. When the firm dismissed all of the 18 workers who had complained.

Employers are required by law to pay their workers in a sealed envelope with a pay slip. But this does not help.

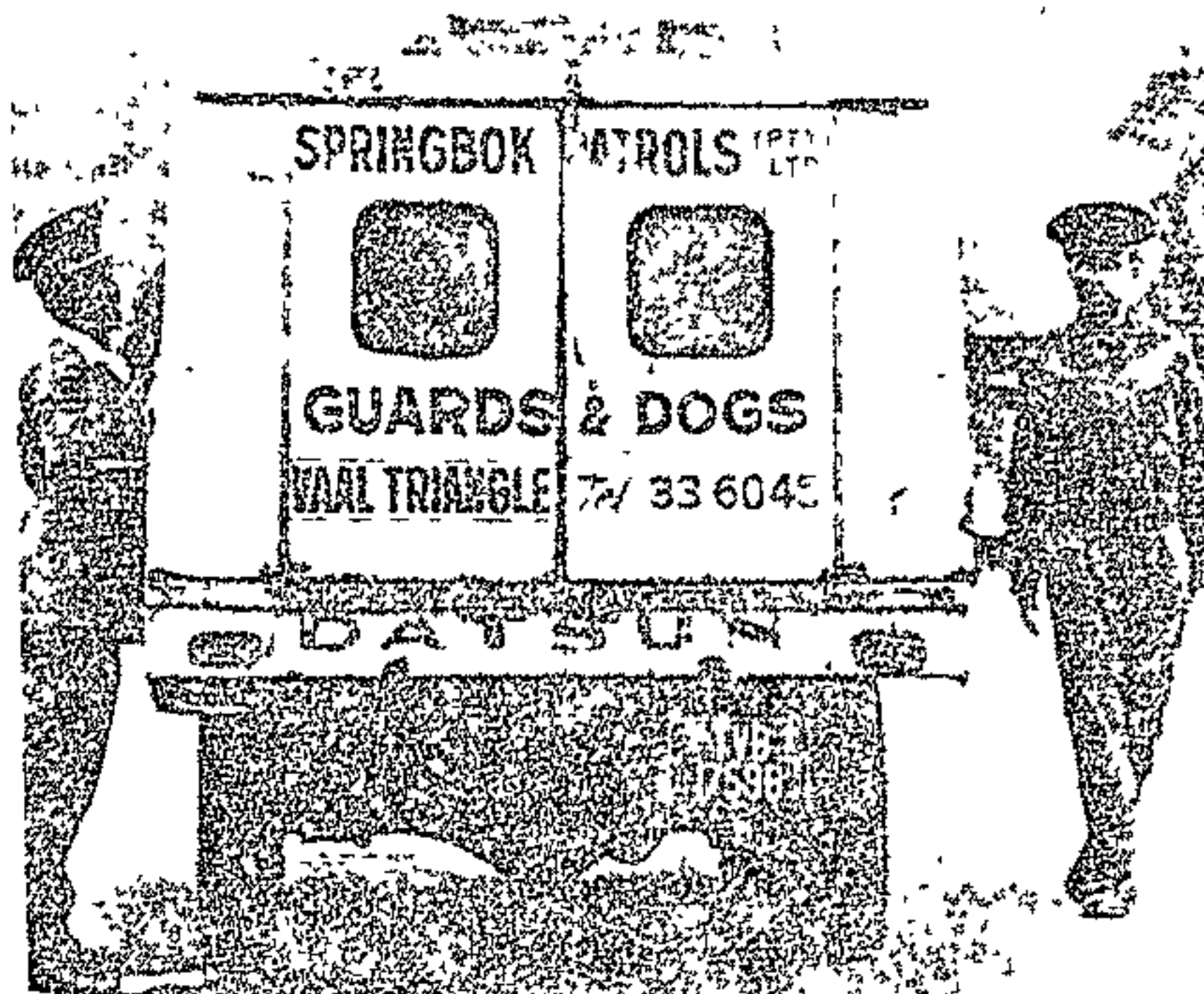
A top-ranking executive in one security company explained: "They make the guy put his thumbprint (signature) on a piece of paper and then give him the sealed envelope. When he gets round the corner he finds R60 in the envelope instead of the R103 he signed for."

An employee of Elliot Protection Services said that the managing director, Mr. Charles Elliot beat up one worker, Sipho Ntshingila who complained about his low pay.

Mr. Sipho said the complaining worker had deserted his post and refused to hand his uniform back.

Mr. Elliot denied assaulting Mr. Ntshingila.

See pages 4 and 5



Another night begins — a patrol van drops off two of its crew.

R60 a month, two R70, and two R85. All but one of them were migrant workers from the Transvaal or KwaZulu and only four of them were registered workers.

One of them said since he took the job in 1977, he had not had a day off and had not seen his

mal shift during the week was 6 pm to 6 am, but on weekends they were forced to work a 60 hour shift.

"We have to stay awake from Friday to Monday," said one man.

The Industrial Aid Society says that watchmen

by and for the white man, we must strive for a bargaining position of power. And this is slowly developing, for if you look at the past and present reactions of the oppressed you will find that awareness is growing.

This awareness is not exclusively due to the BCM, however. If we look back at the history of black protest we will find other contributions to this effect. We need only look at the declarations of black political activists of the PAC, the ANC, the Unity Movement and others.

Thus, the BCM looks far beyond the removal of a 'non-white' sign or the fight for the repeal of one or two pieces of discriminatory legislation. The whole system that we live under is unjust and you, as a

white person, will never truly be free if I am not free. For black people are still restricted by job reservation, influx control, (permits),

A NIGHTWATCHMAN with four years service said yesterday he earned R80,50 a month and worked 16 hours a day with longer hours at weekends.

The man, a Transkeian, who asked that his name be withheld for fear of victimisation, was giving evidence before a Wage Board inquiry into the conditions of employment of security officers and nightwatchmen.

The evidence was heard by Mr I J Claassens (chairman), Mr P Dubbelman and Mr J J Gerber.

He said he had had no leave during the four years. His wife, five children and mother lived in Transkei.

Miss D C Dison, of the Legal Resources Centre, who led evidence on behalf of five watchmen, said an employer could employ a watchman for 84 hours a week without any break, whether for tea or sleep.

She suggested a 48-hour week at a wage of R200 a month. Miss Dison said that according to Johannesburg Chamber of Commerce's January statistics, the monthly budget for a black family living in Soweto was R200,79.

A salary survey consulting company in Johannesburg had established that black watchmen in the city working 48 hours a week should earn an average wage of R245,00 a month. Factors to be taken into account in assessing wages included

Worker's hard day's night

There were industries, Miss Dison said, where watchmen earned "considerably more" than the minimum laid down in the Wage Determination 316. An example was the Industrial Council Agreement for the Furniture Industry, which laid down a minimum wage of R46,99 a week for watchmen, or in the Building and Monumental Masons' Industrial Agreement, where the minimum wage was R5,38 a day.

She suggested a wage of R50,00 a week be implemented for watchmen in the determination as well as the introduction of wage categories ranging from R50 a week for a watchman when first employed, to R87 a week for an experienced "induna". Watchmen should receive a 10% increase a year for the first three years, an experienced watchman 20% and when he became an "induna" a further 20%.

She also suggested that watchmen be equipped with two-way radios or have telephones handy in case of trouble.

A Department of Labour inspector, Mr J Kriek, said in evidence that employees should not work more than 84 hours a week under the present determination and suggested this be reduced to 72 hours.

He suggested a six-day week of 72 hours with payment of time and-a-third when a watchman worked on his day off.

In the case of a double or emergency shift, the first two hours should be classed as ordinary overtime and thereafter double time should be paid, he said.

Miss Dison also called for an insurance scheme for watchmen, a card system to record time worked and money earned and payment of wages on regular weekdays or monthly dates.

Replying, the secretary of the Transvaal Employers' Association of Security Services, Mr J H McBrearty, said the association had already informed the board that it had agreed to

CONTINUE →

13/5/80

RDM

improve current wages and long working hours. In this respect he fully agreed with Miss Dison.

But it would not be possible to equip watchmen with two-way radios — which could cost up to R800 each — or telephones.

"We sympathise, but who will have to bear the cost?" he asked.

Referring to a suggestion that patrols be split into three eight-hour shifts, he said this was impractical.

"How will the midnight man get home? Don't ask me to take him home, because then I'll have to throw the cost at you."

He agreed that watchmen should be provided with uniforms and had spent R30 000 a year on equipping his staff. But if he were asked to show the uniforms he would not be able to do so as most had "disappeared".

This did not apply to all watchman, but he did not see his way clear to ask for a deposit or charge for a uniform when it was issued to a new watchman.

"It's a problem and we can't think of a solution," he said.

Mr Mick Bartmann of the Transvaal Employers' Union, gave comparative weekly wages for workers in Transvaal, ranging from R45 for a driver to R27,80 for an unqualified watchman and R19 for a female labourer. But he gave his unqualified support for an increase in the wages paid to watchmen.



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Watchmen want pay laid down

Post 13/5/80
282

By PETER SETUKE

Many people find it difficult to get their belts and "Thrift" in composition is good for many.

Being the actual contraction thus falls

NIGHT watchmen yesterday asked that the Government lay down a minimum wage for them.

This was one of the submissions of the lawyer representing "interested employees" at a Wage Board hearing in Johannesburg.

The board, chaired by Mr I J Klaasens, is investigating the determination in the security services in certain areas in terms of the Wage Act.

In the supplementary memorandum submitted to the board yesterday the watchmen suggested that "the Wage Board look into the possibility of a general wage determination for all watchmen in all industries, not only the watch patrol services."

The memo continued: "Such a wage determination could standardise conditions of employment for all watchmen and protect them from any possible exploitation by employers."

Miss Debbie Dison, for the workers, submitted that:

● Watchmen be paid according to length of service, with those up to one year earning a minimum of R50 a week; two years, R55 a week; three years, R60,50 a week; four years, R72,50 a week; and five years, R87,12 a week.

● The number of working hours be reduced as research had shown that fewer hours do not affect productivity.

● Overtime should not exceed three hours a day.

● Shelters, knobkieries, dogs and two-way radios be provided as well as easy access to a phone in case of emergency.

A worker told the board he was made to work from 3 pm on Friday to 7 am on Monday, adding up to a total of 64 hours continuously.

He said he earned R80 a month.

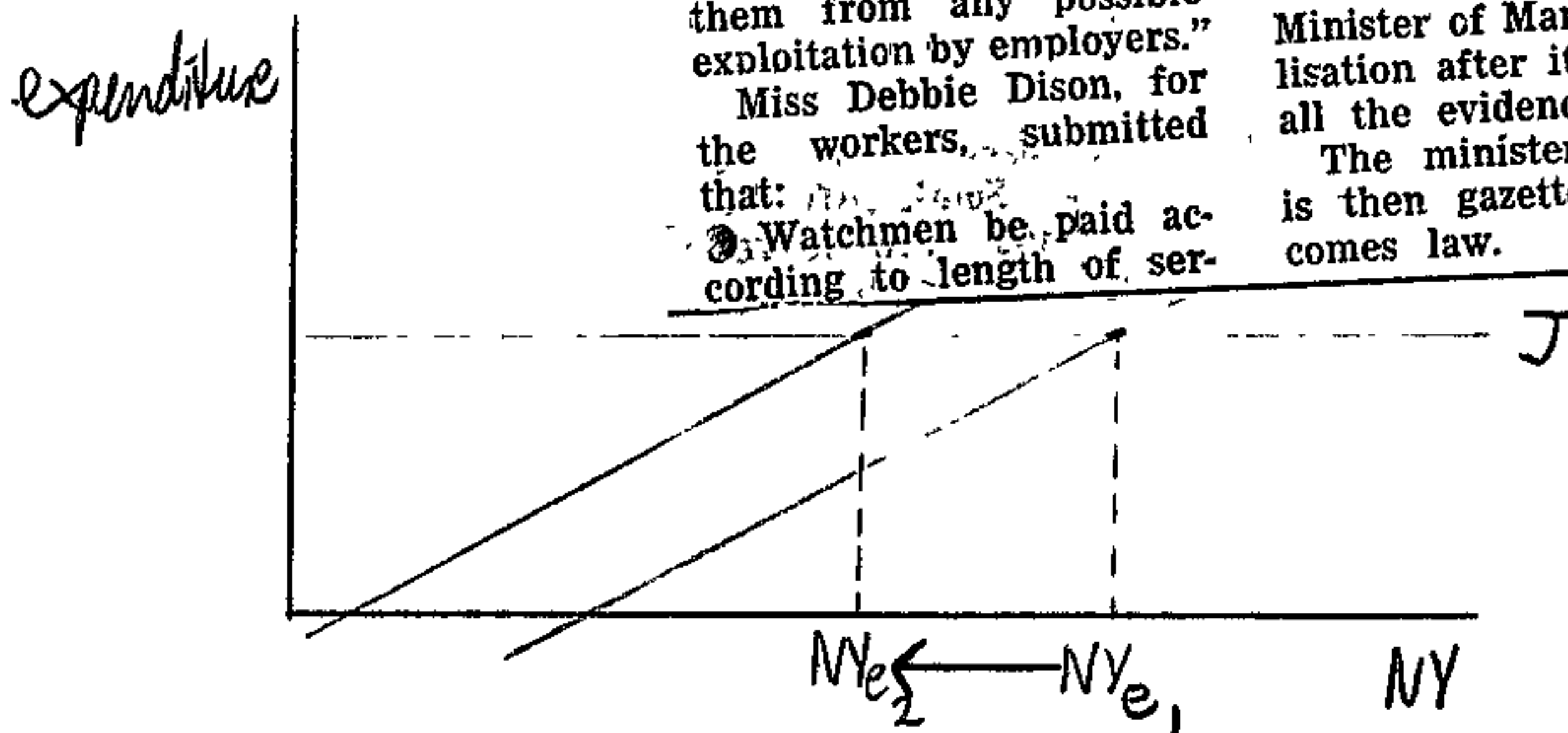
The man said he got no time off and had not been on holiday since he worked for the company four years ago.

The Wage Board makes recommendations to the Minister of Manpower Utilisation after it has heard all the evidence.

The minister's decision is then gazetted and becomes law.

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Manpower dept rapped over watchmen's lot

STAR 6/6/80 (1/80) (221)

By Elizabeth Wilson
Labour Reporter

The Industrial Aid Society in Johannesburg has accused the Department of Manpower Utilisation of not acting to change the "terrible conditions" in the watch-patrol industry although it is the State body responsible for protecting the interests of workers.

In a strongly worded document, backed by affidavits, which was handed to the Divisional Inspector of Labour in Johannesburg yesterday, the society said it was extremely dissatisfied with the department's lack of action.

It said it was common knowledge that night-watchmen in some firms

were earning as little as R60 a month and working 108 hours a week. Many were granted no leave or free periods.

The society said previous approaches had been made to the department and affidavits had been submitted. It had also drawn attention to the situation at a recent wage board hearing.

It said "no reply or proof of positive corrective action" had been received.

The society called on the department to prosecute within two weeks employers who did not pay proper wages. It also asked for a provincial investigation to be launched into conditions in the watch-patrol industry.

It said that if it did not hear from the department within two weeks it would "take the matter further to higher authorities."

"SHELTERING"

The society said that only the department had jurisdiction to deal with the cases and the power to enforce the regulations.

The society has alleged that employers are "effectively sheltering behind the Department of Manpower Utilisation."

Among affidavits supporting the IAS claim, is one in which an official of a watch patrol firm is alleged to have told complaining workers "Go to the Labour Department, I don't care. They are my friends and they will do nothing for you."

Aid Officials Slam Govt Over Watchmen's Pledge

By RIAN DE VILLIERS
Labour Correspondent

OFFICIALS of the Industrial Aid Society yesterday accused the Department of Manpower Utilisation in Johannesburg of failing to enforce minimum legal employment conditions for watchmen.

They demanded that the department take legal action against certain companies on the basis of information supplied to it by the IAS.

They also demanded an immediate investigation into conditions in the security patrol industry, and warned they would take the matter up "with higher bodies" if the department failed to take action within two weeks.

The demands were contained in a memorandum handed to a department official yesterday, together with affidavits by black nightwatchmen containing allegations of serious employment malpractices in the industry.

The move follows an intensive investigation into conditions in the industry by the IAS, a service organisation for black workers run by the Federation of South African Trade Unions.

A spokesman for the IAS said yesterday copies of the memorandum and affidavits had also been sent to the Director-General for Manpower Utilisation, and the IAS would attempt to have the matter

taken up in Parliament if the department failed to act on the information supplied to it.

In the memorandum, the IAS accused the department — responsible for enforcing wage determinations — of failing to take action to change "terrible conditions" prevailing in the industry.

It also accused the department of failing to resolve several individual cases referred to it by the society.

The memo charged that the IAS had referred three cases of alleged contraventions of the wage determination to the department last year. Letters were sent in August and September and affidavits by the complainants were submitted in October.

Follow-up letters requesting information about progress made were also sent in October.

To date, the IAS had received no replies.

Other claims included

- That one complainant had visited the department three times since October last year. Finally, an official told him he should wait for correspondence, but he had heard nothing since.

- That many other security guards who had brought complaints to the IAS said they had lodged complaints with the department but had received no satisfac-

tion

Mr Vivian Rennerse, the department official who received the memorandum and affidavits, said yesterday the complainants would be investigated and the department would act on them "as soon as possible", where this was merited.

He would not comment further on the IAS allegations.

The IAS submitted 16 affidavits from black nightwatchmen, containing allegations of wide-ranging malpractices by several firms.

One worker claimed he was fired last year without his wages for the last month worked, or leave pay or notice pay. He was also threatened with assault when he was fired.

When he complained to the Department of Manpower Utilisation, officials told him they did not "understand the case" and referred him to the IAS.

Another worker said he approached the department in August last year to lay complaints against his employers, but was told it was a case for the police and was sent to the Jeppe Police Station.

The police said they could not accept his case unless he produced a note from the department.

He returned to the department but an inspector refused to give him a note. The official suggested that he lay a complaint

at John Vorster Square, but police there referred him to the Department of Co-operation and Development.

There, he was told the department did not deal with watchmen and they could not help him.

He approached the IAS for assistance. Another worker said he was assaulted in January this year by an induna after hitting another guard in self-defence. He ran away after the owner of the firm pointed a revolver at him.

When he went to ask for his wages and reference book the next day, he was assaulted again, he said.

He then laid a complaint with the Department of Manpower Utilisation but was told to go to the Department of Co-operation and Development, where he was given a letter to take to the Jeppe Police Station.

The police refused to take his case on the grounds that the employer concerned had "very clever lawyers", and sent him away.

Since then, he had repeatedly gone to the Department of Manpower Utilisation, but was told to stop doing so and that a letter would be written to him.

In May, he returned to the department to be told the inspector handling his case had left and there was nothing that could be done for him, he said.

LABOUR

Watchmen's woes

The threat presented by insurgents appears to be reaching new proportions in SA, but there are two bodies which appear completely unperturbed.

The Department of Manpower Utilisation and security firms are showing as much action as a sluggish python on a winter's day while nightwatchmen, employed solely for protection, continue working long hours for below-subsistence wages.

The department is responsible for enforcing determinations laid down in the Wage Act and it holds sole legal rights to prosecute firms which break the law. But to date, it has remained impassive in the face of growing evidence that the employment practices of certain firms in the watch-patrol industry are archaic.

The wage determination itself, has been severely criticised for inadequate protection — it stipulates a R103 minimum wage and 84-hour week. Such conditions are unnecessary and, in fact, damaging in a free society. In SA, one supposes, they may be necessary to protect blacks from some of the effects of legal discrimination.

At a special hearing of the Wage Board to deal with watchmen's wages, chairman



Nightwatchman . . . unprotected protectors

I J Claassens refused to deal with contraventions of the existing determination and agreed only to deal with new recommendations, which are expected to come into force at the end of the year.

He suggested that all complaints about present violations be submitted to the

Department of Manpower Utilisation

As a result, a sub-committee of the Federation of South African Trade Unions Society submitted a memorandum and 20 statements from watchmen to the department two weeks ago. The department has acknowledged these, but will not release information on what action has been taken.

The sub-committee itself has no *locus standi* to bring employers to book.

In the affidavits it is alleged that

- Paypackets were opened by the employers and money removed (contravention of Wage Determination 316 — Watch Patrol Services, Section 4.1)
- Agreed wages did not materialise (Section 3.10)
- Wages were deducted for "cheekiness"

(R20) and "falling asleep on duty" (R10)

- Guards worked an 108-hour week for as little as R60 a month

- Complainants who approached the department were turned away without any assistance.

The question is: why the apathy?

According to a spokesman, the department is responsible for 12 labour-related Acts and manpower problems make it impossible for these to be covered adequately.

But Johannesburg regional director Raymond Diekons feels the department is doing a more-than-adequate job. "We are doing our duty," he says emphatically.

"We investigate all violations brought to our attention and take whatever action we can."

Security firms have, in most cases, denied the allegations.

The Transvaal Employers' Association of Security Services, which represents 18 firms, has expressed grave concern at the appalling conditions but blames backward organisations.

It says: "Some firms are failing to pay guards the gazetted wage and lack adequate checks."

The association says these operators are outside its present control. But complaints have been lodged against Fidelity Guards (a subsidiary of Rennie's), Springbok Patrols and Elliott Protection, for all of whom the association claims responsibility.

It appears that everybody is passing the buck — but nobody is picking it up.

'Poor pay' security firm opens book

BARRY LEVY TAKES A CLOSE LOOK AT NIGHT SAFETY SERVICES' SALARY SCALES

NIGHT Safety Services, the security company which owns Active Night Patrol — a firm which employees complain is underpaying them — this week allowed the Sunday Express to look at its salary records.

The Sunday Express was accompanied by an auditor.

According to the random selection of salary records employees of Night Safety Services or Active Night Patrol received at least the statutory minimum of R3.96 per 12-hour shift from December, 1979 to this month.

However, the Sunday Express found that workers' company numbers changed from month to month, making it difficult to check their monthly continuity at the firm.

This was compounded by the fact that Night Safety Services does not keep a record of its employees' surnames.

There were, for example, four men called Elias and it was virtually impossible to tell which was which because their company numbers were changed almost monthly.

The auditor who accompanied the Sunday Express said "It appears that Night Safety

BIGGEST CITY HIRES A 'BACKYARD' SECURITY COMPANY
Council guard firm gets thousands — guards R50

● The Sunday Express's exposé of Active Night Patrol which is accused of offering below minimum wages

Services records are well maintained, but there is no system of allocating company numbers.

"Because of this it is difficult to follow the progress of any one worker.

"This is made more difficult by the fact that they only keep a record of the first names of their employees."

He added that changing company numbers from month to month also made it difficult to follow the salary earned by a worker from one month to the next.

Mr Ronnie Ford, director of Night Safety Services, explained that when a man left the employ of his company his number was allocated to the man with the company number just before his.

However, the Sunday Express found that, in at least one case, the company number of

an employee differed widely from one month to the next.

Explaining the use of first names only, Mr Ford told us:

"To you a man may be known as Mr Maluleka, but to us he is John or Elias, so I can't check the man's record unless you can give us his first name, his job where he worked and what his company number is."

One of the cases the Sunday Express studied was that of Mr Elias Maluleka, who has been claiming for unpaid salary, pro rata leave pay, and the return of his reference book.

Mr Maluleka has made his claims in a sworn affidavit, now in the hands of the Industrial Aid Society, the Federation of South African Trade Union's complaints service.

He also claims that from January until September, 1979

he was only paid R90 a month, then R100 a month until he was summarily dismissed on January 8 this year.

He also alleges that he spent some days in jail on a pass offence while Mr Ford held his reference book.

He was not paid for the time in jail.

Mr Brian Cutler, a final year law student, who once accompanied Mr Maluleka to the Night Safety Service office in Muller Street, Yeoville, alleges Mr Ford attempted to assault his former employee.

Mr Ford, he said, "had to be held back in a half-Nelson by a white assistant."

Mr Cutler alleges that Mr Ford had then told him: "I am a karate expert and I could knock you down."

Mr Ford denied the incident and said he had never raised a hand to any of his employees "except on occasion to grab a man by his hand to get him out of my office."

Mr Ford could not find Mr Elias Maluleka's work record because there were numerous Elias in the book.

Mr Ford, who went to great lengths to explain his salary system, told us that if his employees was jailed

alleged offence for a few days he "didn't pay him unless he was a good boy."

The Sunday Express also found that although most of Night Safety Services employees are paid on a monthly basis, if an employee takes one day sick leave and returns to work without a doctor's certificate, the day's pay is deducted from his salary.

Mr Ford added: "In the security business we are dealing with the lowest class of African."

"On pay day each one becomes a lawyer or an advocate and disputes his wage, but in the end we work it out with an interpreter."

When I asked Mr Ford if I could speak to some of his employees to find out their side of the story, he said: "In about two or three weeks. With the trouble in the Cape I don't want to chance it with my workers."

On a previous occasion the Sunday Express spoke to two of Mr Ford's employees.

They had told us they were only paid R40 and R50 a week and complained that conditions of employment were "miserable" and "dangerous."

One of the men had recently resigned from the company for these reasons.

In a letter to the Sunday Express, signed by Mr Geoff Capstickdale, he said: "Obvi-

known at the time that minimum salaries were about to be increased to R3.96 per shift.

In the letter, signed by Mr Capstickdale, he says "We pay our Black night watch employees the prescribed statutory wages of R3.96 per shift of 12 hours, usually 6pm to 6am."

"If they work seven consecutive shifts, they earn time and a half for the seventh shift."

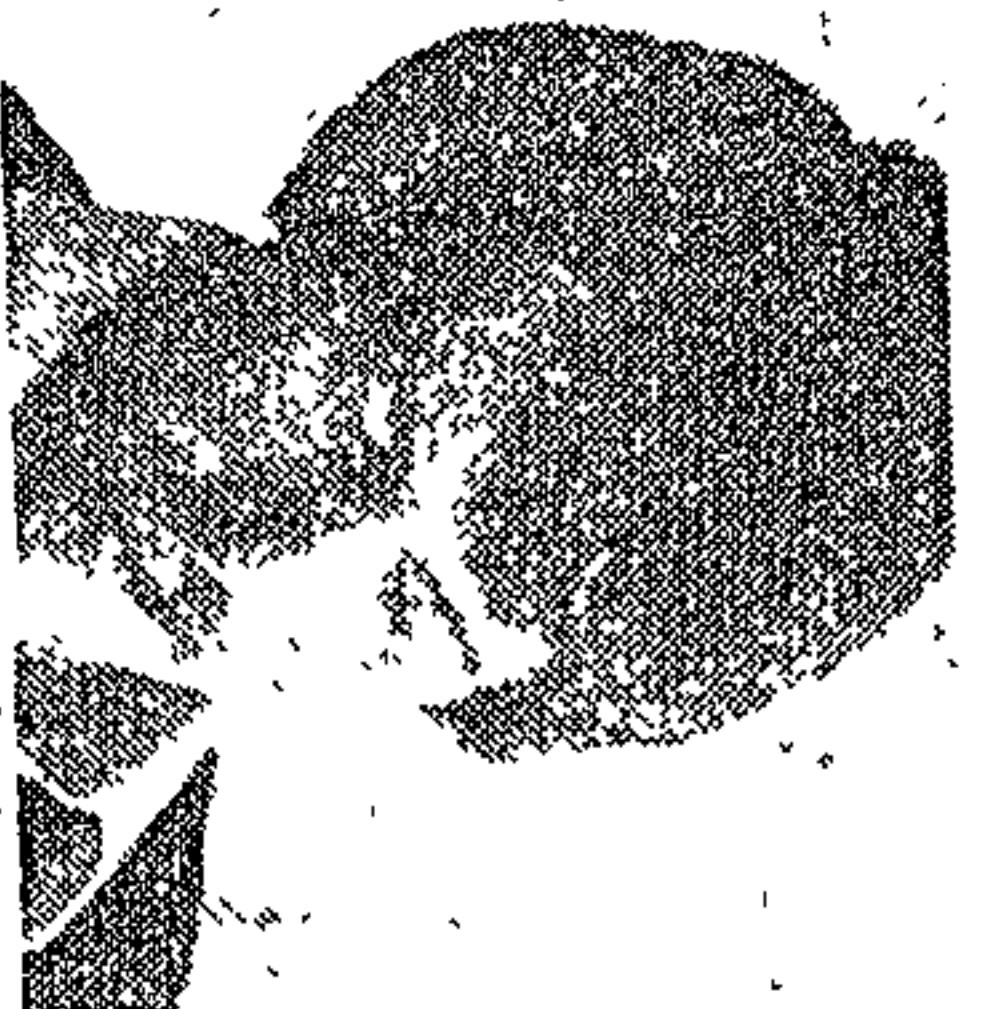
"Many choose to work the extra shifts instead of taking them off."

"They may also take the time off after 24 shifts or work, as they may choose. In addition, any employee who has completed 12 months service is entitled to and gets three weeks paid leave (or pro rata portion thereof) as required by law."

Active Night Patrol, whose contract with the city council has been renewed, is now being paid R6 per shift.

Mr Ford said he had "no knowledge" of the anticipated wage minimum increase at the time of the original tender while his counterparts on Teass claim it was impossible to tender such a low rate and make a profit — unless the firm in question was underpaying staff.

Mr Ford said he had been invited to join Teass. "But they want to keep the wages down. If I want to increase my employees'



● Jeff Capstickdale
"we pay our employees the prescribed rates and do not exploit them as has been suggested"

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Continue →

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Sun Express

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Express, signed by Mr Geoff Capstickdale, he said "Obviously any such employee who has not worked the full number of shifts will earn less over a month and some do in fact only receive R40 or R50 in a given month if they have been absent from work for extended periods."

||| "We do not exploit our employees by underpayment as is suggested."

A number of Black security employees have taken their complaints of underpayment and non-payment by Mr Ford to the Industrial Aid Society.

In September, 1978 Active Night Patrol, daughter firm of Night Safety Services, won a protracted security service tender with the Johannesburg City Council.

Its winning tender was R4.60 a shift

Teass, (the Transvaal Employers' Association for Security Services) claims it was well-

||| the wages down. If I want to increase my employees' wages I want to be free to do so.

"Maybe now you can see their game — professional jealousy."

According to Night Safety Services books, his employees do get more than the R103 minimum gazetted monthly wage.

When the Sunday Express published a story about Active Night Patrol and the claims against the firm on May 25, we had consistently tried to speak to the company's director.

Every attempt failed and on two occasions we were told by the firm's manager, Mr Geoff Capstickdale, that the MD was "too busy" to see us.

He also said: "I may be the director. What's it to you?"

This week Mr Ford told the Sunday Express: "You are lucky that I gave you an interview today"

Security is more than a job for a man and his dog

WHAT should the South African businessman do to protect his organisation in the current socio-political climate?

The security industry is the newest and fastest growing sector in the country — and there are some get-rich-quick rip-off amateurs in it whose main talents lie in taking the client's money

The businessman buying security has to plan adequate security measures without overdoing it and without affecting normal business procedure

At all costs he must avoid resorting to panic moves. No simple solution exists, but the following guidelines could save companies substantial losses and help cut security costs for others

First managements should be aware of the help they can obtain from the South African Security Association. The SASA has existed for more than a decade and members include experts who specialise in every field of security — such as risk management, access control, fire prevention, burglary, terrorism and the prevention of kidnapping.

"Security is not a job for a layman," says Donald Simpson, general manager of the security association.

"Management should call in the experts. They will not try to sell unnecessary equipment, but will give good advice, for which they might charge a fee.

"The security industry has experts in every field and the right equipment."

Simpson believes that Press exposure has highlighted the "guard and dog" firms that are the most junior end of the industry. On the other side of the coin there are plenty of compe-

The security business is expanding at gold-rush pace — but how do you go about picking the good good guys from the incompetent good guys? **MADGE SWINDELLS** tells you how.

tent men backed by sophisticated equipment, much of which was originally designed for Nato and later adapted for commercial and industrial purposes.

"It's all here and available for the manager wise enough to buy it," he says.

Begin by defining a company's security needs, according to Simpson

The managing director should examine all areas of loss he is aware of, then list all types of losses he feels could occur. He must then plan to reduce the risk of these losses.

Simpson points out that senior executives often worry about the effect of security measures on the morale of staff.

Another problem that often bothers executives is whether the cost of the protection will ever be justified. The answer to this question will be "Yes" — if the proper risk calculations have been made

It is important to allocate a sufficient budget for security — and here management must consider much more than the

monetary loss of destroyed or stolen property

A fire, for instance, could result in losses belonging to third parties, injury to employees or visitors, reduced output and sales, long-term loss of market share, expenses in connection with insurance claims or seeing alternative accommodation

The managing director's first step is to decide to whom he should delegate the responsibility of security — possibly himself or another member of the staff.

Oversens — and more particularly in the United States — the trend is towards appointing one man responsible for security.

The concept of risk management — a phrase that comes from the world of insurance — looks at security in terms of fire, theft and personnel safety, plus all the other hazards that could cause loss of profits.

Strangely enough, a newly appointed risk manager frequently finds that the company's security precautions are costing far more than is strictly necessary, pgs 27-28

manager of SA Philips Outdoor Lighting Division, says: "Any safe, lock, fence or other security device can be broken, given enough time.

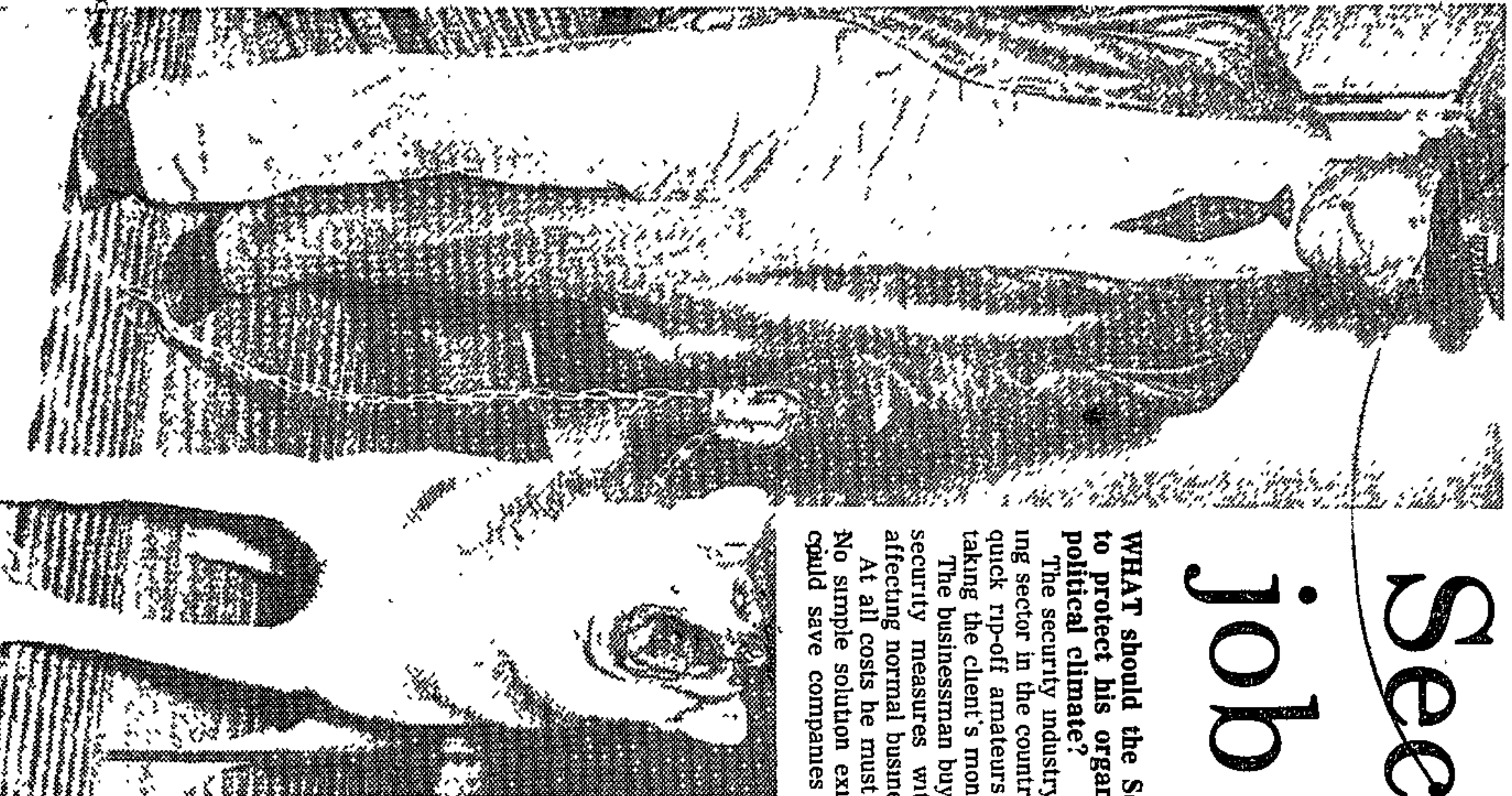
"Most crimes are committed at night, for obvious reasons. Strong lighting can intimidate intruders. All strategic areas should be lit so that an intruder cannot escape detection by sight. Light is one of the criminal's greatest enemies because it reduces the time he has available to interfere with locks and alarms."

Gunner points out it is also important to remember that while security lighting systems do involve an initial capital outlay, this can be partly offset by lower insurance rates.

Businessmen today are so beset with management problems, including many new security risks, that many are oblivious to the danger of fire, which could prove the most costly security risk of all, according to Gunner.

Burglars damage, but do not destroy a business. Fire can leave behind destruction and ruin. Business records, or computer tapes, are one of the most valuable and vulnerable assets of any company.

A company executive cannot be sure he will never have a fire. He can only be sure that by taking the proper precautions fire will not result in total loss. Provided the debtor ledger, stock records and other vital company records are saved, a company can survive



● Electronic devices take-over from Rover

Sunday
Express

27/7/80

lack of foresight or sufficient know-how.

The job of risk manager is to weigh up any possible risk of profit loss and balance this possible loss against the cost of prevention — such as security aids.

In the words of A.W. Ravenscroft, of Spooner Ravenscroft Risk Management (Pty), the object of risk management is to minimise the cost of pure risk relating to physical, financial and human resources.

Ravenscroft maintains that the cost of controls can be accurately assessed by normal budgetary methods.

He adds that cost vs benefit comparisons usually show that it is uneconomical to provide ideal protection against loss events and the risk manager will be able to work out the optimum level of cover.

"The security measures must cover such internal hazards as theft and industrial espionage, and such external threats as burglary, fire, damage to property and personnel, bomb attacks and kidnapping."

Eric Gunner, Marketing

tion will invariably follow.

The security manager may decide that installing an expensive sprinkler system throughout the plant is uneconomical for the business.

A fireproof safe for documents and modern fire extinguishers might be the answer for him.

It is impossible to make a factory burglar-proof. Anyone who purports to sell 'burglar-proof' equipment is misleading the buyer. Anything Man can make, Man can break.

This is the viewpoint of security expert Gerry Schulz, general manager of Chubb Alarms. He points out that to be successful, the criminal must work quickly and quietly. The major safeguards are time and noise.

Schulz explains that the latest electronic industrial protection is streets ahead of South African criminals and terrorists — but most executives are not prepared to pay for it.

Security losses through forging, burglary and shoplifting amount to 2% to 3% of the Gross National Product, says Schulz. It stands to reason that managements should be prepared to spend at least 1% of their turnover on security.

Staff Reporters

More than 3 500 Johannesburg municipal workers — about a quarter of the total black staff — came out on strike today, leaving thousands of commuters stranded and rubbish piling up in the streets.

A small group of heavily armed police faced several hundred strikers across West Street after picketers stabbed a bus inspector.

Several hundred workers turned away all traffic entering Selby municipal compound in West Street and sang, jeered and shouted for higher wages.

Armed police ordered

workers off the pavement in front of the compound.

About 3 000 workers in the cleansing department are on strike, leaving the streets unswept and dustbins spilling over. About 200 sewerage workers have joined the strike.

Buses which normally start running at 4.45 am were more than an hour late because about 75 black drivers and conductors refused to work until their union, the Black Municipality Workers' Union, was recognised by the city council.

Given an hour to go back to work, they refused and were fired along with union president Mr Joseph Mavi.

About 500 black technical staff in the Transport Department were also fired when they refused

to work until their pay demands had been met.

As queues grew at Bree Street and along black bus routes, black and white inspectors took over the shifts. Mr Les Pettey, general manager of the Transport Department, said peak-period traffic was cleared by 8 am. Services are expected to run "a little late" tonight.

Ironically many of the electricity workers, who triggered the strikes when they walked out last week, were back at work today, said the city electrical engineer, Mr Wessel Barnard.

Early today bus drivers congregated outside the municipal transport workshops in Avenue Road and striking bus maintenance staff milled around the depot.

Mr Mavi said: "We are striking for equal pay for comparable work. We were promised this."

He said the men were also demanding that the one-man operator allowance be paid to casual drivers as well as permanent staff.

He reiterated a demand that council officials should talk to his union. "If there is any law that forbids them from speaking to us they must say so. They are still talking to the other black union which is not registered either."

Mr H M Wallis, general secretary of the Johannesburg Municipal Transport Workers' Union, said an executive meeting would be held today to decide whether white bus

City strikers beat up and stab two

Two people — a black bus inspector and a white traffic official — were stabbed this morning as a result of the bus strike.

The inspector, a Mr Nhleka, had attempted to pick up some labourers from the Selby municipal hostel in West Street at

8.00 am. Angry strikers prevented people from boarding the bus, and gave chase when the inspector drove off.

The crowd caught the bus at a traffic light and — according to witnesses — "kicked in the door and dragged the driver

out"

A police spokesman said Mr Nhleka had been beaten and stabbed in the stomach. He was taken to the Johannesburg General Hospital, but was later discharged and sent home.

Later in the morning a traffic official drove a

hakkie into the Selby hostel compound on "official business," according to a police spokesman.

He was dragged from his vehicle, beaten and stabbed in his right leg. He was rescued by colleagues and taken to hospital for treatment.

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Mr H M Wallis, general secretary of the Johannesburg Municipal Transport Workers' Union, said an executive meeting would be held today to decide whether white bus

drivers would "fill in for the striking drivers."

He said the black drivers were "making a big mistake by striking in an essential service."

"What they are striking for is to have their union recognised but, as I understand it, the department could discharge those drivers on strike, possibly today. This strike is not going to help their cause."

Some white drivers could be open to assault if they took over from the black drivers.

"The decision will rest with our 450 members," said Mr Wallis.

At the City Hall only 10 of the 45 black cleansing and clerical staff arrived for work.

Mr Barnard said today that the situation in his department had "improved considerably" over the weekend.

The 800 distribution and office staff at the Van Beek compound who refused to go to work on Friday were back at work, he said.

At the Orlando power station, where 550 men went on strike on Thursday, about 80 were back



Some police wore civilian clothing instead of the now-familiar battledress when they patrolled the area near Selby compound today.

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man said ad been ed in the , taken to g General was later sent home morning a drove a

hakkie into the Selby hostel compound on "official business," according to a police spokesman.

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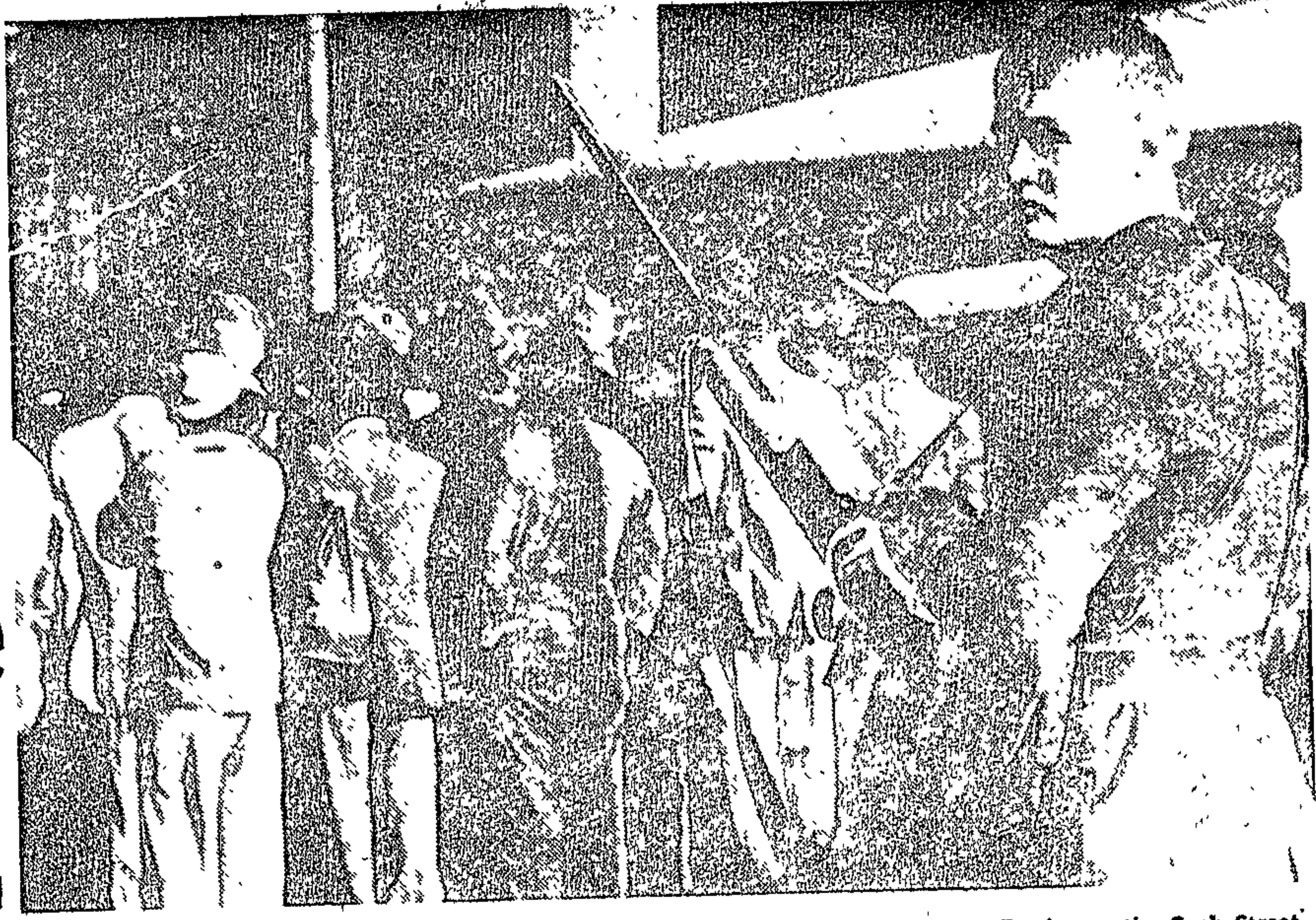
STAR 28/7/80

ubbish piles grow in the streets

(287)

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28



S An armed policeman watches municipal transport workers who gathered in Avenue Road near the Goch Street bus depot in Johannesburg today. Police cordoned off the street for about half an hour while they persuaded the workers to return to their hostel in Seiby. About 300 workers and 30 bus drivers had earlier been paid off at the bus depot.

© Pictures by Graham Gainsford and Chris Dehon.

Continue

Commuters stranded and r

Jo'burg strikers out by the thousands

Continue

Strikers leave rubbish piled high

Continued from page 11

at work today.

Mr Barnard said he expected another 250 to return today. About 250 workers are being recruited. He said it was unlikely that the 40 striking electricians would be taken back. "They have caused a lot of trouble over the last few months and some have already been suspended."

He said that the staff at the council's Kelvin powerstations had indicated that they would definitely not join the strikes.

At the Goch Street bus depot about 300 maintenance workers and 30 drivers were paid off today.

The drivers were told to return for their pay at 1 pm tomorrow. The maintenance workers are to be paid on Thursday.

About 150 of the striking workers gathered in President Street and police cordoned off the street before persuading the workers to return to the Selby hostel where they met other striking workers.

● Johannesburg municipal authorities today announced that no refuse would be collected from households or businesses "until the strike situation stabilises."

A spokesman said Johannesburg residents should

- not take garden refuse to dumping sites
- take back on to their premises any plastic rubbish bags waiting collection on pavements
- try to cut down on the amount of refuse from each household

If the situation drags on residents will be issued with extra refuse bags.

Hospitals and hotels will continue to be served but the frequency of collecting is to be cut.

Station bench serves as a bed

From Page 6

and keep my family eating, to be trudging the streets at this time of the night."

"My marriage is in the balance. Sheer tolerance and the stark reality that we have a family to raise has kept me and my husband together. We are no longer the loving couple we were two years ago before I was forced to seek employment," she said.

"When I come home at 5 am my husband is getting ready to go to work, and I am too tired to give him the warmth and love he deserves. When he returns from work I am already away, and when he comes home early we meet at the door — I rushing to get my train."

These night working women cannot afford to take a bus home in the morning from the station. Their wage is just about enough to buy a tram ticket to work and some food for their families.

"Clothing is a luxury to me," said 28-year-old Nomsa of Klipspruit.

Each morning they sleep at either the Johannesburg station and wait for trains which leave late in the morning or wait at township stations. When commuters travel in great numbers they assume it is about safe to walk home.

Thandi, a 25-year-old Naledi divorcee, is one of many young charwomen. She has two children from her broken marriage and has to fend for herself and her children. When her marriage broke she went back home to live with her mother and seven brothers and sisters

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Life is no bed of roses

Page 1
Post: Wednesday, July 30, 1980

LIFE is no bed of roses for the hundreds of women who keep the plush offices of Johannesburg gleaming clean — the charwomen who do night shifts and paid slave wages. While most workers making their way home for a welcome night sleep these women sleep of their married and elderly, go into the city like the gleaming sun it is by day.

They work through night and some knock in the early hours of the morning when there is transport to the townships. There are hundreds of women who are satisfied with the job.

Her father and her mother started working as a charwoman three years ago. When she returned home she could not find a job anywhere. Five months ago her mother insisted she join with her and get a job as charwoman.

All seven of Thandi's brothers and sisters and one of her own children were at school her mother could not maintain them all on her meagre monthly wage of R79. Thandi was forced to take a job as office cleaner to help her.

"I had known suffering in my short period of marriage, but what I am going through now is beyond expression," she said. "I never thought I would suffer like this in my dear life."

She said the bond between herself and her children had grown weaker. "I no longer know my own children. The little time I spend at home, I am much too tired to give them any care or love for that matter," she told me.

These women who look in the centre of the city at night, whilst most people are asleep, family life is as bad as that of migrant labourers for when they get home (many are mothers) they are

and so were their homes. The manager of Ferdis Cleaning Services, Mr. Joe Sumup, said his employees told him they had no problems despite the fact that

At Pretoria, Mr. A. Mouton said the same transport was only given to women who were outside the townships.

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Black guards are being ruthlessly exploited

287
STAR
11/9/60

By Yussuf Nazeer

A top security firm spokesman has disclosed that black guards are being "ruthlessly exploited" by what he calls "backyard" security agencies.

Among the malpractices Mr J L Jaquet, manager of Securitas, identified were that guards had to work 24-hour shifts with low pay and that money was docked from their wages for petty reasons.

Mr Jaquet made the disclosure after complaints to The Star by people who had seen black guards and their dogs on 24-hour duty from "Monday to Monday." A security guard, who gave his name to The Star, confirmed this.

There were also complaints about dogs being tied up with very short chains. The dogs also did not have water near them.

Securitas was singled out by a Bryanston resident for this sort of abuse at the Sloans shopping centre in Bryanston.

NAPPING

It has been learnt that "backyard" security firms hired untrained men for guard jobs but deducted between R10 and R20 from the worker's weekly pay for petty reasons.

Reasons given for the deductions included turning up late for work, the uniform not being washed, going to the shop for food or tobacco while on duty, being caught napping, personal arguments and fights between guards and loss of whistles and torches.

The minimum standard wage laid down by the

Wage Determination Board, according to Mr Jaquet, was R102,88.

But many "backyard" firms, he said, employed unregistered workers who were paid between R50 and R70 a month from which the deductions were taken.

On many occasions when staff shortages occurred, the guards were asked to work double shifts but were not paid double time.

Mr Jaquet said unethical paymasters in some of the firms found excuses to deduct money from workers to put into their own pockets.

"This was the standard practice among many supervisors and paymasters of security guards who run backyard labour camps," he said.

PROTECT

Asked how he knew this, Mr Jaquet said he had reported a person who did this some time ago. He had also received reports about this malpractice from other security men.

Many firms also expected their guards to protect premises without supplying them with truncheons, handcuffs, or two-way radio to summon help. A number of these guards have been attacked and injured.

"We supply our guards with all this and train them to cope with civil emergencies. This is the standard requirement expected from security guards today," he said.

"At times we also ask our guards to do a double shift, but we pay them double time."



Mr Bill Coss holds a piece of a knife blade which was found outside the smashed shed.

Crime Staff

Builders in Johannesburg's northern suburbs are convinced there is a "mastermind" behind a recent spate of thefts and attacks on watchmen on building sites in the area.

In the last week, police have received reports of three thefts on building sites.

On Tuesday night, five men were attacked at a building site in Ver Club by a white man leading a gang of five black men, said Mr Bill Coss, the site manager.

The man apparently

Thefts are masterminded

told Mr Coss's workers on the site that he was an inspector and wanted to see their passes.

The men said they opened the door of their hut, to show their permits, but that the man then produced a gun and said he wanted money.

His five henchmen had knives "as long as a man's forearm," the workers said.

When the workers said they had no money, the gang beat

them with sticks and pick-axe handles, took all their good clothing, a Post Office savings book and R40 cash, locked them in a shed and threw away the key.

The workers escaped by crawling underneath the shed.

The gang removed all the equipment on the site. Mr Coss said he was lucky his delivery of cement had been delayed or that would have been

stolen as well.

He said the gang obviously knew what it was doing because the workers had been asked where the cement was, and cement was presently in short supply.

The shed on a neighbouring site was smashed open and equipment stolen.

Mr Coss said that some time ago a watchman on a building site was stabbed by robbers

Mr B Pretorius, director of the Master Builders and Allied Trades Association, said this type of organised crime on building sites had occurred previously.

A police spokesman said he was aware of the problem and that he had been to a site where the window frames had been torn from the walls of a partly-built house.

Only unmarked and unidentifiable equipment and materials had been stolen. Police were patrolling the areas in question, he said.

COMPUTER PERSONNEL ~~175~~ Solving a crisis

(287) FM 26/9/80
The Computer Society of SA has taken the first step to solve the manpower crisis in the industry with its decision to appoint a full-time director for its new Computer Users' Council.

His task will be to implement the decisions of last week's two-day conference on data processing education and training standards. These include the task of establishing an independent examining body for the industry.

There are not many professions in SA where the shortage of skilled manpower is more acute than in data processing. Last year's survey by Computer Personnel, of Johannesburg, found vacancies for systems analysts and analyst programmers countrywide amounted to 28% of existing staff, and 21% for programmers.

Yet there is no recognised national qualification except at advanced (national diploma or degree) level. If you're looking for a programmer, it is not always easy to evaluate the quality of an applicant's proficiency certificate. There are some excellent training organisations, and you can also rely on the training standards of multinational computer companies.

But the situation is wide open to abuse. It's too easy for charlatans to make a fast buck, charging gullible young people for a two-week training course which fits them for nothing so well as putting old printouts through the shredder.

"The computer industry is one of the few where you can't tell what you are getting when you employ someone," says conference convener Rex van Olst. "There are no established standards for 85% of the jobs in the industry."

"At the moment we are particularly looking at the entrance level — programmers, operators, customer engineers. It is

crucial that employers accept the standards, which is why we made sure that users were well represented at the conference."

Equally important is that the initiative now taken does not slow down. Though most of the delegates were enthusiastic about the outcome of the conference, there were those with a feeling of *deja vu*.

"We did all this in 1973," said one. "And what was the result? Precisely nothing."

But, responds Van Olst, that was merely a survey conference. "This time we have a 12-point action plan to ensure that the decisions are implemented. We aim to establish programming entry level standards by February 1981."

Better deal for vendors urged

Staff Reporter

THE Society for Social Workers (Western Cape) has expressed concern at the conditions of service of newspaper vendors.

In an open letter to employers of vendors, the society said: "The question of child-vending is part of a much greater issue involving such factors as the poverty cycle, effective implementation of compulsory education and the ethical issues involved in a system which uses child labour."

While all children under the age of 16 "should be protected from involvement in the open labour market" in terms of the Children's Act, most vendors worked to supplement family income.

The society said that its representations regarding the safety, ventilation and installation of exit doors in vehicles carrying newspaper vendors had not been effected. Surveys indicated that vendors had to provide their own food and were required to buy unsold newspapers.

It called for shelters, hot soup and sandwiches, protective clothing and explicit insurance to compensate families in case of accidents.

The provincial manager (Cape) of Allied Publishing Limited, Mr J A Rayner, said that most of the vehicles which his company used to transport vendors were open-ended and had emergency-exit windows on the sides.

It was not his company's policy to employ youths under 15. Free insurance covering death and injury was provided. Vendors paid only for newspapers sold. All received protective clothing.

Mixed canteen row over clothes

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3/12/50
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The desegregation of canteen facilities at the Anglo American Corporation's head office in Johannesburg has had an unforeseen effect — workers are now accusing the company of racial discrimination.

Since separate eating facilities were abolished in November, day cleaners at head office have been required to change out of working clothes before using the canteen. According to worker sources, this was never required when the cleaners used a canteen reserved for blacks.

They also say there is no pressure to observe the rule in the evening — when there are no whites in the canteen.

About 30 cleaners have boycotted the canteen in protest against what they see as official discrimination. The sources say the boycott ended a fortnight ago after management turned down a request from the Employees' Representative Council to revise the policy.

Although they had temporarily accepted defeat, the cleaners were still "very unhappy."

An Anglo American spokesman said the vast majority of its head office staff of 1700 had accepted the policy. The cleaners had been required to change out of their overalls before eating "in the interests of the majority of diners," he said.

Painters hurt as scaffolding collapses

W M Mercury Reporter

TWO painters working on a four storey block of flats were seriously injured when their scaffolding collapsed yesterday afternoon.

Mr Thomas Mahhida and his colleague who has not been identified, fell from the fourth storey at Redwood Flats in Cromwell Road, Umbilo.

Both were admitted to King Edward VIII Hospital in Durban.

PE strikers fired

PORT ELIZABETH — Fifteen men who downed tools at a forwarding company following a dispute over pay have been fired

Among those sacked is the secretary of the Port Elizabeth Black Civic Organisation (Pebo), Mr Charles Bothole. — DMR

Plight of news venders raised

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Own Correspondent

CAPE TOWN — The Society for Social Workers (Western Cape) is concerned about service conditions for newspaper venders

In an open letter to employers, the society said "The question of child vending is part of a much greater issue involving such factors as the poverty cycle, effective implementation of compulsory education and the ethical issues involved in a system which uses child labour"

Regarding accidents, the society said its representations about the safety, ventilation and installation of exit doors in vehicles had not been effected

The Society's surveys showed venders had to provide their own food and were required to buy unsold newspapers. The society claimed insurance coverage was not explicit. The society called for the provision of shelters, subsistence in the form of hot soup and sandwiches, protective clothing and insurance coverage

The provincial manager (Cape) of Allied Publishing Limited, Mr J A Rayner, said most of the vehicles his company used were open-ended and fitted with emergency exit windows on both sides

He said it was not company policy to employ youths under 15 and that free insurance covering death and injury was provided for venders

Sacked men did not re-apply for jobs

African Affairs Reporter

NINE black traffic controllers, who were fired by the Pinetown Municipality last week for alleged misconduct, have not re-applied for reinstatement, the Town Clerk told the Mercury yesterday.

Mr W R Green, said the controllers were served with letters of termination and it was merely stated that they could re-apply but their re-instatement would be subject to certain conditions.

Mr Green refused to disclose their grievances on the grounds that it was a domestic matter.

Their grievances were that they were subjected to strenuous physical exercises while white traffic officers were exempted.

The department failed to provide them with clothes for physical training but when their uniforms got dirty they were sent home by an official.

Cape Provincial Institute
of Architects' Prize
For the best student in :-
Sixth Year
P F Dunkley
Helen Gardner Travel Prize
For a student who has
satisfactorily completed
1st, 2nd and 3rd major courses.
P A Rappoport
Molly Gohl Memorial Prize
For the best woman student
in third year.
Miss C Tredgold
David Haddon Prize
For the best student of
Architecture (or Quantity
Surveying) in the subject
of Professional Practice.
D H Pryce Lewis
General J B M Hertzog Prize
For the best final year student.
S A Read
Osborn Prize
For the best work in fourth
year.
D H Pryce Lewis
John Perry Prize
For the best work in
third year.

FINE ART & ARCHITECTURE

ARCHITECTURE

Pay levels for watchmen 'still too low'

By RYAN DE WILDER
Labour Correspondent

SHARP criticism of the new minimum pay levels for night watchmen has been voiced by a group of the industry that they are still too low for the work and conditions.

When a full-time night watchman is employed on a full-time basis, his pay is £14.70 a month, or £14.70 a month plus £1.00 a month for a night shift, making £15.70 a month. This is a reduction of £1.00 on the previous rate of £16.70 a month.

Among other minor proposed changes in the new conditions of night watchmen - suggested by the industry last year - is a reduction of their normal working week from 40 hours to 38 hours.

Mr. W. H. Jones, a representative of the industry, has been published for circulation in the Government Gazette - 10 months after the Board of Conciliation and Arbitration.

In terms of the recommendations, the minimum pay of watchmen in most major centres will increase from £11.03 to £14.70 a month in the first year and thereafter to £16.70.

The new conditions are to be applied to all watchmen employed at 12

hours a week and overtime rates, also remain unchanged at 1.5 times the normal rate.

However, while watchmen will primarily be employed to work one time of night, they may have the right to work two.

Other improvements include better overtime rates for overtime on Sundays and public holidays.

Mr. J. H. Benjamin, a local representative of the industry, said the new conditions were a "step forward" but that the industry was disappointed with the recommendations.

He said the percentage increases were not as high as they appeared to be, as the last increase was also into effect at the same time as the new conditions.

"The increases therefore only work out at 20% a year over more than two years and have only kept pace with inflation at well below poverty datum line levels."

Mr. Benjamin condemned the fact that working hours had not been reduced further and added: "The Board has failed to improve the working conditions of watchmen."

ICAL

- For the best student in each of the 2nd, 3rd and final years.
- Corporation Medals**
- Second Year (Bronze Medal)** Miss G C Littlewort
- Third Year (Silver Medal)** Miss N C Davidson
- Fourth Year (Gold Medal)** P M Salmon
T J Cumming
D P Weeks
J H Rens
B F McClelland

FACULTY OF ENGINEERING

New course for security guards

Angus 18/2/87
Crime Reporter

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TO improve the standard and status of security guards and officials, an industrial security training camp is to be held in Cape Town in May.

The course is the brainchild of the head of security of a large company, Mr C Schreuder, who believes there is a need for specialised training of

men who guard costly installations.

During the course at the Melkbos Cultural Centre, the security officers will live in and learn fire-fighting, first-aid, legal aspects of security work, industrial espionage and public relations.

In addition to physical training we hope to engender a sense of pride in his work for the security offi-

cer. We will be showing films and putting the men into mock situations where they have to make quick decisions, said Mr Schreuder.

After the course a full report will be sent to the officer's employer.

The cost is R350, including board and lodging. Details from Mr C P von W Schreuder, P.O. Box 1, Blackheath.

CHEMICAL

A E & C I Prize

For the first year student
obtaining the highest average

mark.

L Menegaldo

Drawing.

Awarded to the student with the
best classwork in Engineering
Sammy Sacks Memorial Prize

J H Rens

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

P M Salmon
T J Cumming
D P Weeks
J H Rens
B F McClelland

Fourth Year (Gold Medal)

Miss N C Davidson

Third Year (Silver Medal)

Miss G C Littlewort

Second Year (Bronze Medal)

For the best student in each
of the 2nd, 3rd and final years.
Corporation Medals

FACULTY OF ENGINEERING

Wage rise planned for security men

Mercury Reporter

SECURITY watchmen in most parts of the country may get basic wage increases of as much as 45 percent next month and their working conditions may be improved.

Recommendations for the new wage determination are to be published in the Government Gazette this week and may also contain improved conditions of employment for the trade, some of whose workers claim they work an 84-hour week.

Once published the employers will have 21 days in which to lodge objections to the proposed improvements, failing which the proposals will be enforced.

Basic wages on the Witwatersrand are expected to be raised by 45 percent to be placed on a par with those in Natal which will be increased by 25 percent.

A spokesman for the Department of Manpower Utilisation said in Pretoria yesterday that in terms of the new determination conditions of employment would be standardised in most major magisterial districts in the country.

Previously separate wage determinations affected different parts of the country and several areas were

not controlled by the wage determination at all.

The recommendations follow discussions last year between the South African National Security Employers' Association (Sansea) and the Government.

The vice-chairman of Sansea, Mr John McBrearty, said in Johannesburg yesterday he expected watchmen in Durban would get 25 percent increases.

'But that's an educated guess,' he emphasised.

Under the present wage determination the basic wages of a watchman is R120,47 for the maximum of an 84-hour week.

Mr McBrearty expected the maximum permitted working hours would be cut to 72 hours a week.

Watchmen were last granted an increase in July last year when the basic wage went up from R111 to R120,47.

The Natal areas affected by the proposed increases are Durban, Inanda, Camperdown, Pietermaritzburg, Newcastle, Klipriver and Port Shepstone.

'I'm extremely pleased that employers in most parts of the country will now be forced to adhere to conditions set by the Department,' said Mr McBrearty.

CHEMICAL

For the best student in each
of the 2nd, 3rd and final years.
Corporation Medals
Second Year (Bronze Medal)
Miss G C Littlewort
Third Year (Silver Medal)
Miss N C Davidson
Fourth Year (Gold Medal)
P M Salmon
T J Cumming
D P Weeks

Legal centre slams pay recommendations

SECRET 16/3/81
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THE Centre for Applied Legal Studies has objected to the Wage Board's recommendations on the proposed wages for black nightwatchmen.

The centre, based at the University of the Witwatersrand, in a memorandum to the Department of Manpower Utilisation, argues that the proposed R34 a week wage for nightwatchmen will mean "the nightwatchman will be denied the opportunity of earning a livable wage."

The memorandum also points out that the board in its report to the Minis-

By Z B MOLEFE

ster of Manpower Utilisation, Mr Fanie Botha, agreed that the wages of nightwatchmen were low and that "it would be failing in its duty and shutting its eyes to the facts that merit consideration if it does not at this stage recommend a livable wage for nightwatchmen." After considering all the evidence at its disposal,

the memorandum continued, the board concludes that a wage of R37 per week for the Witwatersrand should be recommended. But concludes "because the recommended wages may occasion difficulties for some employers, the board decided to recommend lower wages, namely R34."

This new determination will for the first year afford employers an opportunity to adjust and to sort out their position with their clients, the board went on. Thereafter a wage of R37 will be introduced. The memorandum also submits that the board has succeeded in putting into effect its intention of giving watchmen a livable wage. It then proposed a number of ways to correct the watchman's plight.

It suggested the shortening of the period of adaptation and that May to October the wages should be fixed at R34 a week. Then from December it should be raised to R37 a week plus a 10 percent inflation index. From May 1982 to October of the same year the wages should be R37 a week plus a 20 percent inflation index. Alternatively, from May to April 30 next year, the wages should be fixed at R37 per week rising to R37 per week plus a 20 percent inflation index from May next year to April 30, 1983, the board recommended. "In addition," the memorandum pointed out,

co-operatively, they would build up production to a scale where they can secure a marketing contract outside the village.

earning a livable wage," according to the Centre for Applied Legal Studies (Cals) at Wits University

The Wage Board recommended a new minimum wage of R34 a week (R147.33 a month) for the period May 1 1981 to April 30 1982, and R37 a week (R160.33 a month) from May 1 1982

The board argued that a wage of R37 a week *should* be introduced immediately, but "because the recommended wages may occasion difficulties for some employers, the board decided to recommend lower wages, namely R34 a week for the first year to afford employers an opportunity to adjust and to sort out their position with their clients "

According to a memorandum drawn up by Cals, the minimum wage of R37 a week prescribed by the Wage Board is unacceptably low The report argues that the board failed to carry out its duty in terms of the Wage Act, which stipulates that it must take into account "the cost of living in any area in which the trade concerned is being carried on "

Cals argues that watchmen will in fact be worse off in the second period (May 1982 and after) because "watchmen will be earning in period two what the Wage Board considered to be a livable wage for period one What has been ignored is that in period two the buying power of R37 will be significantly less than it would have

Whether or not corruption by the rich occurs, new techniques and institution introduced into the present system (ex perhaps in consumption-orientated projects communal gardens) can generally benefit the richer people, and may serve mainly the gap between rich and poor.

FM 27/3/81
WATCHMEN'S WAGES
Below the HSL

After a year's deliberation the Wage Board has finally presented a new wage scale for watchmen. But the new suggested wage is still well below national household subsistence level (HSL) figures and "denies watchmen the opportunity of

PART II

Introduction

In the first section of this paper, I have looked at the way in which structural features of the reserve economy inhibit projects from being able to succeed. The problems and restrictions I have discussed are, however, by no means the only factors which influence

been in period one."

There is in fact only an 8.8% increase between the two periods — less than the expected inflation during that time Thus, says the report, the Wage Board has failed to ameliorate the situation of watchmen

Cals proposes a new wage structure which takes into account the consumer price index and length of service. It argues that differential wage categories will "offer an incentive for watchmen to remain within the security industry and to remain in the employment of one employer for longer periods."

Cals suggests a R50 a week minimum wage for watchmen when first employed, R55 for watchmen with one year's experience, R60.50 for watchmen with two years' experience, R72.60 for experienced watchmen, and R87.12 for indunas In addition wages should be increased by 10% at six-monthly intervals until the next determination is made

- (a) the class aspect
- (b) the general problem of how to mobilise a peasantry so that people become committed to participation in development projects.

(a) I have already discussed the way in which projects in South Africa (and many underdeveloped countries) are directed to the richer people in the society, and also how in many cases, it is people with the most resources who can benefit most from projects. Even if a government tries

By TICKS CHETTY

HUNDREDS of watchmen in Natal are working 12 to 14 hours a day for poverty wages . . . with the blessing of the Government.

Indian and African watchmen work six days a week and earn R120,47 a month — about R70 less than a black family needs to live above the breadline.

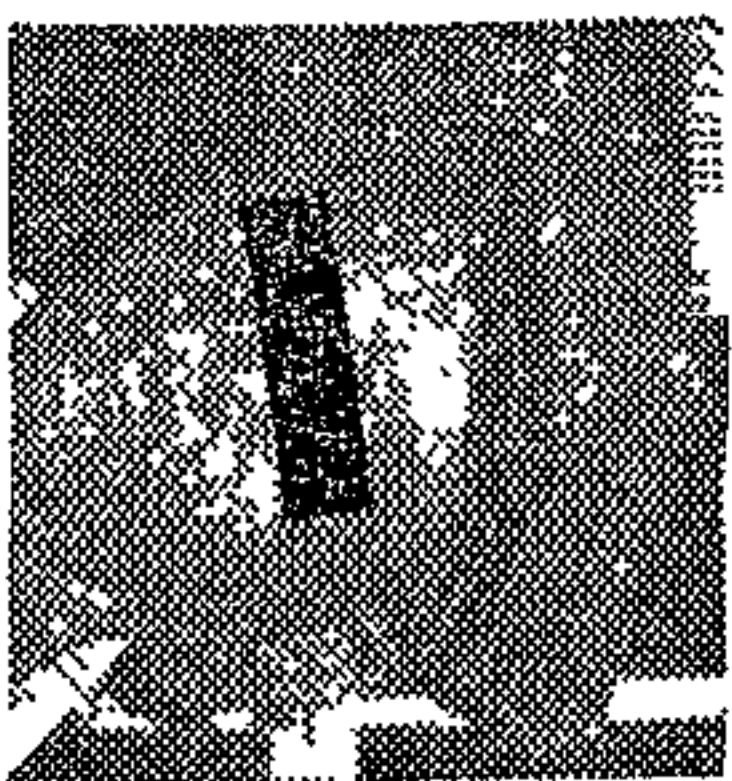
Some of the watchmen, many elderly and with big families, guard schools controlled by the Department of Indian Education.

They work for two firms, Sneller Services and Supervision Services, which are contracted to the department.

These and other firms are not operating outside the law.

Legislation governing pay and working conditions for watchmen allows for a maximum 84-hour shift a week and for a minimum pay of R120,47 a month.

Although the Wage Board has urged the Government to raise the minimum starting pay to



This watchman, who guards a school in a Durban suburb, says meat is a luxury in his home

R147,33 a month, the recommended wage is still more than R40 below a living wage.

The board has also recommended that the maximum number of working hours for watchmen be reduced to 72.

The recommendations were gazetted on February 13 and interested parties were invited to lodge any objections.

The Sunday Tribune spoke to several watchmen guarding schools after receiving complaints about working conditions and pay.

Many said they found it impossible to live on the money they earned. Meat

WATCHMEN WORKING FOR POVERTY WAGES

...AND 12 HOURS A DAY TO GUARD OUR SCHOOLS

was a luxury their families could have only twice a month.

The Progressive Federal Party and the Federation of South African Trade Unions, said the laws governing working conditions for watchmen, which dated back to 1969, should have been amended years ago.

The PRP and Fosatu urged the Government to amend the antiquated laws quickly to end the abuse.

An African family of six in Durban needs to earn about R193 a month to live and a coloured or Indian family of five about R206, according to the Institute for Planning Research at Port Elizabeth University.

African watchmen's

wages were about R70 below this and Indians R86 less than the institute figure.

Dr Alex Boraine, the PRP's spokesman on labour, said he had brought the plight of watchmen to the attention of the Government last year.

The Department of Manpower Utilisation told me they were concerned and would look into the matter with a view to amending the legislation."

Dr Boraine also criticised commerce and industry. "Nothing stops them from paying more than the stipulated R120. For too long now they have sheltered behind Government legislation," Dr Boraine said.

Mr Ravendra Joshi, legal officer for Fosatu, said they submitted written evidence months ago for drastic changes to be made to the laws governing watchmen.

He said although the Transport and General Workers' Union catered for watchmen, not all watchmen in Durban and its surrounding areas were members of the union.

"The plight of many watchmen, especially those who work for individual shop and flat owners, is appalling and tragic."

"We have had complaints from some watchmen who told us that they worked as long as four years without leave and also had to be on duty

for more than the legally stipulated maximum of a 14-hour shift a day."

Sneller Services and Supervision Services said their watchmen worked a 12 and 14-hour shift a day respectively.

Mr Louis Pienaar, deputy director (administration) of the Department of Indian Education, said they awarded contracts to firms to provide watchmen at schools on tender and were not responsible for determining their pay or working conditions.

He refused to disclose what the tender prices for the two contracts were. Some watchmen complained that they were not supplied regularly with torch batteries or provided

with uniforms or overcoats.

They also said the only self defence weapons they had were sticks and that they were not given handcuffs.

All those interviewed asked the Sunday Tribune not to identify them because they feared victimisation.

An elderly African who works for Sneller Services at a suburban Durban school said if his wife didn't work his family of seven would probably have to survive on bread alone.

His wife, who also works at night as an office cleaner, earns R60 a month.

His monthly bus fare from KwaMashu to Durban is R12,30. He pays

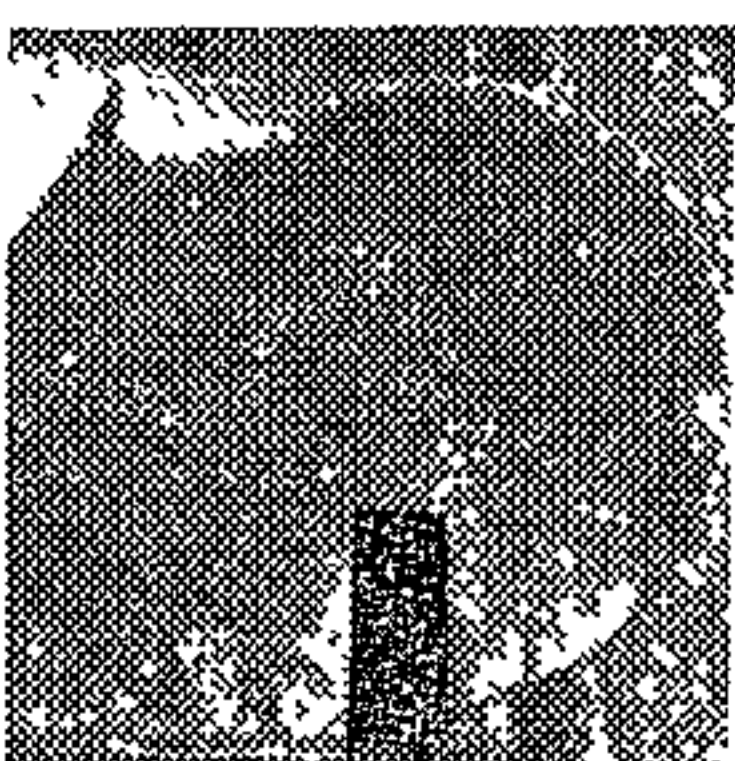
R11,40 a month in rent and five rands for water.

"We have very little left after we pay for all this," he said. "Most of our money is spent on food. But we hardly have meat. I can afford to buy it for my family only twice a month."

"I work for 12 hours every day for six days a week," he added.

An Indian, who works daily 14-hour shift for Supervision Services at a Chatsworth school, said he had married recently and was not able to say with his wife.

"We have just had a child but I can't rent a place because I cannot afford it on the money I earn. My wife lives with relatives in another town and I board with friends



This watchman at a Chatsworth school works a 14-hour shift day

in Chatsworth."

"If they paid me more and allowed me to work fewer hours, I would attend classes to learn a trade. I can't go on doing this job as a married man," he added.

He also complained about not being supplied with batteries regularly.

"I ask the inspectors who come round to check on us for batteries but I still don't get them. There is nothing else I can do. I am also too scared to ask for an increase. What if they ask me to go," he said.

Mr Bill Ansell, general managers of Supervision Services, said they had been contracted by the Department of Indian Education to have watch-

men at schools from 4 pm till 6 am daily.

"This arrangement has been going on for about two-and-a-half years and it's a requirement that has been imposed on us."

On complaints about handcuffs not being issued, Mr Ansell replied "The watchmen are not there to arrest people. They are there to protect the property. If there are problems, they must raise the alarm."

He said his firm's area managers gave their watchmen batteries when they asked for them.

"It's possible the managers haven't done so or the watchmen haven't asked for them. Of course, you know some people also take the batteries home."

Although no demand had been made on them to provide uniforms, they were now providing them on an increasing basis.

He said if the watchmen were not satisfied with the working conditions they should approach him.

Mr Solly Motale, contracts manager for Sneller Services, said they employed about 150 watchmen and paid them according to the rates laid down by the Government.

CONVENTION
 1461
 287
 287

A member of the Duduza Community Council who did not want his name disclosed said yesterday: "Some of the families have approached me and told me that they have been sent notices that they should vacate the houses if they do not take employment with Det as full-time caretakers."

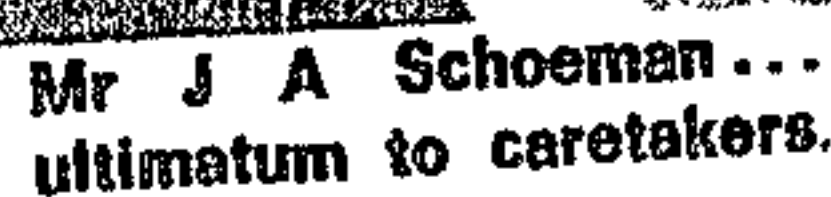
Mr James Nkosi, chairman of the Duduza Council, said: "Det has made a ruling that all school caretakers should be employees of the Department and that if they do not want to take employment with the Department they are given notices to look for alternative accommodation."

2. has high standing in the community

4. is secure

6. is lucrative

8. is more orientated towards satisfying its own needs than those of the community



Mr J A Schoeman, the Public Relations Officer, said yesterday: "The new system we have introduced is that all school caretakers should take employment with the Department as full-time caretakers. We also have nightwatchmen who only operate in the evenings and the ordinary labourers who only come during the day."

Mr. Schoeman also said that first preference regarding accommodation is given to people who are employees of the Department and those who refuse the offer of becoming full-time caretakers have to leave the house.

CH OF THE FOLLOWING

SA 76 STAFF

	ported to me by one school caretakers in the township. If any such ing full-time caretakers have to leave the house.		1	1
1.	is			
2.	has night standing in the community	2	2	3
3.	offers the opportunity to help individuals directly	4	3	2
4.	is secure	3	5	5
5.	requires harder work than other	5	4	4
6.	is lucrative	6	6	6
7.	resists change	7	7	7
8.	is more orientated towards satisfying its own needs than those of the community	8	8	8

Security guard is attacked by armed men at PTE factory

12/1/81 (281) (C)

Chief Reporter

A PORT Elizabeth security guard was tied with rope and handcuffed to a pole, after being hit over the head with a brick, by four gun-toting men who raided a Swarthons factory early today.

The men broke into a workshop where they removed an acetone gas torch which they used to burn through a strong-room door before using it to open a safe.

Mr Nandile Mbullewa (27) told police he was on duty at about 3am today at the Swarthons Sea Salts factory when he was approached by four men.

They held him at gunpoint before knocking him unconscious with a brick.

When he came to, he found he had been handcuffed to a pole with his own handuffs. He had also been tied with rope.

Another employee at the company found him and raised the alarm.

It was later discovered that the thieves had escaped with R200 in cash and a pistol. Mr Mbullewa was not seriously hurt. Police are investigating.

Head of Department
Webb

I am sorry to have to ask, at this late stage, for a revision of the figures given by my Department in respect of admission policy in 1979. May I point out, however, that at the time when the figures were submitted the prospects for 1979 appeared in a somewhat different light from that which they appear in now. At that stage, (June, 1978) it seemed that the unresolved question of the Lectureship in African History might be settled in time for the Department either (a) to make an appointment for 1979 or (b) to make arrangements for the phasing out of the African History II course. For that reason, I indicated in my original submission that the maximum student intake in African History II in 1979 might be either 50 or 0. But as matters have turned out, neither of these alternatives may in fact be operative in 1979. Though we have been granted the Lectureship in African History, the confirmation of that grant has been so delayed that the post is only now being advertised, and may not be filled by the beginning of the 1979 academic year. It should be the situation, we shall have to work with the assistance of temporary staff, and it a suitably qualified temporary incumbent cannot be found, the strains on the existing staff may be considerable. For this reason, I wish to propose that the 1979 student maxima for African History be reduced to the following more cautious levels:

DEAN'S CIRCULAR No. 95
LIMITATION OF STUDENT NUMBERS
1979

FACULTY OF ARTS

DEAN,

PROFESSOR C. de B. WEBB
HISTORY

Pay deal for night watchmen at last

Mail Correspondent

WAGE Board recommendations on nightwatchmen's pay have become law.

This comes almost 1½ years after the board concluded its public hearings and almost three years since the last legislated pay rise for the security industry.

The new wage structure, which came into effect last week, means that watchmen in major urban areas, will get a minimum wage of R147,33 a month until July, 1982 and will receive R160,33 after this "adjustment period".

Subsistence

The previous minimum for these areas was R103 a month.

The new wage is 74,4% of the minimum household subsistence level (HSL) for a black family of six in Port Elizabeth and even further below the Johannesburg HSL of R216.

A researcher for the University of the Witwatersrand's Centre for Applied Legal Studies, Mr Paul Benjamin, who was involved in preparing submissions to the board on watchmen's pay — and objections to the interim recommendations published in February this year — said last night he was very disappointed by the new determination.

"Nightwatchmen are certainly not feeling the effects of this new labour dispensation the Government is talking about," he said. "The board has prescribed unacceptably low wages."

Reinstate

Mr Benjamin said the determination meant watchmen would be earning in July 1982 what had been supposed by the Board to be a "liveable wage" in December, 1980.

He said the centre had recommended an initial minimum of R50 a week.

Most watchmen in Port Elizabeth are paid at, or only slightly above, the minimum. On the Reef, many watchmen are grossly — and illegally — underpaid.

The new determination reduces the watchman's maximum working week from 84 hours a week to 72. The centre believes that this should be reduced to 60 hours a week.

● The wage determination for smaller centres is lower than the figures mentioned above. In Newcastle and Kliprivier it is now R108,33 a month.

Security pay grades outlined

EAST LONDON — Watch patrol services had become a sophisticated and specialised industry, with great scope, causing the Wage Board to broaden its concept of watch patrol into security services, a Department of Manpower official said yesterday.

The old concept of

security as involving an elderly man sitting by a fire while on duty had given way to greater specialisation.

He said due to this the Wage Board had changed the past sole category of watchmen into three separate categories, each more specialised than the former. In the wage determinations issued recently, these three categories were watchman, security guard grade two, and security guard grade one.

In the wage scales published in the newspaper yesterday, there was some confusion between the categories, causing incorrect wages to be attributed to the watchmen.

The actual wage scales as gazetted are watchman R130 per month for the first year of the determination, then rising to R138 67, security guard grade two, R147 33, rising to R156, security guard grade one, R197 17, rising to R212 33 — DDR

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PD 6/8/81 Watchmen's wages still too low — researcher

PORT ELIZABETH — Wage Board recommendations on night watchmen's pay have at last become law almost one-and-a-half years after the board concluded its public hearings and almost three years since the last legislated pay rise for the security industry.

The new wage structure, which came into effect last week, means that watchmen in major urban areas will get a minimum wage of R147.33 a month until July, 1982, and after this "adjustment period" will receive R160.33.

The minimum wage in Bloemfontein, East London, Kimberley, Klerksdorp, and several

towns in the Western Cape, is now R138.67. The previous minimum for these areas was R103 a month.

A researcher at the University of the Witwatersrand's Centre for Applied Legal Studies, Mr Paul Benjamin, who was involved in preparing submissions to the board on watchmen's pay, and objections to the interim recommendations published in February this year, said that he was very disappointed with the new determination.

"Night watchmen are certainly not feeling the effects of this 'new labour dispensation' —

that the government is talking about," he said. "The board has prescribed unacceptably low wages."

Mr Benjamin said the determination meant that watchmen would be earning in July 1982 what had been supposed by the board to be a "liveable wage" in December, 1980.

He said the centre had recommended an initial minimum of R50 a week.

The new determination reduces the watchmen's maximum working week from 84 hours a week to 72. The centre believes that this should be reduced to 60 hours a week — DDC

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Nightwatchmen's pay delayed

THE WAGE Board recommendations on nightwatchmen's pay which have become law will have to wait for at least two months to come into effect, it has been revealed.

Mr Neville Griffith, secretary of the Transvaal Employers Association of Security

Services, said representations have been made to Minister of Manpower Utilization, Mr Fanie Botha, to delay them for the period.

"It's an administrative matter. And you can say it's for practical reasons," Mr Griffith told SOWETAN. And one of these reasons, according to Mr

By Z B MOLEFE

Griffith, was that when the recommendations were published in the Government Gazette last month many companies employing nightwatchmen were not aware of them. But we are happy that there have been these increases. We believe our men should be paid adequately."

The new wage structure

means that watchmen in the country's major urban areas, will get a minimum wage of R147,33c a month. This will last until July next year and will increase to R160,33c after this "adjustment period". The minimum weekly wage is R34 increasing to R37.

A researcher at the University of the Witwatersrand's Centre for Applied Legal Studies, Mr Paul Benjamin, said he was disappointed by the new wage structure. He was involved in preparing submissions to the Board on watchmen's pay and objections to the interim recommendations published in February this year.

"This is still very low for watchmen," added Mr Benjamin who pointed out

that the new wage structure comes almost one-and-a-half years after the Board concluded its public hearings, and almost three years since the last legislated pay rise for the security industry.

• The new determination reduces the watchmen's maximum working week from 84 hours a week to 72. The Centre believes that this should be reduced to 60 hours a week.

Nightwatchmen

10/8/81
get 'disgusting'

~~7/10~~ ~~275~~ ~~347~~
hike in wage deal

287

Mercury Reporter

NIGHTWATCHMEN have been given a new wage determination which amounts to only fractionally more than 7 percent on a figure fixed two years ago.

The wage adjustment, which is now in effect, was slammed yesterday by the Federation of South African Trade Unions as 'appalling'.

Mr Ted Frazer of Fosatu said: 'It is the most disgusting determination that I've seen in my life'.

The Natal vice-chairman of the South African National Security Services, Mr Tom Connolly, said it was substantial, although still below the headline

But it was 'a salary these men are used to'.

The new wage determination for the trade, the first in two years, was gazetted in July and sets the minimum pay at R147 a month — an increase of R17 over the previous minimum set in 1979.

The South African Institute of Race Relations sets R205 a month as the household subsistence level for blacks in the Durban area.

Mr Frazer said Fosatu was pressing for a minimum wage of R2 an hour.

The maximum hours a security guard may work is set down by the determination at 72 a week.

Did your protector receive his pay rise?

If you have slept uneasily for the past three weeks because you feel your nightwatchman does not seem as alert as usual, ask him whether he has received his wage increase which was made law on July 27 — do not be surprised if he has not.

Confusion surrounds the implementation of the new wage law. Employers have asked the Government to delay the increase until October, because they say they could not get the Government Gazette in which the new wage was made law.

Yet the Government Printer is adamant the gazette was available.

On July 17, the Government Gazette was printed in Cape Town and announced that from July 27, nightwatchmen's wages would rise from R103 a month to R147,33c monthly. Working hours would be reduced from 84 to 72 hours a week.

The Government Printer says the gazette was posted to subscribers immediately and was available in Pretoria 10 days later.

He added that people who were expecting changes in the law which affected them usually ordered the gazette well in advance, but no order was received from the Transvaal Employers' Association of Security Services.

The relevant Government Gazette is still in stock.

However, Mr Neville Griffin, secretary of the association, told me that "the Act was not at the Government Printer, so the employers could not comply. We have to give clients a calendar month's notice of a wage increase."

He added that if the employers had to pay the new wage without passing it on to clients, nothing would lose a fortune.

Mr Griffin said he had sent letters and telegrams to the Minister of Justice and also to the Minister of Manpower Utilization, requesting them to delay the implementation of the increase for two months. He has been told by the Government the matter is under consideration.

Asked whether his association members were paying

By HENRY HARRINGTON

ment Wage Board, who told me: "Once the notice of a wage increase appears in the Government Gazette, it is law and an employer cannot delay implementation."

He added: "It is most improbable that the delay will be granted."

Mr Paul Benjamin, of the University of the Witwatersrand, who has a special interest in nightwatchmen, told the Sunday Times that the investigation into nightwatchmen's wages had been instituted in late 1979.

A draft of the new determination had been published for comment in February this year, but was not changed in the final announcement.

He said: "Mr Griffin should have been in touch with the Wage Board to find out when the new determination would be published. It seems the employers are trying to delay the increase to save money."

"It is the duty of employers to keep up to date with the law they are involved in, ignorance is no excuse in an area in which you are expected to have expertise."

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SEPTEMBER 6, 1981

Guard bosses slam *S. L. M. me* cut *6/9/81* price *245* wages

Tribune Reporter

SECURITY guard bosses are worried about backyard operators giving the industry a "Mafia-style" image.

They fear the operators whose security guards and nightwatchmen are not properly trained, might try to capitalise on the current security situation and give the industry a bad name.

The executive of the Natal Employers Association of Security Guard Services met last week to discuss the issue.

The association, formed in 1973, represents about 3 000 blacks and 150 whites — about 75 percent of all security firms in Natal. It operates mainly in the Durban, Pinetown and Maritzburg areas.

Its chairman, Percy Winstanley, told the Sunday Tribune: "Through security guards and nightwatchmen there are thousands of eyes and ears in this country every night which the Government does not have to pay for."

"Every night we save the citizens and the police force hundreds of thousands of rands."

The association is concerned about what it feels has been bad publicity over the wages it pays its men.

A recent wage hike was attacked earlier this month by the Federation of South African Trade Unions as appalling.

One report said nightwatchmen had been given an increase which amounted to only fractionally more than seven percent of a figure fixed two years ago.

But Mr Winstanley said that since the association was formed the average wage had risen from just under P40 a month to R147.33 — an increase of more than 269 percent. And many association members paid their men above average.

He said "Backyard operators are serious competition and are stripping us apart with cut price wages. This poses a real threat to the industry and could cause a bad drop in the standards of men employed."

"Most clients expect a Grenadier Guard standing at their front gate but they are not prepared to pay for a Grenadier Guard."

He said most of the association's members worked on a 10 percent profit basis.

"Our men cover millions of rands of public liability and we are satisfied that for the rates paid we have a damn high standard."

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Employer underpaid workers

Mail Reporter,

THE owner of a security firm employing black nightwatchmen was fined R100, or 50 days, yesterday after being found guilty of underpaying his workers

Charles Daniel Elliot, 32, of Elliot Protection Services, Langerman Drive, Kensington, pleaded guilty before Mr C A Allcock in the Johannesburg Magistrate's Court

The court found that the offences had been committed since March 1977

The court also found that he failed to enclose pay slips inside the workers' pay envelopes. He also deducted money from their pay for overalls he had provided

It was also found he made his workers work from 6pm on Fridays until 6am the following Monday without a break

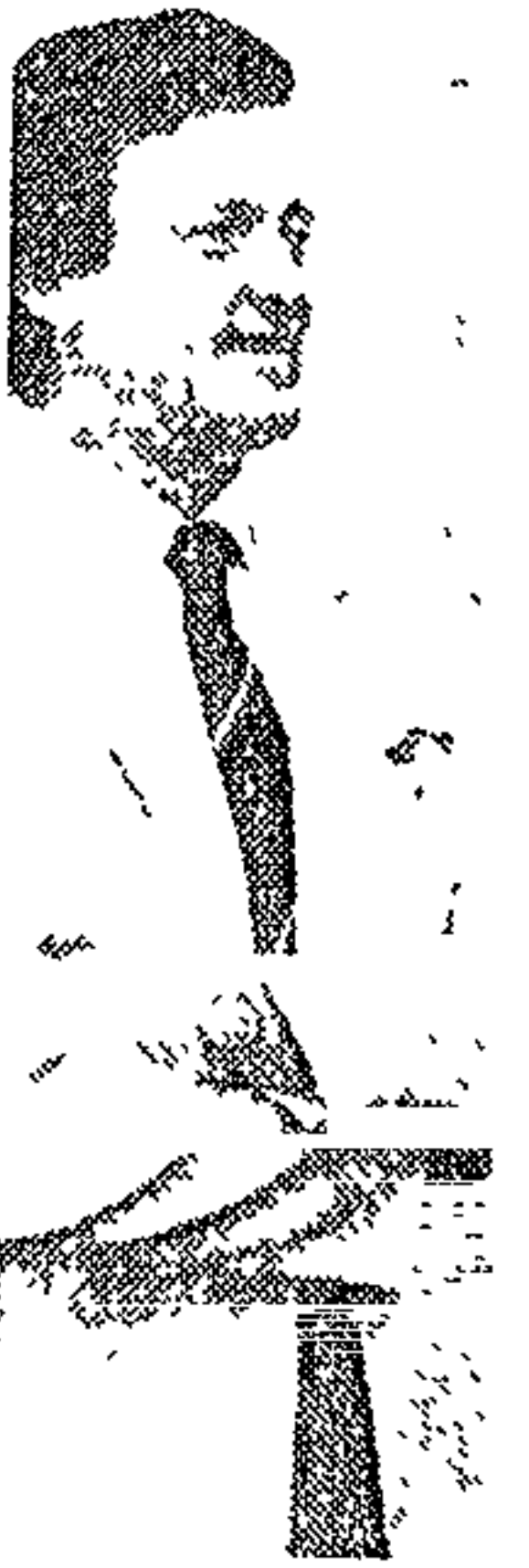
He forced the workers to continue working even if they were off-duty, and did not pay them double wages

Pleading in mitigation Elliot told the court that his firm had been liquidated

Whopping wage spurt raises fees

S. Times 11/10/81

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R50-1

Norman Stohs-St. McKenzie, financial manager, after signing a contract worth nearly R50-million

WHOPPING increases in fees charged by security companies are resulting from new statutory minimum wage levels to be paid to security staff.

The increases are a result of sweeping new measures to regulate the commercial security industry, now estimated to be worth upwards of R50-million a year.

Many in the industry and in the Government consider that greater regularisation will facilitate implementation of the National Key Points Act, gazetted in July last year.

The Act requires, with heavy penalties (maximum R20 000 fine or five years), owners of organisations declared key points — the term could include a vast range of bodies in the public and private sectors — to provide adequate security arrangements.

Regulations which will provide the means for enforcing the

By Andrew McNulty

National Key Points Act are expected to be gazetted early next year.

Salaries paid by security companies have jumped by upwards of 30% — in some cases by nearly 100% — since new wage determinations were gazetted.

John McBrearty, secretary of the South African National Security Employers Association (Sansea), says that "practically all" local security companies pay at minimum required wage levels.

This, he says, is because security contracts are generally awarded on the basis of price, and security companies consequently work on thin profit margins.

In Mr McBrearty's own company, Shield Security, wages account for as much as 60% of the fee charged to clients.

He told Business Times that the cost of commercial security guard services is rising by an average of at least 25%.

Sansea represents about 60% of the country's security companies, including all the 10 large operators and many medium-sized and small firms.

Mr McBrearty notes that the new wage determinations — effective from July 27 — raise wage levels generally in the industry and also widen the categories of employees who will benefit.

Drivers of armed vehicles, for example, previously termed merely "drivers", have been reclassified as "security officer grade A", the most senior grade, and this has boosted their salaries by 30%.

Other examples are the nightwatchman's wage has risen from about R103 a month to R147, the lowest-grade security guard (who must at least be literate), from about R103 to R169, the grade 1 security guard from about R120 to R221, and security officers (a new grade), from probably about R250 to R368.

The new wage determinations — Mr McBrearty concedes that they were dismally low and employees for several years had had average annual increases of only about 10% — are aimed partly at raising the number and quality of security practitioners

The next major step in regularising the industry could be the acceptance of new draft legislation now being studied by the Government.

Tentatively called the Commercial and Industrial Security Act, the draft Bill has been prepared wholly by Sansea at the request of the authorities.

The primary aim would be to professionalise the industry by introducing compulsory licensing and resultant control of everyone involved in the security industry.

Measures recommended include obligatory membership of the national body — either of Sansea for companies or of Sasa (South African Security Association) for individuals — for all, including independent security

companies and in-house security staff.

Members will then be required to conform to ethical standards and qualifications laid down.

"Literally anybody, even someone with a criminal record, is now entitled to set up as a security company. We believe control should be far more strict."

The authorities and the police themselves accept that they do not have the expertise or time to police security companies. But we do. We know every fiddle in the book," Mr McBrearty adds.

He says that many of the industry's problems — such as criticism over the quality of service delivered by some companies — stem from the fact that about 40% of the industry are not members of Sansea and are free to flout ethical standards or compete rigorously on price.

Grand sale

SERVICES SECTOR - GENERAL

(286)

MAY 1977 — OCT. 1981

FIN. MAIL 13/5/77

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The quick and the dead

Calls for a general clean-up of the security industry might result in measures even more stringent than proponents of investigation and change expect.

SA Security Association (SASA) chairman Bob Power forecasts great upheaval among the commercial protectors of our property and money if present proposals in a draft Bill go through *in toto*.

Power believes the Security Licensing Bill — or whatever it is called by the time it goes before Parliament — could have its final reading by the end of the year. He adds: "All security companies would, I suppose, then be given a year or so to put their house in order. Those which don't will presumably not be allowed to stay in the security business."

At the nub of proposed legislation is

guard company knows what's expected and the customer (office block, factory or mine) knows what he's getting.

That and a lot of other ideas being worked on for the Bill will not be easy to sell to the security industry nor SASA itself, whose 500 membership is split between customers and suppliers. Power admits there'll be a lot of pulling from both sides within the non-profit organisation (funded at about R30 000 annually by 18 major companies) but sees little short of panic outside SASA.

"Make no mistake about it, proposals for upgrading the security industry are so strict that quite a few companies within SASA will have to pull up their socks to get a licence from Minister of Police Jimmy Kruger," says Power.

Kruger seems to have a soft spot for SASA and its ideas — he's opening its national conference in September in Johannesburg and Durban convention in October.

Which means that if some of his own members are going to have to work hard to reach SASA standards, reaction to the proposed Bill could be nothing short of panic among companies who find it difficult supplying guards who can stay awake (even alive) on the job.



Bob Power . . . better guards and safeguards

the intention to lift the whole security industry onto a much higher ethical plane by upgrading the quality of all guards and guaranteeing that the customer is getting the protection and service for which he is paying.

"As things stand now a guard can hit the MD of a factory he is protecting on the head with a hammer and, in many contracts, the security company is indemnified against anything its employee does," says Power.

He would eventually like to see a standard security contract ("like the estate agents have for deeds of sale") so that the

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SUNDAY TIMES, Business

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(Tues)

Riots!

They mean big business for security industry

THE SOWETO riots may have been a traumatic experience for the economy as a whole, but they are big business for at least one sector — the security industry.

But it's a random, uncertain sort of boom.

Fidelity Guards, the Ren-nies subsidiary, is experiencing an astonishing 75 per cent leap in turnover over last year, according to marketing director Bob Hilling.

Chubb Holdings, the R17-million-a-year lock and safe company, has had virtually no growth in sales of security equipment.

Growth of 20 to 30 per cent is reported in other sectors of the industry.

"The trouble is that people have short memories," says Frank Sutton, Chubb's managing director. "Im-

mediately after the Soweto riots there was an upsurge, but it died down very quickly.

"Moreover, we are selling capital equipment, which makes us vulnerable to economic conditions."

Fidelity Guards operates in different spheres. Its cash-carrying business, for which it is best known, provides 85 per cent of its R10-million-plus turnover. The fleet of 250 armoured vehicles is by far the biggest

in the country.

The size of the industry is hard to estimate, particularly as it is difficult to define. But judging by turnover figures of leading companies in defined areas, the security business must be worth at least R40-million a year.

Major sectors are security guards (about R13,5million), cash carrying and armed banking (about R10,5million), and equipment such as security locks, safes, and alarms (about R9-million).

Sales of electronic equipment are growing. More than a third of the R14-million turnover of Securitas last year came from a huge telecommunications equip-

ment contract.

But managing director Jean-Louis Jacquet acknowledges that he cannot expect an order of that magnitude every year.

A relatively small but busy segment is access control. Dymo International's general manager, John Green, who recently launched the Laminex ID documentation system in competition with top-dog Frank & Hirsch and Hampt Trading, reckons some 2 000 large companies are in the market for a system.

At about R3 000 a time, that represents a market of R6-million.

John Elliott, of NSO, says the high unemployment rate

is also causing an upsurge in crime. In order to meet the demand for guard services at more economical costs, he has launched mobile patrol, using well-equipped patrol vehicles.

Sales of Klingshield's polyester safety film, Safetykling, which is applied to windows to prevent them shattering in a bomb blast, have started with a bang. Since the launch in March, its systems worth R120 000 have been installed.

Donald Simpson, general manager of the Security Association of South Africa, says another sign is the improvement in attendances at the association's monthly seminars.

"A year ago we would get a dozen people along," he said. "Today it is well over 100 at each seminar."



By Tony Koenderman

23/12/77



tection Services' MD is openly spoiling for a fight, saying: "SASA's code of conduct is impressive *but* the track records of many members do not stand up to scrutiny."

Even before Elliott came on the scene, security was undoubtedly the country's most petulant industry and his truculent entry looks like making more waves. SASA, valiantly endeavouring to upgrade (among other things) security's image while pushing for regulating legislation, clearly doesn't want a slanging match on its hands.

It has troubles enough, especially now that the association has internal dissension over its draft proposals for a Private Security Officers' Bill which it hopes Justice Minister Jimmy Kruger will pilot through parliament next June.

SASA lawyers have been working on this badly-needed proposed legislation for several months. The object, hopefully, is that the security industry will soon be seen to have professional ethics and disciplinary mechanisms for wayward companies (especially those supplying guards), who are presently tarnishing the industry's mediocre professional standing.

It seems, surprisingly, that some of the proposed laws for regulating the whole business are just a little too constraining for several SASA members.

One disputed clause in the still-con-

fidential draft deals with the licence-granting Private Security Officers' Board whose members — from seven to 11 — will include six from security organisations (most likely SASA) deemed fit by the Minister of Justice to rule on which people may operate.

What is seen by one SASA faction as even more ominous is the board's proposed power (with six as a quorum) to withdraw licences. Appeals can be made to the Minister but, as he is virtually sure to be advised by the board, banned security men look like standing up only to be knocked down again.

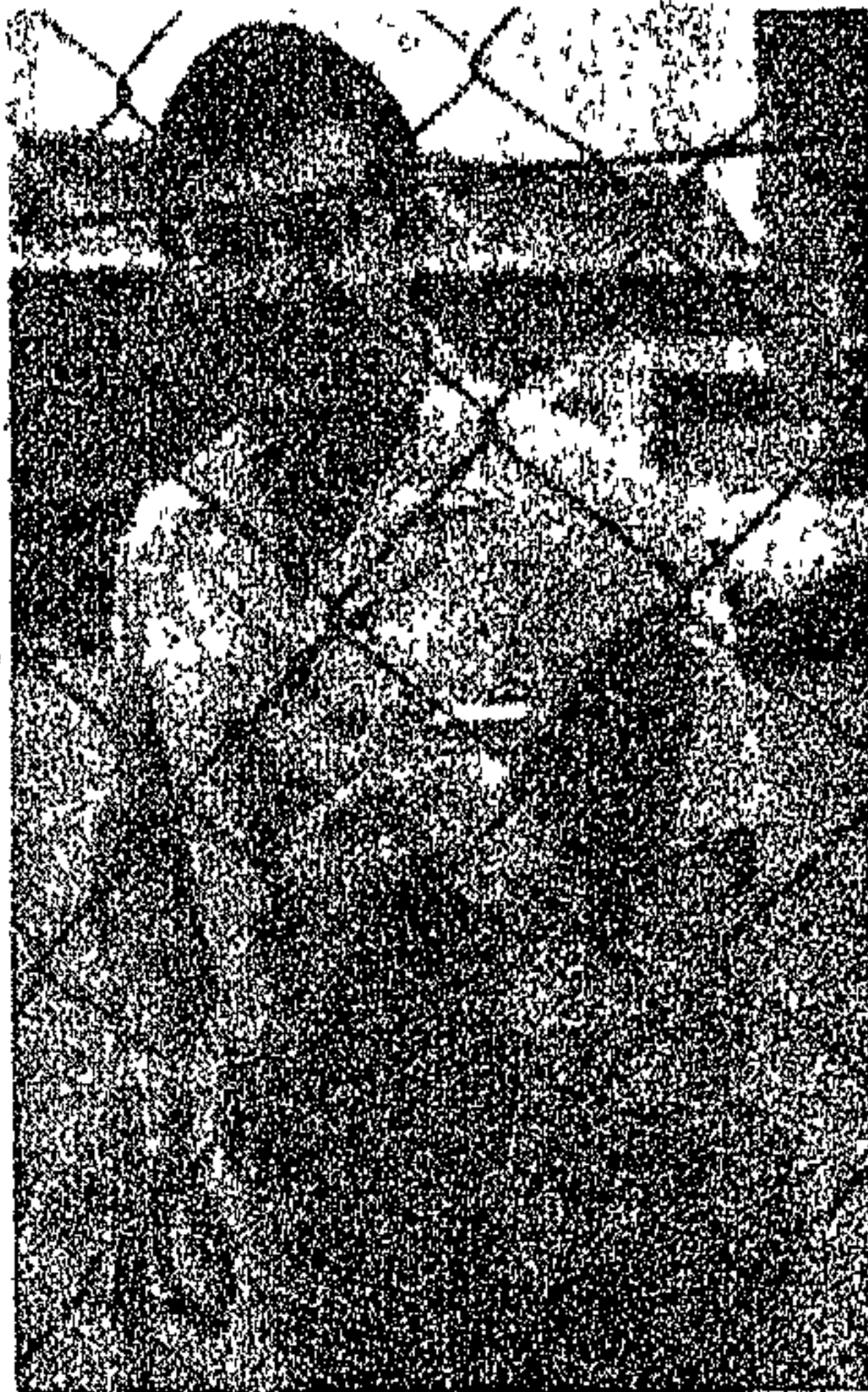
The draft includes provision for unsuccessful applicants to be told by the board why they were turned down.

This is understandably a sore point with Elliott who, protesting his integrity, now has to endure the slight of knowing that he or his company weren't good enough to make SASA.

Indeed, SASA general manager Donald Simpson declined to comment on Elliott and even refused to confirm that a membership application had been made.

Behind all the quibbling is the fear of all security companies that SASA will eventually have a closed shop with non-members (however good or bad) beholden to a SASA-dominated board for permission to operate.

Says Elliott: "People using or intending to use security services should not be misled into assuming SASA comprises all or only the most effective companies."



Charles Elliott . . . snarling at the Security Association

SECURITY

Feeling the draft

Security supplier Charles Elliott's present campaign against the SA Security Association (he says his third membership application has been turned down) comes at a time when SASA has enough internal upsets.

The Johannesburg-based Elliott Pro-

F.M. 23/12/77

Handwritten initials or signature inside a circle.

Handwritten circled numbers: 286 and 286.

special survey

What to expect for your money...

By Mignonne Crozier

Numerous services, ranging from preparation of a body to use of a chapel are included in the price of a coffin brought from a Homes Trust company, according to Mr N Wilmot, general manager of Homes Trust Funeral Services (Southern Transvaal).

● Mr Wilmot, who is also chairman of the National Funeral Directors Association, was commenting on Fair Deal's survey of funeral directors' fees.

In the survey, two Homes Trust subsidiaries quoted R364 for their cheapest coffins.

Mr Wilmot said the price of their coffins included the following services:

- Preservation of the body.
- Preparation of the body by "highly trained, experienced and highly paid staff."
- Conducting of the funeral by staff of the parlour.
- In the event of the death of a resident of an old age home, the provision of transport for other residents of the home to attend the funeral.
- Delivering flowers to charitable institutions.
- Fetching the clergy, if necessary.
- Accompanying a bereaved family during the identification of a

body, in the event of an unnatural death. He said the price of a coffin included use of sophisticated mortuary facilities which were necessary, because staff sometimes had to handle highly infectious diseases; a chapel; a hearse; a family car; equipment to lower a coffin into a grave and grave decorations (at a burial); and pallbearers (at a private cremation).

Pamphlets

It also covered the cost of the pamphlets setting out funeral procedure which were given to a bereaved family for the service; administration expenses; the cost of maintaining the companies' large premises and the extra cost to a funeral parlour of a service held at a church.

Mr Wilmot said further cost factors which determined the prices charged by Homes Trust funeral directors included:

- The length of time a funeral took to arrange. He said that, on average, under-

takers took about three-quarters of an hour to make initial arrangements with the family (either at their home or in the parlour's offices); but the full arrangements took about 4½ hours. This excluded the actual conducting of the service which could take from one to four or five hours, depending on the length of the service, and other services such as registering the death and gathering the necessary documents, in the event of a cremation. phone calls. Mr Wilmot

● The cost of tele-said the average funeral involved about 50 outgoing telephone calls and about 30 incoming calls.

● The maintenance of a 24-hour service. He said that in Johannesburg Wilmot, Cook and Carstens and Hobkirk-Doves kept two ambulances and six men on stand-by 24 hours a day, every day of the year.

● The maintenance throughout the year of sufficient staff to cope with the "seasonal" increase in deaths which occurred about the middle of the year.

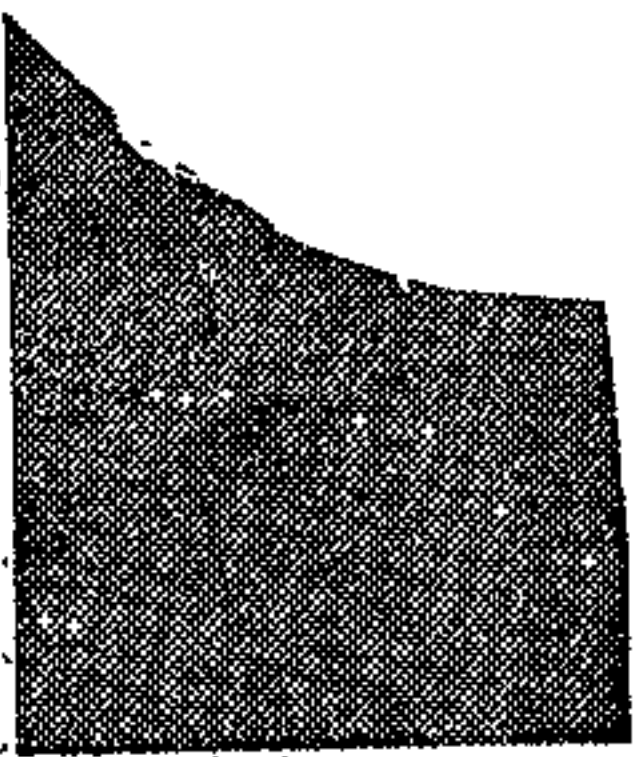
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He said there was a 32 percent increase in the death rate during winter months.

● The cost of training Mr Wilmot said his company ran a full-time training school for staff and spent about R100 000 a year on training. There was a critical shortage of properly trained staff in South Africa, and labour had to be imported from overseas. This was costly, especially as some of these people did not settle well in this country and had to be sent back.

● Bad debts, Mr Wilmot said, people often made funeral arrangements in good faith, believing the deceased's estate was solvent, but afterwards they found it was insolvent. The funeral director would have a preferential claim on the estate of R150 after the Receiver of Revenue, but this was usually insufficient to cover the cost of the funeral.

● The time usually taken to recover disbursements, such as doctors' fees, Press notices, organists and ministers' fees. The average disbursements for a funeral amounted to R160, but in 60 to 70 percent of occasions, this money could not be recovered until the deceased's estate had been wound up — sent back.

which could be six to eight months later.

And finally, Mr Wilmot said, his companies were having to cope with the effects of inflation. The fuel price increase introduced this year would cost them about R45 000 in a year, he said. And timber prices had gone up about 40 percent.

Standard

Mr Wilmot confirmed that prices at Homes Trust funeral parlours in Johannesburg were standard but said they could differ slightly from prices of other subsidiary companies in rural areas where overhead and wage costs differed.

Mr Wilmot said it was only partly true that the funeral par-

lours within the Homes Trust group had retained their individual names because of their funeral policies.

He said the main reason was that, in this way, personal service was also retained.

He said that although Homes Trust was a big organisation, he insisted that service was as personal as possible. For example, where possible, a certain member of staff would see a family right through a funeral, from making the initial arrangements to conducting the service.

If the individual companies became one organisation, this personal element would be lost.

Commenting on Fair Deal's survey in a letter, Mr H. J. Vermeulen, general manager (commerce) of Av-

by, said the price of R33 which Fair Deal was quoted for a cremation at their Braam-fontein branch was made up as follows:

A type coffin and services, R204; cremation fee, R33; minister's fee, R15; use of chapel, R5; documentation, R6 (to cover travelling costs); the price of R280, quoted for a burial was made up in this way:

"B-type" coffin, R237; grave fee, R26; minister's fee, R15.

In both instances the charge for services and use of equipment included in the "coffin price" was R162.

This charge covered the following services at both a cremation and a burial: ● Fetching the body by ambulance from the hospital, pri-

vate house or nursing home.

● Storing the body. ● Obtaining a death certificate from the doctor who last treated the deceased.

● Registering the death.

● Making arrangements with the minister and organist.

● Placing notices in newspapers.

● Preparing the remains and placing in a coffin on the day of the funeral.

● Conveying the remains by hearse to the church or chapel for the service, and if the service is held in a church, then on to the cremation.

● Transporting the family from their home.

TOMORROW: It's cheaper to do it yourself, but read the shocking experience of two young men.

to and from the church and crematorium, if required.

In the event of a cremation, this charge would also cover arrangements for a second doctor to inspect the body at their premises to enable him to issue the second doctor's report as required by the medical referee; the handing of all the necessary documents to the medical referee for approval; and, after permission is granted, the arranging of a time for the cremation.

With a burial, this charge would also cover the placing of a lowering device and artificial grass mats on the grave.

A dominant group sets most prices

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By Mignonne Crozier and Alan Dunn

In a Fair Deal investigation, two Braamfontein funeral parlours, both subsidiaries of the giant Homes Trust group, quoted more than R400 for a simple cremation.

This was at least 50 percent more than the price quoted for a similar funeral by the parlours' major opposition — the Braamfontein branch of Avbob.

The quotes excluded all extras such as flowers, a minister's donation, organist's fee or a newspaper notice.

They included a charge of R10,20 for "doctors' fees" which should not have been charged.

The price of the coffin — their cheapest cost R364 — formed the major portion of the bill.

In the investigation, two Fair Deal reporters visited five funeral parlours, including the Homes Trust subsidiaries, Hobkirk-Doves and Wilmot, Cook and Carstens, in Braamfontein, and the Braamfontein branch of Avbob.

The reporters said their father had been killed in a car accident and they were trying to arrange a funeral as economically as possible.

The investigation was done in this way after a spokesman for Wilmot, Cook and Carstens had refused, on behalf of his company, to divulge any prices to The Star.

Fair Deal found in the survey:

● There is virtually no competition between parlours in the Homes Trust group which dominates the funeral industry in South Africa.

Undertakers spoke openly of their control by Homes Trust, and told the investigators



that prices should be exactly the same from company to company within the group.

Same prices

"Any company that has Wilmot in the name, or Doves, or Hobkirk, or Carstens, or Roetz, (is) controlled by Homes Trust, which means all the prices are the same," said Hobkirk-Doves undertaker, Mr A M Urquhart, as he discouraged the reporters from approaching Wilmot, Cook and Carstens for a better price.

And later, when the reporters did approach Wilmot, Cook and Carstens, the manager, Mr E M G Crosbie, confirmed this.

He said the firms were "two separate companies under the same parent company".

"We try and do a little better than they do and I hope they try to do a little better than we do," he said. "Then you've still got the sense of competition and we try and give our clients the best."

In the end the only difference between his prices and Mr Urquhart's was a discount of R85 which Mr Crosbie offered provided payment was in cash and there was no "attendance" at the funeral.

(With such a funeral, the body would just be removed by the parlour and sent for cremation after all necessary papers had been signed. There would be no service.)

Mr Urquhart said firms within the Homes Trust group re-

tained their individual names only because of their funeral policies. He said the firms could call themselves "Homes Trust" but then holders of funeral policies with the names of the original individual companies would be at a loss when someone died.

"Like this policy," he said, as he picked up a Doves policy book from his executive-type desk. "It was taken out in 1945. They (the policy-holders) have had this name 'Doves' in their mind for the last 30 years. If Doves didn't exist any more, they wouldn't know where to go."

Dominant firm

● Homes Trust undertakers boasted openly of their company's domination of the funeral industry, but conceded that Avbob was providing them with some opposition — at much cheaper prices.

"Homes Trust controls 90 percent of the business in this country," said Mr Urquhart. "The opposition is Avbob which is just down the road there. I can tell you now — though I shouldn't tell you — that they would be a lot cheaper than we are."

He said that in order to keep business and because their undertakers worked on a commission basis, Avbob would lower any price quoted by his firm.

When the investigators told Mr Crosbie that they wanted to compare his prices with prices at other parlours, he, too, named Avbob as their only opposition. He also begged the reporters not to reveal his prices if they went to Avbob.

● The Homes Trust funeral companies surveyed proved to be considerably more expensive than their opposition.

Mr Urquhart of

The simplest funeral in South Africa can cost as much as a full year's tuition fees at a university, a fair-quality lounge suite, a good-quality refrigerator.

South Africans pour millions of rands each year into the country's funeral business which is dominated by a single company, Homes Trust Funeral Services, a subsidiary of Homes Trust Life Assurance and part of the mammoth Sanlam group.

Do they have any alternative?

In this two-day series, Fair Deal investigates Johannesburg undertakers' fees and a possible way out for mourners who cannot afford them: "Doing it yourself."

Today we look at the undertakers.

Hobkirk-Doves recommended that cremation would be cheaper than burial "in the long run."

He quoted R364 for their cheapest coffin, R20 for removing the body from the mortuary, R12 for registering the death, R35 for "cremation documents" (he said this fee was for the documents that had to be signed by medical referees), R10,20 for "doctors' fees" (he said this was for the doctors' fees for signing these documents) and R33 for the crematorium fee.

His final quote — R474,20 — did not include the cost of transporting the body to Johannesburg. The reporters told undertakers that the body was in the Pretoria mortuary and in each instance asked if they could not cut down costs a bit by doing the transporting themselves. (Mr Urquhart was one of the few undertakers in the survey who agreed that they could do this.)

Tombstone

Mr Urquhart said a burial would be about R50 cheaper than a cremation initially but the price of a tombstone would push up its costs later.

He told the investigators that they might decide to be practical then and leave the grave without a tombstone, but eventually they would feel that they had to put one up.

"And these companies that sell tombstones start talking to you from R300," he warned.

The only discount

which Mr Urquhart offered was on the coffin. He told the reporters that if they could pay the full amount in cash, he could approach his manager, tell him that they were planning to go to Avbob, and the manager would probably give them "more than 10 percent on the coffin."

Wilmot's Mr Crosbie, who described himself as an unusual undertaker who tried to help people in difficult financial positions, quoted the same prices as Mr Urquhart, with the exception of the removal fee.

He discouraged the investigators from considering transporting the body themselves — "rather leave it to people who are trained to do this," he said, — and worked out the removal fee to R42 (with transportation a 35c a km). This brought his total to R496,20.

Attendance

He said this could be reduced by R85 to R411 if there were no "attendance." With such a funeral, he said, the parlour would just "remove your Dad when all the papers are signed and send him down for cremation."

Mr Crosbie also suggested that the investigators could bury "Daddy" in the garden section of Westpark cemetery.

He said this would cost R364 for the coffin, R42 for removal, R12 for registration of death, and R28 for the grave — a total of R446. If there were no attendance, this would

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High cost of dying:

be reduced by R85 to R361.

Mr Crosbie said he could make a final reduction to R332. He described this reduced price as a "second limit" beyond which he was not allowed to go unless he telexed Cape Town — and I've never done that before."

He said that with this price, as with any other reduced price, payment would have to be in cash.

The hearse

His quotes for a burial did not include the cost of a tombstone, which, he said, could be erected at a later stage.

Both Mr Crosbie and Mr Urquhart took the reporters to their respective "selection rooms" to show them sample coffins. Their R364 coffins appeared to be identical — simple constructions, made from South African pine, according to the undertakers, varnished and lined with a silky material.

The coffins had handles but, according to Mr Urquhart, these were taken off when the coffin went to the crematorium and were not charged for.

"There is no way that a coffin like that costs R364," said Mr Urquhart.

He claimed the cost of a R28 000 hearse, which the parlour would use if the ser-

vice was done at a church, was built into the coffin's price.

However, it was found that these firms charged the same price for a coffin used in a funeral that did not involve a service or attendance of any sort.

Mr T C Botha, manager of the Braamfontein branch of Avbob, quoted R263 for a cremation. Mr Botha was one of the few undertakers in the survey who did not discourage the reporters from trying to save by transporting the body themselves. His quotes therefore excluded transportation of the body to Johannesburg.

No breakdown

He did not give a detailed breakdown of costs but did say this R263 would cover the minister's fee, hire of their chapel, registration of the death and one newspaper insertion. It would also cover the purchase of what Mr Botha described as a "cheap" coffin which would be used only when the body went to the crematorium.

For the actual service, Mr Botha said, he would put the body in a "more decent coffin." He said the coffin in which the body would be cremated would be "like the Jewish coffins."

Mr Botha quoted R280 — R17 more — for a burial. This



quote included a more expensive coffin. He said he couldn't use a "cheap" coffin for a burial or it would look like a "pauper funeral." This quote did not include the cost of a tombstone or transport of the body to Johannesburg.

● The R10,20 "doctors' fees" which undertakers at the two Homes Trust funeral parlours quoted should not have been charged.

Such fees are applicable only when the deceased died of natural causes.

In terms of provin-

cial regulations, a body may not be cremated unless certain forms have been completed and checked by a medical referee, who, if they are in order, will grant final authority to cremate. (A medical referee is a medical practitioner appointed by the proprietor of a crematorium for this purpose.)

Natural death

In the event of a natural death the forms to be signed include a form that has to be signed by the doctor who attended

the deceased. The death and another must be signed by independent doctors.

The two doctors complete these forms and are entitled to a fee of R6 each. February 1 this year the laid-down fee was R4,20 each.)

In the event of an unnatural death, as a death in an accident, these forms are not applicable. A separate form has to be completed by a pathologist who conducts the post-mortem examination. This, the post-mortem, is done free of charge.

Promises not kept

256
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Post
11/4/50

A COMPANY which promised all types of assistance to blacks on paying a joining fee has failed to live up to its promises.

And now members are struggling to get their money back.

Sales and Marketing Promotions of Johannesburg allegedly used black agents to canvass for members. The company asked for a joining fee of R85 from ordinary people and R149 from businessmen.

It offered to assist with housing loans, setting up businesses, buy-

By PHIL MTIMKULU

ing cars, educational and legal assistance. Sales and Marketing Promotions is a registered company, number 79/3651.

Five people interviewed by POST said after paying joining fees, they never heard again from the company. Each time they tried to contact the company they were either told directors were not in or wait for weeks on end without any help.

All say they have waited long enough and now they want their money back, failing which they intend taking legal steps against the company.

Two directors of the company, Mr Stephen Marais and Mr Gavin Potgieter, could not be found. Since Tuesday all efforts to contact them at their offices at the Colosseum Building were in

vain.

A Mr N du Toit, who said he was an accountant of the company, was traced to a Roodepoort number.

He said the company was put in a bad light by three disenchanted former employees. Mr du Toit said they were going to refund all the people who joined the company in Johannesburg.

He said this was to remove a stigma that has been attached to the company because of the actions of the three. Previously they had met all promises made, he said.

"We have written letters to those people, informing them of the refunds," he told POST.

Mrs Rebecca Mazibuko of 1269 Emdeni South said she became interested in the company as she

wanted a house. However, she was eventually recruited.

"I paid R85 and later R1 000 as deposit. I submitted plans of the house. No assistance was given me. Each time I was told all sorts of stories.

"Yesterday I eventually traced Mr Marais who I had earlier in the day been told had gone to Ladysmith. He said he will give me my money back next week. I am no longer interested in their scheme. All I want is my money or I will take legal action," she said.

A medical practitioner, who has just started his practice in Alexandra, paid R149 joining fee for assistance to improve his surgery. He had no contact with the company until he went there personally. "They did not even know who I was or

To Page 2

Promises not kept

* From Page 1

the kind of assistance I wanted. I am going to demand my money," he said.

Mrs Mampe Mofokeng of Natalspruit: "I paid the joining fee and a further R200 as somebody had promised to sell us a house at R1 500. I got stories, postponements and promises instead of assistance. Now I cannot get my money back," she said.

Mr Joe Kgaditse, a shopkeeper at Orlando East, said he paid R149 as he wanted a loan of R3 000. "I never heard from them until I went to the office. I was told to wait for two weeks and they will let me know. It was the same story all the time," he said.

Mr Leonard Ndzoyi said he paid the joining fee of R85 because he wanted a loan of R750. He never heard from the company, and even when he went to their offices he did not find the directors. "They then said I must come after five weeks," he said.

Mr Mike Selepe Pule, former radio announcer, was the only person who was available at the office since Tuesday. He said his job was to supervise the agents and he knew nothing about the promises which were made.

Mr du Toit refused POST permission to come and see the letters he had written to his clients informing them that they will be refunded.

Security men plan to meet costs rise

(Q766) 20/8/80 51m 286

Security associations throughout South Africa have banded together to establish a charter for the 10 000-man industry.

And one of the main aims will be for security associations in all provinces to thrash out new parameters for the raising of standards and services in property security so as to match increasing costs which must follow because of demand for protection in these times of the urban terror threat.

Says Mr Altham Tainton, chairman of the Transvaal Employers' Association of Security Guards: "Industry and commerce are in for a jolt as all security wages will

rise by at least 35 percent by the beginning of October.

"Security company fees must rise, and this can be expected to set off a domino reaction throughout the business world.

"Our immediate objectives of the employer associations is to raise standards in the industry and improve employers' conditions of service."

Also widening its scope in the security scene is Chubb, the international lock company.

It has set up "total security package" which will cover the areas of intruder detection, interrogation systems, perimeter protection, closed circuit television and access control.

Boom in private security business

By GORDON KLING

THE PRIVATE security industry in South Africa has been swept up in the economic boom, with a massive boost in manpower, the number of firms and its sophistication as commerce and industry respond to government appeals for improved protection of their operations.

There is not unanimous agreement, however, on expanding the private organizations services to supplement police protection of communities in general, as recently suggested by a Cape Town City Councillor, Mrs Eulalia Stott.

Membership of the Security

Association of South Africa has almost doubled in the past year to 800 firms according to its general manager, Mr Donald Simpson.

"I think this is due to commerce and industry reacting to remarks from politicians to put their house in order and im-

prove security," he said yesterday in an interview from Johannesburg.

"Firms can't just rely on the police and army to come along in times of unrest, and of course there is the need for training which we supply in the form of various courses and seminars."

The secretary of the Transvaal Employer's Association of Security Services, Mr John McBrearty, agreed that demand for private security had risen dramatically during the year.

"What we have also noticed, and it is something that is very gratifying, is that the new demands are not just for increased quantity, but also for greater sophistication. Companies are now prepared to devote a much more realistic percentage of their turnover to protection. Businesses are also starting to realize that good security is not an expense, but a contribution to profitability."

Mr Eddie Tappan, secretary of the association in the Cape, believed heightened demand was now being reflected in considerably increased employment opportunities in the industry.

"It is hard work, but it is certainly there and of course the jobs are for all races."

But quantification is difficult. Mr McBrearty believed it almost impossible to obtain an accurate figure for the number of people employed in the industry, let alone the number of firms engaged in it. This is evidently not for lack of organisation but simply because of the nature of the business, which epitomizes the free enterprise system.

"Any meaningful figure would have to include everyone from the giants to policemen doing extra work off duty, right down to the watchman in a shed at the back of the garden," he maintained.

"There is no registration and anyone can start a security company, even the person who has just emerged from jail."

Referring to the proposals for private firms to protect township residents from skollies, he said he did not believe the economics would prove competitive, but there was some merit in the idea.

Salaries offered by the security firms were higher than what the police were paid, but then the police received subsidized housing and free medical aid. In addition, a private firm would have to establish control, command, and transport facilities to operate in any given township which would already be available to the police.



Mr Altham Tainton, chairman of Sansea.

Security employer body formed

Provincial security employers' associations have combined to form the South African National Security Employers' Association.

It brings together the Natal Employers' Association of Security Guards, the Western Cape Security Service Association and the Transvaal Employers' Association of Security Services.

The first aim of the association is to recommend a draft Bill for the regulation of all members of the security profession and industry for consideration by the Minister of Police, Mr Louis le Grange.

Another aim is to create a registered body for representing all security employers' associations.

CODE

The new national association co-ordinates the objectives of provincial employers' associations and will serve to regulate the industry by the formation of a code of practice. Once legislation exists, members will be obliged to comply with this code. This will affect all practising security officers.

The association will protect the interests of the smaller employer in the same manner as the larger companies but will take "ruthless action" to stamp out the "unscrupulous malpractices of the fly-by-night operator."

Sansea will aim to improve the general level of security by the pooling and interchange of ideas.

The chairman of the association is Mr Altham Tainton, deputy managing director of Securitas, and secretary is Mr John McBrearty, managing director of Shield Security.

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Security a growing industry

Finance Reporter

SECURITY is said to be the fastest growing industry in the world — and Natal is no exception.

There are 14 security companies registered with the employers' association in Natal and probably just as many firms, according to some sources, unregistered.

One Natal firm, Security Services Unlimited, which started in Durban a three years ago with a few guards and guard dogs, has now branched out into three separate divisions in order to give its clients a total service.

The company is now comprised of three separate entities — Guard Force Security, Guard Force Alarms and Guard Force Couriers. Annual turnover of the three companies is in the region of R300 000.

Says company founder, Mr Dick Bird: 'We just felt that the market had grown so rapidly that it would be in our, and our clients' interests, to form three separate divisions which could supply a total, backed-up service.'

Boom boosts waste disposal

3 Times 26/4/81 286
THE economic boom has resulted in soaring production levels for the manufacturing sector — and a growing workload for the South African waste-disposal industry.

Disposing of poisonous waste such as cyanide or top-secret company records — which could prove dangerous in the hands of competitors — are two of the growing challenges facing the R35-million waste-disposal industry.

Waste-Tech, part of the R277-million Darling and Hodgson group, this week opened a new R1-million complex at Rietfontein to help meet the rising demand for industrial waste disposal.

By Jan de Beer

The Transvaal regional manager of Waste-Tech, Mr James van der Vyver, told Business Times that, although dry waste such as plastics, paper and building rubble still contributed about 60% of industrial waste, there was a substantial increase in toxic material for disposal.

"The Rietfontein complex is, for example, even handling the disposal of toxic waste sent to

the Reef from Cape Town and Port Elizabeth," he said.

Since the Government banning of DDT, disposal of this material has become a priority, but Waste-Tech is, for example, now also disposing of more than 200 000 litres of hydrochloric acid, cyanide and alkaline daily.

"This is about 50% more than last year, and the volume is still rising. One of the reasons is the increased production capacity of the plants producing toxic matter, notably platinum refineries and metal finishing factories."

Recycling of most acids is not economically viable, but Waste-Tech is investigating the possible use as a road-building sub-base of a mixture of sulphuric acid sludge, furnace ash and cutting oils.

Extremely toxic waste,

mainly emanating from the plastics industry, is sealed in plastic and then encapsulated in huge concrete containers, which are buried in special containment sites.

"Increasing pollution controls and the higher production levels have boosted the volume of extremely toxic waste by almost 50% compared with last year."

Waste-Tech also buries top-secret obsolete company records — one of a growing number of companies offering this service.

Waste Paper Collections, part of the Nampak group, has, for example, imported a R25 000 shredder for the disposal of secret documents. The shredder also provides high-quality paper for recycling, as it shreds three tons of documents an hour.

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In DC 186 it was reported that the General Purposes Committee had

DOCTOR OF ECONOMIC SCIENCES

6.

(see page 21)

Because of the necessity of CTA qualifiers entering for the "Board Exam" by the end of February, I have on behalf of the Faculty approved the list of CTA students who qualified as a result of passing supplementaries. The list is attached for formal confirmation by Faculty.

JAN/FEB 1981 SUPPLEMENTARIES : CTA QUALIFIERS

5.

Senate has resolved that supplementary examination results should be available on the Friday preceding registration week. I propose to ask Senate to reiterate this resolution, as it is clearly invidious for a student to register and start his academic year while uncertain of the results of his supplementaries. These results will be submitted to the Faculty for approval as soon as possible. They are being held up because one Service Department has not finalised examination results.

RESULTS

RATIFICATION OF THE JAN/FEB 1981 SUPPLEMENTARY EXAMINATION

4.

Mr RAJ Gore completed the requirements of the B Com degree by passing the equivalent of Statistics IIA and d through Unisa, in terms of a concession granted to him, in the November 1980 Unisa examinations. He will be admitted to the degree at the June 1981 graduation ceremony.

B COM QUALIFIER

3.

Refuse collectors are set to clean up

By Jan de Beer

THE South African waste-disposal industry is set for dramatic growth as municipalities increasingly turn to private contractors for domestic waste removal.

Waste-Tech's Transvaal regional manager, James van der Vyver, told Business Times this week that Johannesburg municipality had recently awarded a substantial tender to a private contractor for domestic refuse collection.

"Waste-Tech is already collecting domestic refuse previously handled by municipal-

ities in areas such as Alexandra township in Johannesburg, Yellowwood Park in Durban, Beacon Bay in East London and a small part of Soweto.

"Four other Cape municipalities have also recently awarded similar contracts to us."

The reasons for the swing towards private contractors are based mainly on economics. "Municipalities are finding it extremely expensive to run large fleets of refuse trucks — and to find trained personnel to repair and maintain the trucks.

"Private contractors can cut the refuse removal bill by about 10%, which in the end benefits the ratepayers."

Mr Van der Vyver estimated that the potential market for private contractors in domestic waste removal was more than R100-million a year.

At present, private contractors supply the trucks and drivers, while municipalities provide the dump sites and refuse collectors to man the trucks.

"In future, total responsibility could be passed on to the contractors," he said.

page 22)

General Purposes Committee had been in favour of the introduction of published work. The Faculty of the introduction of the degree. The sub-venor), Prof Z Guryznski, Prof L. to the General are attached for

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3. B COM QUALIFIER

Are they travel agents? Should they be included or should they have to curtail the service they offer to the public?"

Agents are confused over qualifications and training requirements. They also feel that agents will be financially burdened if they try to comply with registration and licensing conditions.

The Bill, they fear, will prevent travel agents from performing duties other than on their licensed premises. Says one: "For the client's convenience agents often go to their offices to make proposals and arrange bookings. These arrangements could be adversely affected in terms of certain provisions in the proposed Bill."

Overall, agents agree that such legislation runs contrary to free enterprise and would "restrict newcomers from entering the travel industry."

It's also feared that the Bill would not permit the hotel trade to make booking arrangements for guests. Furthermore, they believe it would exclude organisations such as chambers of commerce from arranging trade missions and other group tours. Transport carriers which arrange bookings as an extension of their own services would also be affected.

It is felt that the proposed legislation could create a precedent for the control of more agencies (or professions). What's needed, rather than legislation, is an investigation of tourism in the broader context.

The F.M. disagrees with the principle of creating a charter for travel agents or anyone else. But there's nothing wrong with the requirement that adequate compensation should be available to clients who suffer financial loss. That boils down to no more than good business.

TRAVEL LEGISLATION Indefinite delay? ²⁸296

Government's proposed legislation to license travel agents has met with a mixed reaction.

The industry concedes the need for a measure of control and for the establishment of minimum professional standards. But most agents are unhappy about the proposed legislation and Assocom has now taken up the cudgels on members' behalf.

On March 25 Minister of Industries, Commerce and Tourism Dawie de Villiers announced the appointment of a Commission of Inquiry to report on the draft Bill. Interested parties were invited to submit memoranda for consideration not later than April 30.

The F.M. learns the overall view is that even though "financial aspects of travel agencies need to be covered to protect the public, general legislation on broader issues is not welcomed."

Agents now want the Bill to be delayed. What's needed, they say, is further discussion between agents and the government-appointed Travel and Tourism Committee and the Commission of Inquiry.

Agents want the term "travel agent" defined more accurately. Says one agent: "Often businesses may be involved in travel bookings or accommodation as an adjunct to their main function of public carrier or entertainment booking agent."

Paying more for that feeling of security

Commerce and industry will have to pay more for security

This is the message from South African security companies

The move comes after an announcement in the Government Gazette that the minimum wages of all security staff — black and white — are to be increased by an average 40 percent

A spokesman for the Transvaal Employees' Association of Security Services said yesterday security companies could not absorb these increases

"With the very low margins in the security business the full amount of these increases will have to be passed on," he said

The head of South Africa's biggest security company, Mr Roy MacFarlane, said the increase was long overdue

"With these increased wages the entire security industry will now be able to attract the sort of people who will upgrade the standards of security necessary to handle the growing threats facing South Africa," he said — Sapa



Clive Bevan, Kings Parking MD, and Fedservices MD Peet van der Walt (left)

Fedservices takes over Kings Parking

FEDSERVICES, the holding company for the Federale Group's service industry interests, has acquired an 85% stake in Kings Parking Co (SA), South Africa's largest parking-garage operator.

Kings Parking, which manages 40 parking operations with 14 000 parking bays and has an annual turnover of R8-million, was bought for cash from its Australian parent.

Fedservices will incorporate its existing Zeda Autopark parking operations (owned through its subsidiary, Avis) into the Kings network.

Peet van der Walt, managing director of Fedservices, comments: "We consider parking garage management to be a growth area and we wanted to extend our existing interest in this field."

"The most effective way of doing so was to acquire Kings, which is the market leader as well as the only national operator in the country."

"We were particularly attracted by its specialised expertise and by its depth of management."

"Avis had already developed a

By John Spira

sound parking base, but in view of the considerable demand for its main services — car and truck rental and leasing — its managing director, Glenn van Heerden, decided that it would be expedient for Avis to relinquish its parking interests."

Kings' executive directors, managing director Clive Bevan and development director Alan Calenborne, will remain with the company and will have a 15% shareholding.

According to Mr Bevan, the Fedservices involvement will introduce a new growth phase at Kings.

"We shall also be able to draw on Fedservices' vast expertise in the service industries field and on the support and resources it makes available to its investments."

"At present, the bulk of our portfolio is in parking at office buildings or in conventional multi-storey parking garages, which we either manage on behalf of their owners or lease and operate on our own account," says Mr Bevan.

"In view of the rapidly escalating demand for parking in the major areas we serve, we have now reached the point where we shall have to initiate the development of new parking structures."

More pay for security men is welcomed

COMMERCE and industry will have to pay more for security say South African security companies

This follows the announcement in the Government Gazette that minimum wages of security personnel — black and white — are to be increased by an average of 40%.

A spokesman for the Transvaal Employers Association of Security Services said companies could not absorb increases.

The head of South Africa's biggest security company Mr Roy MacFarlane, said the increase was long overdue.

"With these increased wages, the entire security industry will now be able to attract the sort of people who will upgrade standards of security which are necessary to handle the growing threats facing South Africa," he said — Sapa

Security Services to Cost More

Security and watchmen's services could cost up to 40 percent more as a result of a new wage determination under the Security Services Wage Act.

The minimum wage of a security guard or watchman is to be increased from R3,96 to R5,55 a shift (about R100 to R140 a month).

The security industry is still divided on how much of the increase should be passed on to commerce and industry, its main clients.

A spokesman for the Transvaal Employers Association of Security Services said there was no way the companies could absorb the increases. But the financial direc-

tor of one large company, Mr P Campbell, said many companies were already paying the higher wages under present contracts. "Competition in this field is strong and we've been forced to pay far above the minimum rates, even though the new rates may still be below the headline," he said.

Mr Roy Ma Farlane, managing director of another large security company, said the new increases would enable the kind of security men to upgrade standards in the industry necessary to handle the growing threats facing South Africa.

Many security guards were still recruited in black homelands and un-

derwent about three weeks' formal training, followed by more on the job. After promotion to sergeant or supervisor, some earned up to R450 a month.

The Star published a series of articles recently highlighting the plight of many black security guards.

not be hit by the section as it was then worded. Amendments were intended inter alia to bring such tra-

the net of the section and based on the decision (supra) the amendment has achieved this result.

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Woes of a garbage collector 286

By NORMAN NGALE
MR E MASINA, a controversial Soshanguve garbage collector, revealed to The SOWETAN for the first time yesterday problems which have caused his inefficient service to the community.

Since he took over the garbage collection trade in 1980, residents of Soshanguve have continuously complained of poor service, and this had resulted in some residents emptying their rubbish bins on street corners.

This converted the formerly clean-kept township streets into a mess of rubble with every open space turned into a dumping ground.

Towards the end of last year, some streets were virtually blocked, and motorists found it hard to manoeuvre through them because of garbage-sealed street corners.

Mr Masina said yesterday that since he started the business, he could not keep his employees, — most of whom worked only for a day and disappeared.

He denied, however, that the R26 per week wages he paid them was the cause. Though he did concede that it was not enough to constitute a living wage.

"I have recently complained to the local Chief Commissioner that the 37c per bin per month I received from them, was very little and asked that it be increased," Mr Masina said.

Presently he had a staff of 11 workers on duty, against a fully complemented staff of 20, after seven newly recruited Giyani labourers absconded within the first week of their employment.

Mr Masina said he had spent R100 early last week to fetch the labourers from Gazankulu and that on Saturday they threatened to strike after the administration offices had delayed to endorse their reference books.

On Monday, he said, after they had received their pass books they disappeared and have never returned to work since

Mr Masina, who is also a kaNgwane homeland representative in the township, said earlier he had recruited labour from his homeland, but experienced the same difficulty of workers' reluctance to work.

"As for Winterveldt and local men, I have given up hope for they ask for more money while they are lazy to work, and drink while on duty", Mr Masina said

He said at present only one truck was collecting garbage while two other tractors were lying idle for lack of manpower.

He confirmed that this truck was not capable of removing garbage efficiently, on a weekly basis throughout the growing township. But he refuted claims that other parts had their dust bins emptied only once a month.

Meanwhile Mr A Boon, the local commissioner, said his office had made a tremendous effort to remove garbage piling up the streets and hoped to rid the township of dirt in the near future.

During the past ten years, Tilley had smaller companies where all employees felt they were part of one big family. The XYZ Corporation was a larger organisation, employing a total of 130 persons involved in electronics. Rod felt a sense of apprehension because he had heard rumours to the effect that the organisation was autocratic and paid little attention to the needs of people.

This impersonal atmosphere was substantiated when he arrived at XYZ that Tuesday morning because there was no one to welcome him. Rod headed for the office space allocated to the Financial Division, and remembered the room number 202 which was to be his work area. On his desk a note awaited him to call his Director, Roy Little. When he telephoned Mr Little, he was told that the Director was attending a meeting.

As he waited impatiently to speak with his boss, Rod found his office in a state of confusion and disorder. He found the desk littered with financial papers, the glass in the bookcase was broken, the reading lamp was without a bulb, and the ashtray full of old pipe tobacco.

Two hours having elapsed, Director Little finally greeted his new accountant, with a warm handshake, "We're most pleased to have you join XYZ, Rod. You've noticed several financial manuals in the bookcase which, I think, will help to explain the new financial procedures we discussed during our recent interview. After lunch, my secretary, Fern Brodie, will provide you with considerable information relating to our data processing installation. Miss Brodie will introduce you to Rick Graves, our recently-appointed E.P.D. Engineer. Feel free to drop in or to telephone me as the need arises, but I must run now to the executive luncheon scheduled sharp at noon".

As the financial director was preparing to leave Rod's office, Tilley conveyed his appreciation to Mr Little and said "Could you arrange for me to meet my colleagues in charge of sales, production, administration and personnel, as well as the four members of my support staff?"

Sowetan 19/2/82

On rand burial racket exposed

BY AN ELABORATE NETWORK OF ELUSIVE FINANCIAL AID CENTRES

PERMANENT SUN LIFE BENEFIT CO.

126, 624-7080
JOHANNESBURG
201

Mr van Biljon started his career in the burial aid business as an employee of Community Chest (Pty), a company owned by his wife and father-in-law, Mr Jan Burger snr.

Community Chest (Pty) was declared bankrupt in 1972.

Immediately after the company was declared bankrupt, Mr van Biljon took over his father-in-law's aid business which was called Community Chest, but which, he claimed in his evidence last week, had nothing to do with his father-in-law's bankrupt company of the same name and which traded at the same address.

Mr van Biljon took over the aid business — without its liabilities — and continued to trade from the same offices in Pretoria, but now under the name Golden Aid.

A company with the name Golden Aid (Pty) was registered a month later with Mr van Biljon and his wife as directors.

In 1978 when brother Peet Burger's United Burial and Benefit Company was collapsing before the onslaughts of the Registrar of Financial Institutions and creditors, Golden Aid quite fortuitously, so Mr Van Biljon claimed in his evidence, moved into five of United Burial's branch offices, taking over their leases, furniture and, equally fortuitously, their clients.

1. If your vehicle is in arrears due to the fact that you were ill and could not work or any other reason, our firm will be happy to arrange for your vehicle to be taken care of by our firm. You will not have to pay a house when you are on the waiting list.

2. You want to buy a Car, Van, Truck or Trailer? When you are a client of our company you immediately qualify for finance of a car, LDV, tractor or truck. What is more we offer you a 6 month trial drive on your vehicle. Why wait to be a happy man with your own transport?

A Permanent Sun Life Benefit pamphlet listing the advantages of membership

yet another new company started by Peet Burger, African United Benefit Society.

Within a year Golden Aid had 16 branches throughout the country, making various promises of aid in its pamphlet, but in its membership booklet it issued to clients, the small print is careful to promise nothing. "All payments will be made at the sole discretion of the managing director."

But in 1980, according to Mr van Biljon, the 16 branches were sold to 16 new, separate companies, each called Golden Consultants and the place name where they are situated.

Directors of the new companies are now all former employees of Golden Aid, including Mr van Biljon's two brothers.

The new companies did not take over Golden Aid (Pty) liabilities to its thousands of members.

Last week Mr van Biljon confirmed that his company Golden Aid (Pty) "still exists", but could not remember at what address it might be found by clients wishing to claim back their money.

Companies — and seemingly, Mr disappeared.

The Johannesburg branch, Mrs van Biljon testified last week, she gave "as a present" to her brother who was out of a job — provided he changed its name to Permanent Sun Life Benefit Co.

After various name changes it, too, has disappeared.

Throughout the company has paid Mr Burger snr R1 000 a month pension.

The Van Biljons now also employ Peet Burger — as manager of their piggery on the outskirts of Pretoria.

In a startling confession, a former employee told the Sunday Times: "I was part of it. It must be stopped."

The man, Mr Robert Smith, who was marketing manager for United Burial and Benefit company, said he believed that the "burial aid industry" was having a serious impact on race relations because of the emotional issues involved.

Mr Smith admitted that when he left United Burial and Benefit, he too tried to start up his own burial aid several

cent of the R10 a month membership fee, we were to get R2,50 for organising the operation and the remaining R2,50 was to be used to buy the actual burial insurance from a recognised insurance company to make the whole thing legal," Mr Smith said.

Mr van Biljon eventually did not come into this venture.

Mr Smith continued on his own with Bishop Isaac Mokoena, and the Rev. Joshua Sello, son of Soweto's most successful undertaker.

Membership booklets were printed and distributed to various churches in Soweto, but the business never got off the ground.

"I don't know what happened, maybe the priests weren't good money collectors, but after six months I abandoned the scheme because the money just wasn't coming in."

"Contrary to most insurance schemes that want their clients to pay their premiums regularly over a long period, the ideal customers for the 'aid' societies are poor people who skip premiums or drop out after a while — then you don't have to pay out any claims," he explained.

When Peet Burger applied for personal insurance advice in 1977 he estimated the size of his estate at such a large sum that it jammed the computer at Sanlam in Pretoria.

The computer programme "is designed to deal only

with estates of up to R1-million.

He valued his burial aid business, United Burial and Benefit Co, alone at R1-million.

The broker who was trying to calculate his personal insurance needs had to obtain a special programme from Cape Town to do the job.

But the business did not even run a current account at a bank.

Monies collected from thousands of black clients all over the country by agents were deposited in scores of savings accounts.

"Branch managers had savings books, Mr Burger had savings books, Mrs Burger had savings books, the whole world was strewn with savings books," the broker, Mr Piet Lodder, told an insolvency inquiry last year.

"There was absolutely no control over how much money was coming in and how much was going out."

"Anyone could walk in, take the money and walk off. There was no book-keeping of any sort."

Shortly after this encounter Mr Lodder left the insurance company to become Mr Burger's business advisor and manager-in-chief of the black funeral insurance and aid society empire.

At the twice-weekly braais given at his home for his top staff — invariably a whole sheep roasted on the spit — Peet Burger frequently entertained his friends to accounts of how he had stored corpses brought to him for

burial by his black clients, — several at a time — in the basement of his rented home in the fashionable Pretoria suburb, Lynnwood.

The family stationwagon still did service as a hearse over weekends, to assist his father's burial business.

Apparently unknown to Mr Lodder and United Burial's thousands of black clients Mr Burger was an unrehabilitated insolvent.

"United Burial and Benefit Company was formed for the main reason of providing safe protection for you, your home and your family in the form of help for each payment."

"Our door is open to all African and coloured men and women in all walks of life," the booklet issued to clients read.

"We offer many benefits of which the following is the main service: Funeral Aid: in case of death in your family we offer R350 for burial of husband plus a cash payment of R150."

United Burial and Benefit Company recruited thousands of black clients in all the major cities of South Africa.

Former officials of the "company" estimate the number of clients at up to 12 000 at any one time, generating a monthly turnover of R70 000 to R80 000.

One of Mr Burger's white managers was hired at a salary of R10 000 a month, another R5 000 and several others between R1 000 and R3 000.

Mr Burger simply took what he wanted. He entertained his managers lavishly as he travelled round the country visiting his branches.

"When I went to Johannesburg to train the staff, he would insist on coming along for the ride," his marketing manager at the end of 1977, Mr Smith, told the Sunday Times.

"He walked into the office and headed straight for the cash box, where he grabbed whatever was in it — sometimes hundreds of rands — and informed the black cashier that he would be doing the 'banking'."

"Nobody complained, since it was his business."

"We did do some funerals, but in most cases we arranged to have them done by a local undertaker on credit."

"Many of the undertakers have never been paid," Mr Smith said.

There were continuous complaints from staff and members. Salaries were paid late — or never.

It was not registered as an insurance company or Friendly Society, that are required by law to meet stringent security requirements.

But that only emerged when, in December 1977, the Registrar of Financial Institutions in Pretoria received complaints about a rundown little business in Alberton — unknown to him at the time, only one branch of a nationwide network of aid companies launched by the extraordinary Pretoria family, the Burgers and their in-laws the Van Biljons.

A network which, despite scores of civil judgements, company liquidations, insolvency inquiries and a four-year police investigation, continues to operate in new forms and guises.

From Page 1

panies run by members of the clan — the United Burial and Benefit Company which operated in 1977 — police of the Johannesburg commercial branch last year brought more than 1 950 charges of fraud against son Peet Burger and his wife.

Unable to provide further detailed particulars to the huge number of charges which were requested by defence lawyers, the magistrate's court prosecutor withdrew all the fraud charges.

Burger was found guilty on only two technical charges — running an insurance business without being a registered insurer, and managing a company while still an unrehabilitated insolvent.

He was given a three-month suspended sentence.

Over the decade thousands of blacks are estimated to have lost millions of rands to the fly-by-night burial and "aid" fraternity who have shrewdly identified and exploited the issues which cause the poor black city dweller most anxiety.

The high cost of a funeral, fears of expulsion from his or her home because of failure to pay the rent on time, officialdom and the police: these are the cases where, for a

Multi-milli

THOUSANDS OF BLACKS STUNG

regular monthly fee ranging between R5 and R30, the Burger companies offered to "help".

For years the complaints of angry and confused clients went unnoticed: they were small men complaining about relatively small amounts paid to firms that rarely survived long enough for the sheriff to reach their door.

But now investigators have assembled an extraordinary jigsaw puzzle from a mountain of documents gathered by police, investigators and bankruptcy investigation hearings.

What appeared to be more than a score of independent small businesses that came and went, leaving their clients and creditors in the lurch, were in fact the multiple heads of a hidden hydra: the Burger group.

Community Chest (Pty); United Burial Co (Pty), Anglo

African Burial Society (Pty), Permanent Sun Life Benefit Company, Allied Benefit and Memorial Society, Southern Burial Society, Globe Aid and Golden Aid are only some of the succession of names of aid businesses and companies that have opened and closed their doors in the past 10 years while they were run by members or former employees of the family.

An example of how the operation worked emerged last week when Burger's son-in-law, Mr Sarel van Biljon — known to friends in the trade as "The Magician" — answered questions at an insolvency inquiry before the Master of the Supreme Court in Pretoria.

One of the most successful members of the family, Mr van Biljon now lives in a grand mansion in Morning-side, Johannesburg, and drives a luxury German car.

He entered the witness box clutching a book titled "The Saving Grace of Jesus".

Mr van Biljon vehemently denied ever having obtained United Burial's membership lists, but was forced to admit that letters had been sent to old United Burial clients informing them that the business had been taken over by a new, better company, Golden Aid.

That, he told the court inquiry, had been done by mistake.

The remaining 10 branches of United Burial somehow ended up being taken over by Mrs van Biljon and her father, Mr Jan Burger snr, now in a new company called African Sun Life Benefit Co and

His wife's new company, African Sun Life, which "in the beginning" — in 1978 — had 13 branches, tempted new clients with the question:

"Want to borrow money? We will lend you money after you have been a member for three years. Yes, sometimes also before."

Many of those members did not have the opportunity to be members for three years to qualify for loans.

The Pretoria branch was sold to African Consultants (Pretoria) (Pty) — a company that cannot be traced in the office of the Registrar of

prominent Soweto churchmen as his partners.

"Mr Sarel van Biljon, Mr Jan Burger's son-in-law, accompanied me to a meeting of ministers of the African Independent Churches to talk them into the scheme.

"Holding a Bible in his hand, Mr van Biljon started his speech by asking them to sing a hymn for him.

"After that they readily agreed to promote the scheme in their congregations.

"This time we were to call it Solomon's Hand.

"Ministers who acted as agents were to keep 50 per-

A major investigation by Johannesburg's Legal Resources Centre has revealed that a countrywide network of illegal, bankrupt and fly-by-night black "aid" businesses has been operated by various members of a Pretoria family headed by Mr Jan Abraham Burger.

The operation relied on legal technicalities which allowed the operators to open and close businesses, usually with no premises or staff, and then, when debts were due, to claim that the businesses had never existed.

Black aid businesses

Within days a sprawling new hotel and society would open nearby or even on the same premises, with the same staff, the same furniture, the same record books, but without any of the old firm's obligations.

The aid business would unceremoniously tell contacts it was unable to pay those who had been wronged by its "predecessor".

Other members of the family involved in the black aid business were Mr Burger's wife, Mrs Anna Burger, his sons Jan and Peet, Peet's wife Dorothy Taelma, Burger's married daughter, Susanna van Biljon, his son-in-law Sarel van Biljon and, more recently, Sarel's brothers Paul and Karel van Biljon.

Several former employees of the Burgers opened similar businesses, frequently operating from premises that had been vacated by defunct Burger companies.

Hidden behind a confusion of changing names and addresses, the shadowy business "empire" of the Burger family has flourished for 20 years on every black man's hope of a decent burial — and escaped effective legal action.

The succession of small black aid businesses run by members of the family invariably had their premises in grubby offices close to railway stations used by large numbers of black commuters and had narrow, ramshackle fronts.

Following a four-year investigation of only one of the more than 30 firms and com-

□ To Page 2

21/2/82
Sunday Times

Undertaker demands R150 for return

BODY GONE

982

Sowetan

22/2/82

A SOWETO funeral undertaker allegedly removed a man's body from the Government mortuary without his widow's permission and later demanded that she pay R150 to get it back.

A distressed Mrs Adelina Mlambo, of Zone II, Diepkloof, told The SOWETAN that she was shocked on Friday when she sent undertakers to fetch her husband's body from the mortuary, only to be told that the body had already been removed by another undertaker.

After discovering that the body was removed by J D Funeral Parlour, of Moroka North, she was asked to pay R150 to cover costs of removing

By SAM MABE

the body from the mortuary and storing it for one night.

"This was ridiculous. How could I be ex-

pected to pay such an extraordinary amount for the storage of the body for only one night. Besides, this body was taken without my knowledge and without my permission, so how could I still be expected to pay for its release?"

"The best I could do would have been to go the police to lay a charge against these people," Mrs Mlambo said.

Mrs Joyce Dibane, the owner of J D Funeral Parlour, denied that the body of Mr Eric Mlambo was removed from the mortuary without his widow's permission.

She said Mrs Mlambo had given permission that all arrangements for her husband's funeral be handled by JD Funeral Parlour.

Mrs Mlambo said after reporting her husband's death at Orland Police Station

on Wednesday morning, she was offered a lift by a man who she later discovered was working for J D Funeral Parlour.

"This man did not even suggest that he would like to handle my husband's funeral. All I did was to identify my husband's body at the mortuary and I came back home."

The next day two gentlemen came to my house and claimed that they were from the Government mortuary. They produced a document which they said I should sign so that I could get the body from the mortuary and take it to my own undertakers.

"But when my undertakers arrived at the mortuary, the body had been removed and we later discovered that it had been taken

• To Page 3

• From Page 1

by J D Funeral Parlour

"When we demanded the body from JD, we were asked to pay R150 for storage costs," Mrs Mlambo said.

Mrs Dibane said the figure of R150 was mistakenly quoted by someone at her parlour, but that she was nevertheless entitled to some payment to cover her costs.

Mrs Mlambo, on the

other hand, said she would rather go to the police than pay for the body's return. After the two parties were brought together by The SOWETAN, a compromise was reached and Mrs Mlambo was allowed to take the body free of charge. Funeral arrangements have not been finalised as yet.

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22/2/82

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Undertakers' Condemn Corpse Snatchers

JOHANNESBURG. — Black funeral undertakers have strongly condemned undertakers who remove corpses from the morgue without obtaining permission from families of the deceased.

Members of the African Funeral Undertakers' Association (AFUA) said at a meeting yesterday they deplored the practice by some nurses and other hospital and mortuary officials who act as "touts" for these undertakers.

The association claims that nurses and clerks in hospital and mortuaries are the ones who leak information to undertakers about people who have died and one paid.

These undertakers remove the corpses before family members make funeral arrangements. By the time the family get to the morgue to claim the corpse they find it removed and have to pay an exorbitant amount to get it released or moved to a parlour of their choice.

Members of the AFUA said: "We deplore these ethics by nurses and undertakers because it is tantamount to toutting."

"We have since realised that there are people like nurses, clerks and other officials who have connections with undertakers and leak information about dead people to them."

"And the purpose of forming the AFUA was to try to eradicate this type of practice where dead bodies are snatched without the consent of the families or relatives."

An AFUA member reported yesterday that one of the mortuaries stayed open even on Sundays to enable undertakers who paid him a fee to grab corpses.

The association has resolved to take the matter up with the police.

The association also blamed local authorities who they said granted licenses at random without screening the applicants, who wanted to get rich overnight by using the "tout system". — DDC.

'Bodies racket' hits bereaved

296
Star Line Reporter

A racket in which bodies are used to extract cash from bereaved families is being run by certain Johannesburg undertakers.

These unscrupulous death merchants exploit grieving, confused and unsophisticated coloured and black families, by such ruses as posing as policemen, or mortuary or hospital officials to remove dead relatives — then holding the bodies to ransom.

Families are forced to "buy back" bodies of loved ones at exorbitant prices or to allow the undertakers to arrange costly funerals.

Families not prepared to pay amounts claimed for "removal and storage" of the bodies, allegedly taken under false pretenses, are told: "Get a Supreme Court order if you want the body back."

The morticians and hirelings loiter around Government mortuaries, hospitals and police stations waiting for news of death. They also employ township touts, paid about R50 for each death reported.

Families who call at these places to identify their relatives are pounced on and conned into signing documents allowing the undertakers to remove the bodies.

They operate ruthlessly, without regard for the families' suffering, financial positions and desire to give the departed a speedy and dignified funeral.

Some families, unable to raise the cash demanded for the release of the body and for the burial bill with another funeral parlour, in desperation allow the undertakers to bury the bodies.

Those who have funeral policies with other undertakers or are determined

to have the funeral arranged by their own undertakers, often must borrow from relatives, friends or employers to get the bodies back.

One family was forced to pay R150 to an undertaker for keeping a body for one day. The government mortuaries charge R2,50 a day.

Another had to delay the funeral for three weeks while a battle was waged over payment for the body's release.

A Soweto tout who heard of a death soon after the homeowners had left for work, persuaded a 12-year-old schoolgirl still at home to permit the

QUOTE: Go to the Supreme Court if you want your mother's body.

body to be removed.

When the homeowners returned, they were horrified to discover the body had been removed by an undertaker unknown to them.

An illiterate Soweto mother who called at Johannesburg's Government mortuary to identify her son's body was approached by a man who asked her to thumbprint a document.

Led to believe he was a mortuary official, she put her mark on a document permitting an undertaker to bury the body for a certain price.

When other family members arrived at the mortuary to arrange the body's removal to their own undertaker, they found it gone.

"We don't know the undertaker who has our brother's body and want nothing to do with him. Our mother also knows nothing about such things and thought the document she thumbprinted was

for the mortuary's records," said her daughter.

The family initially considered laying charges with the police or getting a court order to retrieve the body.

"Eventually we paid the R150, demanded by the undertaker, to avoid further delays and to finalise the funeral," said relatives.

A young Western Coloured Township man was distraught to discover his mother had passed away during the night. Early that morning a neighbourhood woman who, unknown to him, touted for a Fordsburg undertaker told him "not to worry," she'd arrange the funeral.

That day he discovered his mother had a funeral policy with a Lenasia undertaker. This was the start of a three-week battle to get the body released.

The undertaker's attitude, when the son explained the funeral policy, was: "Go to the Supreme Court, if you want your mother's body — I have a signed contract for R350 to bury her and that's that."

Two days later the son entered hospital with pneumonia and neighbours continued the fight for the body.

Eventually, after Star Line's intervention, the undertaker agreed to release the body on payment of R150. The young man, without an income while in hospital, had to borrow from his employer to pay the undertaker. Finally, three weeks after her death, he was able to bury his mother. . . .

A Soweto family had to delay their grandmothers' burial for eight days at great expense while they struggled to get the body released from an undertaker who had purported to be a policeman.

Dead body scandal

286 Sowetan 8/4/82

ANGRY Vaal Triangle residents have called on authorities to probe the large-scale funeral racket after the discovery of a body kept in a motorcar garage was exposed by a funeral undertaker this week.

Already the vice-chairman of the Vaal Community Council, Mr

Ananias Sebokane, has told The SOWETAN: "I will definitely raise the matter in the next council meeting."

The exposé was made by popular undertaker Mr Aaron Konyana of Residensia, who claimed that the racketeers use false names in order to get rights to bury the dead people.

He said that they operated from hospitals and Government mortuaries where they approached a certain official for information

about dead people.

A spokesman for the Sebokeng Hospital Committee Board said that no report has been brought to the board's attention about the racket.

It was necessary that the undertakers whose names have been "falsely used" should approach the authorities so that "we can gather more information from them", the spokesman said.

The board will also initiate its own probe.

The page that gets you talking

WOMEN OF THE WORLD - We introduce today your own spanking new feature - **WOMAN'S FORUM**. It's all about you. About matters that interest you. And we are keen to get **YOUR** views about these. So get out your pens and start writing to "Woman's Forum", The **SOWETAN**,

PO Box 43003, Industria. We will give you a R25 prize for the best letter on the subject of the day. Plus a free **SOWETAN** T-shirt. Today's subject is: **The Cost of Dying**. What do you, women, think? Write in now and win yourself some money, while making your views heard.

family slaughter yet another cow and remove her mourning garb — "More expense!" she exclaimed.

Mrs Julia Tladi, wife of Rev Sam Tladi of the Dutch Reformed Church said: "Our people like expensive funerals. I do not know where this tradition comes from because it is neither our culture nor Western culture."

She said in the old days when there were no coffins, the cow was slaughtered for the cowhide which was used to cover the corpse, but then cows were not as expensive as they are today.

Now the bereaved family spend too much on food which is later thrown away," she said.

She said messages read to the deceased were totally meaningless, and she brought up the question of wreaths.

"I see no reason why people should buy expensive meaningless

dead in pine coffins.

"Pine coffins are still available to people who realise that the way the funerals are conducted nowadays is just a silly fuss," she said.

She said wreaths were originally made from natural scented flowers

"I see no reason why people should buy expensive, meaningless wreaths while the money could be of use to the bereaved family. If my husband and I are involved in a fatal car accident, will the wreaths help our children?"

to freshen the air in the room where the corpse was kept.

"Today we have coffins and mortuaries. We certainly do not need wreaths or cowhides," said Mrs Mavimbela.

She suggested resorting to sheep instead of

buying oxen which cost R500 to R600.

"I think we must also take a page or two from Pretoria people's book of concern — they pay for their own transport to the cemeteries," she concluded.

Marriage counsellor

symbolised by the food served. People showed sympathy and concern by bringing candles, grains and by offering their services.

"Traditionally they had lunch outside and only used their hands for eating," he said.

Rev John Tau feels funerals are now "modernised".

"There is a lot of glamour added. Salads and sweets do not go well with the funeral sermon."

He said long ago the time of mourning was

He said using forks, knives and napkins and eating salads and sweets are uncalled for. "For obvious reasons, I would rather contribute money instead of a wreath and I certainly am not for those who expect a free ride to the graveyard."

wreaths while the money could be of use to the bereaved family.

"If my husband and I are involved in a fatal car accident, will the wreaths help our children?" she asked.

Mrs Tladi said apart from the wreaths being useless, they were blown away by the wind at the graveyard.

"The bus passengers at the funeral would be doing the family a great favour if they pop out 50 cents or more to help ease the financial burden," said Mrs Tladi.

She quoted the Bible which says people should not just pay verbal sympathy but they must should contribute something to the bereaved family.

"I think we are a bit ignorant," said Mrs Julia Mavimbela, a nutritionist and a community worker.

"In the old days people who came to condole brought food, candles, sugar, soap — you name it. They used to fill the pantry with food.

"The bereaved only had to slaughter the cow to introduce the deceased to the ancestors and to use the hide as a coffin," she said.

She said when a certain king of England died, his coffin was made out of an oak tree and was polished with cinder.

"The shroud was made by the women," she said.

Mrs Mavimbela said the Jews still bury their

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13/4/82

The escalating cost of a simple farewell

PEOPLE die daily in car accidents from natural causes or knife and gun wounds.

Every weekend and sometimes during the week, the cemeteries are full of mourners who have come to bury their beloved ones.

The chances are you have been to somebody's funeral recently or you have seen mourn-

ers in a procession through the streets to cemeteries. But have you ever taken a closer look at the way the funerals are conducted nowadays?

When death strikes in the family, it is followed by funeral arrangements. The family buys the coffin, pays the mortuary and grave costs. Then there is a beast to be bought, the trimmings to go along with it, a tent and chairs to be hired and transport to carry the mourners to the graveyard.

In short, the funerals are no longer conducted in the simple and inexpensive way of at least two decades ago.

If the deceased had been the sole breadwinner, his family is often left poorer with even more debts to pay long after the funeral.

With food, transport and burial costs escalating daily, what can be done to help the bereaved family ease the

scones and brew ginger-beer and serve that on the day of the funeral instead of going through the unnecessary expenses on food.

She also suggested that mourners help the bereaved family by con-

tributing 50 cents for transport.

"Those who have no transport of their own and hope to travel by bus can at least contribute to a family member who will be on the bus or the family can ar-

range with the bus driver to collect the money from the mourners," said Mrs Taylor.

She said if the deceased left a widow, a year after the funeral, that widow would be expected to gather the

financial burden.
"Let us do away with this cooking business," said Soweto Community Councillor, Mrs Martha Taylor.

"Do you know how much oxen cost nowadays? R500 each, and there are all the trimmings to consider; salads, sweets, vegetables — you name it."

She said two months later the family is expected to meet again to remove the mourning garb.

"Again there must be a beast to be slaughtered and food to be consumed," said Mrs Taylor.

She said the family of the deceased start spending money on food two weeks before the funeral until the day of the funeral. She recalled her manager's funeral where the sermon lasted only half an hour, "after which we all went back to his home for tea and cakes — only because we worked with him."

Her suggestion is that those who can afford it should rather bake

13/4/82 Sowetan

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'Agents' spying on workers for the bosses

Weekend Post
Correspondent

JOHANNESBURG — "Secret agents" are infiltrating workers' unions at large industrial companies in South Africa.

Their task is to inform the employers of any labour unrest and to name the ringleaders.

This was revealed this week by Mr Archie Griffiths, managing director of Security Service Consultants, who disclosed that black agents he had employed had been very successful.

He also warned that labour unions with strong ANC links moved into companies where there was unrest or dissatisfaction.

He said that much of the unrest went on without the knowledge of the managements.

"Our job is also to identify the real trouble-makers, not the front men, who are usually stooges.

"The trouble-makers can create grievances out of nothing. Workers may be happy and there will be a demand that they strike, and they strike.

"Often grievances are inter-related with sab-

otage. We found in one case that workers were overpacking soft goods for export, and on another occasion a quality controller was rejecting goods which were perfectly good. These goods were destroyed at a great loss to the company.

"Strong-arm tactics have also been used. We uncovered evidence of a blackleg in Germiston being murdered.

"Many companies have workers' councils, but true grievances are not raised by them. They are not taken seriously by the workers who consider them just one step above a suggestion box. They have no teeth. The first knowledge the managements have is when there is a strike.

"Our investigations reveal the grievances, and the ringleaders and we have managed to pre-empt some of the strikes. In other cases managements have refused to accept our assessment and then been hit with a strike.

"Once there is a strike or other labour unrest unions move in and take

over. Managements have been forced to accept these unions to break the strikes, but often these unions are not too concerned about the workers. They are after political power — and they want the grievances to continue."

Mr Griffiths said his company's recommendations were always to solve the grievances.

"Sometimes managements have promoted the trouble-makers or transferred them, but that does not solve the problem.

"The workers at one company demanded an increase of R2 an hour, but they settled for an increase of only 7c an hour just so that the union could be recognised.

"Managements must treat staff in a responsible way and find out the causes of their grievances. The old system of labour exploitation is past, and unless managements keep themselves fully in the picture they are going to have serious political problems."

Mr Griffiths said that managements often underestimated the sophistication of their workers.

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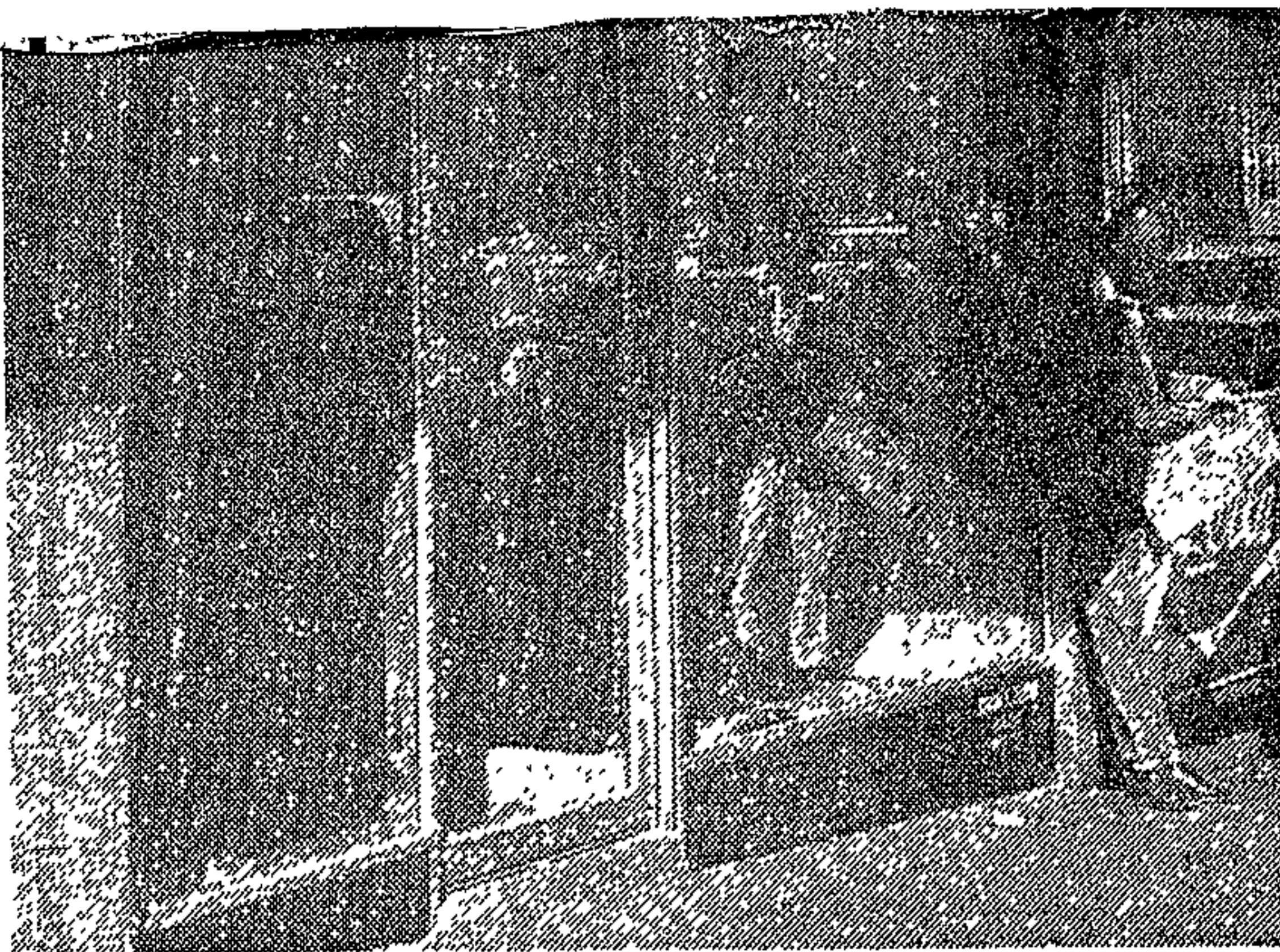
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The deserted Artistic Memorial shop has left dozens of clients who have handed money over for tombstones to Mrs Petronella Kretzschmar (also known as Pat Kaye) with little hope of recovering their money or getting their tombstones.

Thousands lost to tombstone firm

By June Bearzi
Star Line Reporter

Dozens of people who together have paid thousands of rands for tombstones to a Mrs Petronella Kretzschmar, who ran a firm called Artistic Memorials, have no hope of getting their money back — or the tombstones.

Mrs Julia Kubeka, a Robertsham domestic worker who earns R100 a month, said that over the last two years she had paid every cent she could spare to Artistic Memorials for her late son's tombstone.

"I've paid R1 008. In April when I called to make a further payment I found the shop deserted. I'm desperate at the thought that I'm to lose my hard-earned money and I will have to start saving for another two years to get my son's tombstone."

Mrs Nellie Nkosi, of Soweto, said she had paid R680 towards a tombstone for her parents' grave. She too had

found the shop closed and did not know where to turn.

Mr Amos Matsel, of Johannesburg, said he had paid R515 towards a double tombstone for his brother and sister. When he discovered Mrs Kretzschmar had moved out he decided to go to the police.

Star Line established that Mrs Kretzschmar had also acted as a collection agent for the Cape of Good Hope Burial Society. A spokesman for the insurance company said he too was looking for Mrs Kretzschmar.

"If monies paid to Mrs Kretzschmar for funeral policies have not been handed over to us we will make arrangements with our clients so their policies do not lapse," he said.

Mrs Kretzschmar, who is also known as Pat Kaye, closed the doors of her Bree Street grave memorial shop after moving all her possessions out through the back door at night.

Several people told Star Line they had paid amounts of between R450 to R2 000 to Mrs Kretzschmar to se-

cure tombstones for their loved ones' graves. Those who complained to Star Line were all in the lower income brackets and said they had had to make great sacrifices to make monthly payments to Artistic Memorials.

One man said: "We were prepared to put this money aside because we feel we owe our deceased family members a proper final resting place."

Star Line established from shopkeepers in the area that people called at the shop daily and were shocked when they found it deserted.

One shopowner said: "These poor people left not knowing where to go or what to do. On Saturday morning crowds were thronging the pavement, peering into the empty shop window. All had paid money to Artistic Memorials for tombstones."

All Star Line's attempts to contact Mrs Kretzschmar have been unsuccessful and the telephone at her Bowling Avenue, Wendywood, home is not answered.

Lodged	Outcome
26/10/79	Successful
25/10/79	Successful
27/ 8/80	?
12/10/79	Successful
29/10/80	Successful
5/11/79	Successful
22/11/79	Successful
7/3 /80	*
24/ 6/80	Successful
10/ 1/80	Successful
14/ 7/80	*
4/ 7/80	Successful
24/ 6/80	Successful
21/12/79	(1)
17/10/80	?
7/3 /80	*
1/10/79	(2)
16/10/79	(3)
1/11/81	?
4/11/80	Successful
19/12/79	Successful
28/ 3/80	Successful
15/ 4/80	Successful
7/ 3/80	*
9/11/79	Successful
11/ 4/80	*
23/ 7/81	?
18/12/79	Successful
29/ 5/80	Successful

See page 11

Furniture &

mbined Workers Union

sed by other Unions.

BUILDING WORKERS UNION

Star Line
29/4/82 (286)
unearths
tombstone
dealer

By June Beard
Star Line Reporter

Mrs Petronella Kretzschmar, the owner of a burial memorial shop who took money from customers for tombstones and then closed down without notice, has been traced.

Mrs Kretzschmar, also known as Pat Kaye, has now opened up a swap-shop at 147 High Street, Brixton, and has applied to operate as a motor dealer from the premises.

Numerous wreaths, marble figurines and plastic flowers which she removed from Artistic Memorials — her Free Street business — are displayed for sale in her new shop.

MONTHLY

This week Star Line reported that dozens of people, mostly in the lower income brackets, had paid monthly amounts to Mrs Kretzschmar for tombstones for deceased family members.

Some had paid R2 000 off on their stones when they found the Artistic Memorial shop deserted.

A woman who had paid the full amount of R850 for her stone was told shortly before the shop closed down that she would not be delivered unless she paid a further R300 "for inflation."

She refused to pay Mrs Kretzschmar when she called again to insist on delivery. She found the shop deserted, she told Star Line.

REFUSED

Mrs Kretzschmar refused to discuss complaints lodged with Star Line or comment on her new business. But an application for a business licence, displayed in the shop window, indicates the shop will operate as Brixton Buy-Sell-Swap and Bring Shop.

Apart from the wreaths and figurines, old stoves, tables, chairs and cabinets were also offered for sale.

Membership

	Asian and Coloured	White	Total	
19	
1973	
1974	
1975	8 250		8 250	✕
1976	510		8 510	✕
1977			8 882	✕
1978			9 123	✕
1979			9 333	✕
1980			..	\$
			9 000	\$
			9 000	\$

Address: P.O. Box 2013
Cape Town
8000

Officials: Secretary: R.G. S

Area of Operation:

Founded:

Registration: Yes

Industrial Council:

- 1) Building Industry Bolland
- 2) Building Industry Cape Peninsula
- 3) Building Industry W

Agreement for
Agreement for

DISPUTES AND SECURITY MEASURES INTERWOVEN IN SA INDUSTRY

Spies on factory floors keep tabs on labour unrest

By DESMOND BLOW
Chief Reporter



SECRET agents are infiltrating unions at large industrial plants to inform the employers of any labour unrest and to name the ringleaders.

This was revealed to me this week by Mr Archie Griffiths, managing director of Security Service Consultants, who disclosed that black agents he employed had been successful.

He also warned that labour unions with strong ANC links moved into companies where there was unrest or dissatisfaction.

He said that much of the unrest was carried out without the knowledge of the managements.

"Our job is also to identify the real troublemakers, not the front men who are usually stooges.

"The troublemakers can create grievances out of nothing. Workers may be happy but there will be a demand that they strike and they go on strike.

"Often grievances are interrelated with sabotage. We found, in one case, workers were overpacking soft goods for export, and on another occasion a quality controller was rejecting goods which were perfectly good. These goods were destroyed at a great loss to the company.

"Many companies have workers' councils, but true grievances are not raised by them. They are not taken seriously by the workers who consider them just one step above a suggestion box. They have no teeth. The first knowledge the managements have is when there is a strike.

"Our investigations reveal the grievances and the ringleaders and we have managed to pre-empt some of the strikes.

"In other cases managements have refused to accept our assessment and then been hit with a strike.

"Once there is a strike or other labour unrest unions move in and take over. Managements have been forced to accept these unions to break the strikes, but often these unions are not too concerned about the workers. "They are after political

power — and they want the grievances to continue.

"We bring the grievances, both genuine and imaginary, to managements."

Mr Griffiths said his company's recommendations were always to solve the grievances.

"Sometimes managements have promoted the trouble makers or transferred them, but that does not solve the problem.

"The workers at one company demanded an increase of R2 an hour, but they settled for an increase of only 7c an hour just so the union could be recognised."

Mr Griffiths said that industries which employed more than 100 blacks were the most susceptible.

One large company which employs more than 2 000 blacks did not accept his assessment from his "spies" of what was going to happen, "because the grievances had

not been raised through the workers' council."

He said he had infiltrated three men into the company and two of them had made reports to him which indicated that there were troublemakers pushing for a strike.

"There was a strike as forecast, and the management lost the initiative."

Mr Griffiths said "managements must treat staff in a responsible way and find out the causes of their grievances."

He said that half the time his sympathies lay with the workers. Often managements didn't go into workers' grievances in depth.

"Both managements and labour in South Africa are inexperienced in dealing with each other. They do not have the experience of other Western nations.

"Even genuine unions have been manipulated by subversives for their own ends."

Mr Griffiths said that managements often underestimated the sophistication of their workers.

"In one case the workers had stolen a manual from management which laid down the procedure they would adopt in strikes, so the workers anticipated every move."

● Archie Griffiths says managements must tackle workers' grievances effectively or they will have serious problems which could be exploited by outsiders. His spies have pinpointed problems which managements have rejected only to be left with



Companies to probe security in business

Mail Reporter

JOHANNESBURG representatives of more than 100 leading South African companies will meet next month to launch the first comprehensive survey of private sector security practices.

The survey, undertaken by the PE Consulting Group in conjunction with Security Systems (Pty), covers key areas of security from corporate policies through attitudes, major risks procedures and activities, technology, and personnel practices to computer security.

"South African companies spend hundreds of millions of rands a year on security and yet the very nature of the security concept has prohibited a constructive interchange of information," says

Mr Jon Cole, a senior consultant with the PE group.

"As a result," he says, "ineffective systems and procedures are frequently implemented. Now, however, organisations participating in the survey will have access to valuable information which will allow them to evaluate their own security systems against those of other companies."

"At the same time aspects of security such as hardware, sophisticated technology, staff recruitment, training and remuneration will be dealt with at length.

"This will enable our participants to establish whether they are spending security budgets effectively."

Mr Cole says the confidentiality of information supplied by participating companies has been protected by the appointment of a leading merchant bank as trustee.

He says there are many issues requiring special secu-

rity approaches.

"For example, we have one of the highest shrinkage rates in the world. Most companies budget at least 3% a year for losses by shrinkage."

Millions of rands are lost through theft and pilferage and the end user must pay for these losses. Efficient security, therefore, benefited all concerned.

Mr Cole points out that the incidence of increasingly sophisticated thefts and frauds is also cause for concern.

Whitecollar fraud, information theft and computer-related security breaches are increasing.

"Sophisticated techniques and hardware are required to counter these threats. Without an effective exchange of views many organisations will not even know they are suffering losses until it is too late."

For further information contact Mr Jon Cole at (011) 838-6881.

286 RDM
28/5/82

Undertakers fight for bodies

28/5/82

286
Sowetan

By ELLIOT TSHINGWALA

TOP Soweto funeral undertakers have conceded that a "body snatching racket" is flourishing in most black townships on the Reef — but nothing could be done to stop it.

The chairman of African Funeral Undertakers' Association, Mr O B Sibeko, has accused Indian and coloured undertakers of having started this massive racket in Soweto.

Mr Sibeko said the racket involved such "disgraceful acts" as waiting for relatives outside mortuaries, bribing people and relatives of the dead person.

He said he and members of the AFU have met many times tried to put to an end to this "disgraceful" practice, but eventually climbed onto the bandwagon "when our businesses were threatened."

It is a disgrace to our people," said the undertaker who claims to have been in

the business for 30 years.

"I have never seen such a rotten business in my life. It is unimaginable how people can be so cruel when the bereaved family needs comfort," he said.

The divisional head of the Soweto police, Brigadier J D J Jacobs said he was not aware of such practice. He urged people to report such incidents to the police.

An Asian undertaker, Mr Clive Guinness of Lenasia, would not deny or confirm the accusations but said: "As far as I am concerned my company is clean."

He claimed his company had gained

a reputation through "honesty and hard work", and challenged "anyone" to check on their customers and find out if they has been approached or whether they had gone voluntarily to the company. "We cover about 30 or 40 funerals every weekend and we have not heard complaints from our customers," he said.

He stressed however he was not talking on behalf of other companies. "It is possible that they may be involved in the racket," he said. Mr Guinness said he had suggested several times at meetings with other undertakers that they should sit in their offices and wait for customers to come to them, but he said many were afraid that they would lose their business because they were unpopular.

Unveiling of tomb

One of the Commission's specific terms of reference is to study the development of the universities and to make recommendations on future policy in this regard. To be able to do this, clarity must first be obtained on the present position, its shortcomings, and the steps required to rectify them. In this way the bases for future guidelines will be determined. From an analysis of the present position and the conclusions reached by the Commission with regard to measures to be taken and introduced now to remedy the shortcomings for the present, it followed naturally that any action taken had to be geared to the future as well. Consequently, wherever various aspects of the universities have been dealt with in this report, aspects of future policy have been

Introduction

THE FUTURE OF THE UNIVERSITIES

CHAPTER X

Van Wyk de Vries

34.3

34.2

34.1

Five-way merger in R175-m offensive

A CONSORTIUM of five major hauliers is set to launch an major offensive on the country's R175-million furniture-removal industry.

Vanpack International of Johannesburg, Daly International of Pretoria, Freightpak of Durban, Beaumont and Rice of Grahamstown and Cape Town's

By Ireen Spicer

King's Transport have pooled resources to form Intertrans Moves.

The reason for the merger, says chairman Don Tager, is a demand for an owner-run national concern in the face of monopolistic tendencies in the industry.

"Although the consortium was formally set up a year ago, we have held back our launch on the national market while establishing our administrative systems," says Mr Tager.

The new group will be able to give customers the benefits of personal service and at the same time pass on the advantages of bulk buying.

The merger allows the five companies to rationalise vehicles — prices of which have trebled in the past six years — and fleet utilisation, and will offer a stronger selling point when bidding for corporate accounts," says Mr Tager.

He says the furniture removal market may level off slightly in the coming months but will certainly not drop.

"If we look at present housing needs, which to some extent will be met by the year 2000, the market must expand. There is also the continual import of skilled labour which has to be catered for. Furniture removals will certainly not stagnate."

Intertrans, which offers both local and international furniture and commercial goods removals as well as storage, airfreighting, shipping, clearing and forwarding, packing for railage and heavy haulage on the Reef only, will be run by a board of five.

Jointly, the companies have a present turnover of R6,5-million, but Mr Tager predicts that this will rise to R10-million within the first 18 months of Intertrans's operation.

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Total	White	Asian and Coloured
Membership		

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Year

Scores may suffer after liquidation

SCORES of people who have paid thousands of rands to Mrs Petronella Kretzschmar of Artistic Memorials may lose their money as the company has gone into liquidation.

The office of liquidators Wits Trustees announced yesterday that it would still be another eight months before it was known whether the people affected would get re-

funds.

Scores of people have, since 1976, been paying amounts of between R450 and R2 000 to Mrs Kretzschmar for tombstones.

Mrs Annah Baloyi of Diepkloof, Soweto, said she had already paid instalments amounting to R302 towards a tombstone for her parents' grave when she found the shop deserted. A note on the

window referred her to an address where she was told to contact Wits Trustees.

"For the past three months various people have been sending me from pillar to post and this has resulted in me doubting if my hard-earned money will be recovered," said Mr Baloyi.

In previous reports, Mrs Kretzschmar was said to have applied for

liquidation claiming that she would find it "impossible" to repay the money paid for tombstones or refund the payments.

Mrs Julia Kubheka, a Robertsham domestic worker who earns R100 a month, said that over the last two years she had paid every cent she could spare to this grave memorial shop, which amounted to R1 008 when Mrs Kretzschmar

disappeared into thin air.

Mr Amos Matsei of Johannesburg also paid R515 towards a double tombstone for his brother and sister.

A secretary at Wits Trustees, Miss Cathy Williams, told **The SOWETAN** that Artistic Memorials was still going through liquidation and that the process would last for nine months.

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Sowetan
12/6/82

(286) Industrial Week
Ludi hits at
'confusion' 7/5/82
29/6/82

SECURITY and all its facets should be very much a discussion point in companies these days, according to top consultant, Mr Gerard Ludi.

"Security used to be a simple procedural issue involving stock and loss control — a few guards, a burglar alarm, a fence, and all was taken care of," he said.

"Today you face a wide range of threats and problems — labour unrest, left and right wing terrorism, white collar crime, industrial espionage, and even the National Keypoints Act, just to mention a few.

"Add to this the confusion in the security industry, the proliferation of security organisations — some not even remotely qualified for the task — out to make a fast buck.

"It is at times such as this that it makes good sense to utilise reputable consultants to help plan, analyse or supervise security."

Mr Ludi emphasised that security does not top at loss control. It includes such areas as industrial relations, staff motivation, terrorism.

"Security is people related. Good security does not depend on locks and bars or infra-red sensor, but on people — their awareness, their alertness, their motivation."

Mr Ludi's firm, Gerard Ludi and Associates — (011) 786-5396 — offers a wide variety of courses and seminars aimed at improving expertise and stimulating awareness and motivation in the security sphere.

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The RTS states that permits issued to it by the Road Transportation Boards "include those for the conveyance of goods as defined by the Act between Johannesburg and Durban and also Johannesburg and Cape Town."

The RTS also has permits to carry "perishables" on outward legs and "selected goods" on the return run between those points.

It decides for itself what selected goods might be.

The National Transport Commission has also spoken out on several occasions about disruption in the road transportation industry saying that unless those applying for permits change their ways by telling the truth it might have to insist on sworn affidavits to accompany each application.

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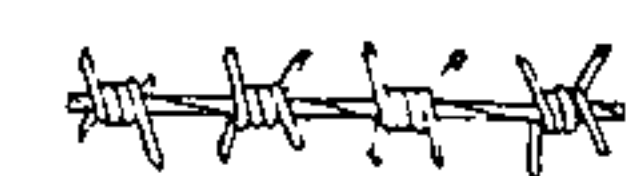
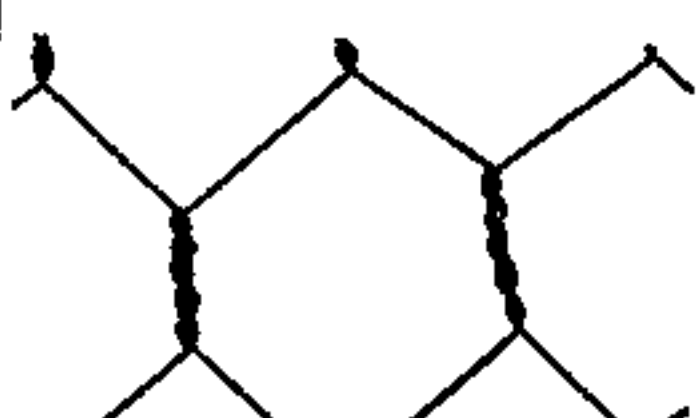
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First security troops ready for guard duty

Industrial work (286) 29/6/82

TO COUNTERACT increasing attacks on key installations, a special para-military security force has been introduced by a private company, writes Lynn Carlisle.

Last Saturday saw the first review of 120 men of the Rennies' Special Services Unit. Coming from all race groups, the force is trained at the Chamdor In Service Training Centre's security department Krugersdorp.

These men are the first of "hundreds" who will be trained to undertake the all round protection of key commercial and industrial installations.

"We work strictly in accordance with the National Key Points (NSP) regulations and combat training given after the psycho-metric selection of males aged 21 to 45 years will be ongoing at satellite points near main cities in future," says Riaan Stander, Rennies Fidelity Guards' training manager, seconded to Chamdor's security department.

Reviewed by Dr Piet van der Merwe, of the Department of Manpower, the 120 men, armed with shotguns and other weapons, went through their paces, displaying tactics taught to them by Stander and his staff, many of whom experienced

combat conditions in special police units in SA and Rhodesia.

"Apart from passing fitness, psycho-metric and educational tests — all the men must have at least Standard 8 qualifications and be bilingual.

"Each recruit must also show that he can be trained in the skills we require," stresses Stander.

The Black White and Coloured recruits receive equal pay, which Stander claims is at least R100 more than that paid to security guards employed by the industrial sector and the private security firms.

"This is the first time in SA's history that private sector training of such a nature has been given for the protection of staff, equipment and plant at key installations.

Apart from orientation in certain functions of industry and commerce recruits receive English and Afrikaans lectures in axis control and training in self defence, arms handling, shooting and other tactics.

"No time is wasted on just formal drill — we combine all drill with combat tactics and movements," adds Stander.



Para-military security force members — the first private sector personnel for the all-round protection of key installations — completed their training at Chamdor Training Centre, Krugersdorp, last weekend.

Coming events

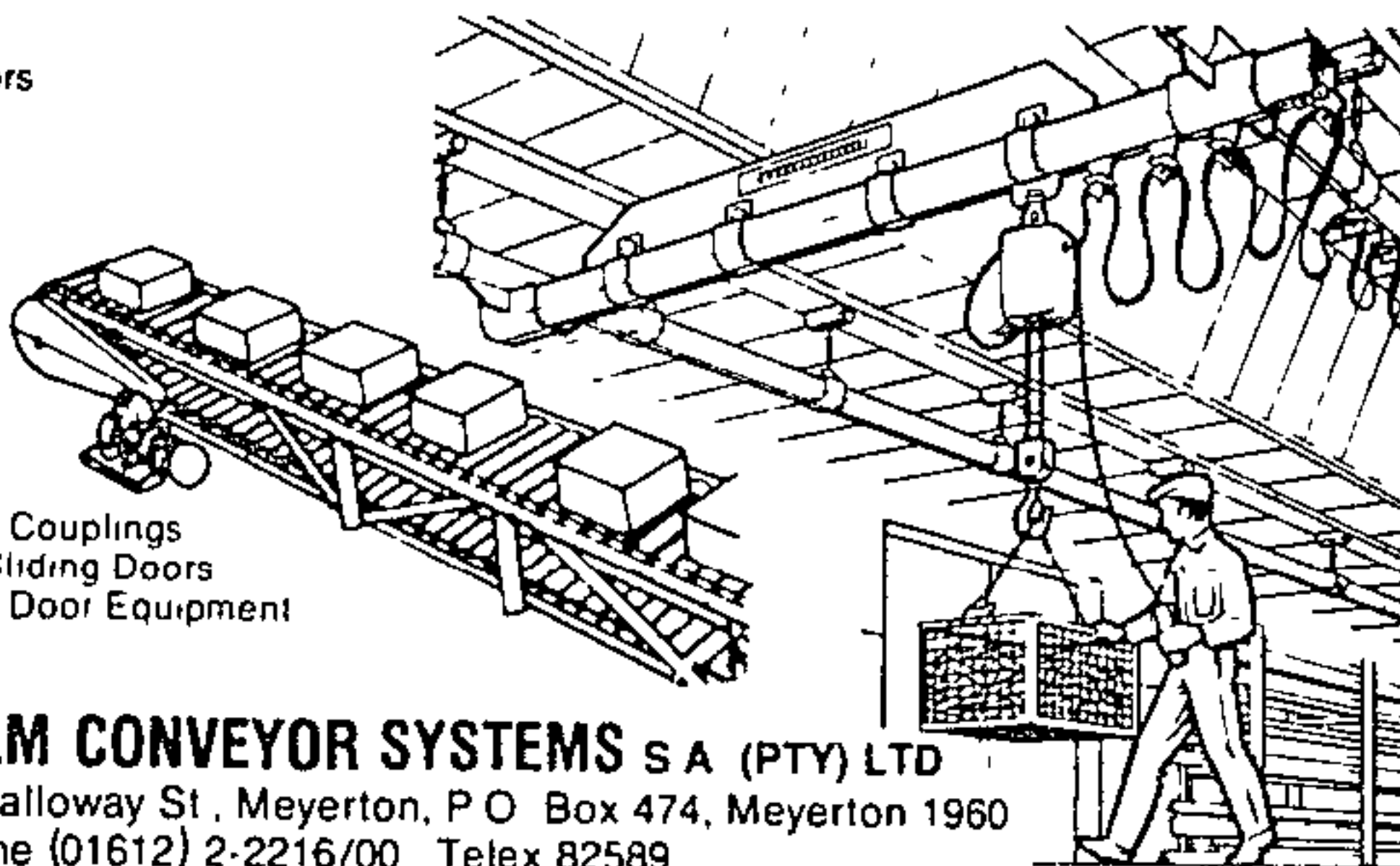
- THE Manpower and Management Foundation — Marketing for the SA Trucking Industry — Sunnyside Park, July 2
- THE Manpower and Management Foundation seminar — "The Power of Public Relations" — July 6
- HEWLETT Packard seminar — A New Formula for Productivity — Johannesburg July 12 to 13, Durban July 14 and Cape Town July 16
- ASIAN Computer and Business Equipment Exposition, Hong Kong, August 18 - 21
- ASIAN Hotel, Restaurant and Fast Food Exposition, Hong Kong August 26 - 29
- NOSA's Regional Awards Function will take place at the Old Edwardian Society on August 27
- INTERNATIONAL Conference on Charged Particles Southampton England September 6 - 8
- OPTICAL equipment exhibition, Paris, October 22 - 25
- SA Hardware Trade Show will be held in Hall 4 Milner Park Johannesburg, October 7 - 9
- TRADE Fairs and Promotions — Star Home Improvement and DIY show — October 16 to 20

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The Cape Times, Saturday, July 10, 1982 9

Radio discussion on the funeral 'rip-off'

Staff Reporter

COMPLAINTS about "rip-offs", insurance policies and monopolies in the funeral trade were received amid fears that "emotionally vulnerable" people could be exploited, Mr Nigel Murphy, presenter of the Microphone-In programme, said last night.

Introducing the programme subject "Are some people profiteering from death?" for panel discussion on the English service, Mr Murphy said it had been chosen in the light of "many letters received expressing disquiet" about the R200-million-a-year funeral business.

The subject was tackled against a background of threatening calls and charges of rip-offs.

The panel comprised "discount king" Mr Tony Factor; independent undertakers Mr D Poonee and Mr Tom Kaigh; and Divisional Council official Mr Chris Molyneux. Representatives of the National Funeral Directors' Association of Southern Africa — representing two large companies controlling most of the business — declined to take part in the programme.

Mr Murphy said threatening calls had been received by members of the panel warning them not to take part in the programme.

Most telephone callers were bewildered by costs quoted to them by the big funeral groups. Average quotes ranged from R750 to R1 200 and even R1 750.

By contrast, Mr Molyneux said that in Cape Town, people who had arranged cremations themselves had paid just over R100 in total, but "not many people are prepared to do this".

Mr Factor said charges for coffins were "exorbitant". He sold them for between R35 and R139.

One woman claimed she had been told by a funeral business that only special expensive coffins could be used for cremations. Mr Molyneux said this was "nonsense" and that cheaper pine coffins were preferred.

Another caller said she had been refused quotes over the telephone.

"One tried to sell me a burial policy for R1 000. I don't intend ever getting buried for that price."

Pastor Joseph Nathan called to say he had been shocked to read a report in the Cape Times Watchdog column that funeral fees included R20 for the clergyman. He had never been paid this amount by an undertaking firm, he said.

Mr Factor noted that over the past 25 years two "giant South African financial institutions" had swallowed up most of the small independent funeral businesses. These were still trading under "thousands of names". The two companies also controlled ancillary lines such as coffins, burial policies and headstones.

"Burials have become big business," he said.

286 17/7/82 C. Herald

Are funerals a rip-off?

THE burial book was always in a corner of the room. At the house in Salt River at which I spent so many of my childhood holidays, it was in the front room, just inside the door.

By Ted Doman

There was a special insurance company calendar which hung from a single nail and which proclaimed in both official languages that that company was the greatest because it had so many millions in assets. The number escapes me now, but I used to use it for arithmetic practice, saying out aloud, as though I were reading off the blackboard in class: "twenty five million, four hundred and thirty three thousand." Pounds, of course.

This calendar was in the form of a pocket, and it was in this pocket that the "boekie" reposed.

AFFLUENT

Every week a man used to call, usually on a bicycle, and collect threepence, or sixpence or, from the more affluent families, as much as a shilling. He'd make his little entry in the book, making the book fatter and fatter with each additional receipt, and that would be that for another week.

One realised, even in one's childhood, that this was to ensure a decent burial without making too much of a dent in the bereaved family's finances.

"But when I became a man, I put aside childish things".

RELIGIOUSLY

One couldn't help it. As one grew up, one found that the pennies so religiously saved meant absolutely nothing.

Not long ago, for instance, an acquaintance died, only months after his burial society book had become paid up after 40 years of payments.

"Nothing more for you to pay", they told him.

After the funeral the book was presented for

payment, and the princely sum of R80 was paid out. There was nothing unseemly about the transaction. Everything was above board. This was the correct payment.

RADIO

But as everyone knows who has recently had to make funeral arrangements, or as many might have heard in a radio programme last Friday evening, R80 doesn't get you very far with a funeral when one newspaper notice can cost R48; or when you are quoted R1 000 for a cremation, or R1 750 for a burial.

A visit to any undertaker in the Cape Town area will show that the cheapest funeral, a "society" funeral (definitely not to be confused with high society) costs more than R400—and who is prepared to the world that he has buried a loved one cheaply?

DECLINED

Friday's radio programme was significant for the fact that the country's top two funeral undertaking concerns apparently declined to take part, and so there were no authoritative replies to the many challenges and claims that came from telephone callers and panelists.

One panelist claimed that the collectors for the burial insurance societies were trained too channel all funeral business to certain selected undertakers.

Do the undertaking big boys deny this? Why do they, when one can bring along witnesses to say that, when arranging a funeral, they were told to go to particular undertakers?

And do they also deny that, when such business is channelled to them, the bereaved

family, not wishing to be seen to be cheap-skates, often pays an unrealistic fee for the service provided?

Having no vested interests in the undertaking business, one can suggest that everybody—and that means everybody—should make it his or her business to find out all there is to know about funerals. After all, we'll all be the central character in a funeral one day, and we might as well take steps NOW to ensure that those one leaves behind have a minimum of bother.

REASONABLE

One does understand that not everyone can afford a large life assurance policy, but the improved living standards, and working conditions, of the greater majority of the Cape Peninsula's residents do make them eligible for reasonable amounts of insurance cover which could pay for a funeral and leave some besides.

After all, why spend little amounts when the benefits to be gained only cause grief when you are grief-stricken enough?

Come to think of it, the R80 benefit paid out on the policy mentioned above would hardly have paid for the "traditional" after-funeral tea for up-country mourners!

REPUTABLE

By the way, do readers realise that they don't have to march into an undertaking firm with cash in their hand when arranging a funeral? It helps, of course. But a reputable undertaking firm will perform a funeral as long as they can be guaranteed payment, and there are many ways of doing this.

One final hint: As a general rule, cremations are less expensive than burials.

By Langa Skosana

Opposition is growing to lavish township funerals, which cost black families in the PWV area more than R30 million a year.

Mrs Elizabeth Mokotong, a research worker in the University of South Africa's sociology department, says a township funeral can cost up to R1 500.

About 120 people are buried every week in Soweto.

The cost of funerals is pushed up by providing meals for mourners, wreaths and special clothes, and the slaugh-

tering of an ox or sheep.

Mrs Mokotong blames black funeral societies for pushing up the bill by encouraging "show-piece" funerals.

"There are instances where families buy food to entertain people who are not hungry, just because they want to show that they are better off than the next person," she said.

Funeral costs are also increased by people who attend the funeral of someone they did not know — solely because he or she belonged to the same funeral society.

The Diepkloof Health Committee is holding a meeting in the Polly Clinic at 2 pm on Saturday to educate people on how to avoid overspending on funerals.

(286) Stan
Black burials

29/7/82
cost R30-m

Hearse drove off without the coffin

By SHIRLEY PRESSLY

A PORT ELIZABETH family had to drive the coffin of a close member of their family to the graveyard in the back of a station wagon — after paying nearly R1 000 to the undertakers.

Mrs Esther Arends, 82, of Scheepers Street, Parkside, was a highly respected member of the community in Port Elizabeth. Hundreds turned out to attend her funeral on Saturday, July 31.

Her son-in-law, Mr Elroy Sampson, wanted her to have the best funeral.

But his well-laid plans, worked out together with the undertakers, went badly awry when the hearse and the mourners' coach left the church without the coffin and chief mourners.

Mrs Arends held a funeral policy with Jones and Rice which cost R415. It was paid-up in the early 1950s.

Mr Sampson found the policy would provide only the cheapest coffin. He and his wife were unhappy with this and agreed to pay in R528 to give Mrs Arends a fitting funeral.

On the day of the funeral the requiem mass went according to schedule.

Mr Sampson said somebody then came into the church and told him the hearse driver refused to bring the hearse into the grounds.

He instructed the man to leave the hearse where it was and they would carry the coffin to the hearse. He went outside and saw the hearse pull away but assumed the driver was going to circle and park again, said Mr Sampson.

The cortège moved outside the church after the service. The Mothers' Union had formed a guard and trumpeters played a hymn — but there was no sign of the hearse.

Mr Sampson went to a house next door and telephoned the undertakers. He spoke to the regional manager of Jones and Rice, Mr Bill Hammond, who said he would see what he could do.

Mr Sampson said 25 minutes later there was still no sign of the hearse. He asked a friend with a station wagon to take the coffin to the cemetery.

The funeral procession proceeded to the South End cemetery. As it arrived at the cemetery a hearse, driven by funeral undertaker Mr John Steward, pulled up.

Mr Steward apologised and asked the mourners as "Christians to forgive and forget".

Mr Sampson said he had suffered humiliation, embarrassment and indignity.

Today Mr Hammond said his drivers had been threatened and chased away from the church by two or three men.

They had three times received contradictory orders about where to park.

"They were scared they would be assaulted and they left," he said. "I told them to go back again but by then the mourners had left."

A church warden, Mr Edward McBean, denied that the hearse driver had been threatened.

Mr McBean said the driver had been asked to reverse the hearse into the church grounds.

Mrs Arend's brother, Mr Clifford Cherry, had lost his temper with the hearse driver because he refused to park the hearse as requested.

Mr McBean said he had intervened and asked the hearse driver civilly to reverse into the grounds.

The hearse driver replied: "Sir, I'll listen to you but I'm not going to move my hearse."

The hearse then left.

Undertaker's shock claim

A SOWETO family are puzzled how the body of their son got to an undertaker, who is now threatening to give him a pauper's funeral unless they pay R125

Ms Johannah Masisi, mother of 15-year-old Elijah, who died on Wednesday, told The SOWETAN she was anxious because she did not have enough money for the burial.

She said that her son had died on a farm in Krugersdorp where she was employed. She had telephoned the police, who had told her the body would be fetched.

Later, two men had arrived and moved the body but had not made her sign any documents. On Wednesday she had

approached City Funeral Undertakers of Lenasia to fetch the body but it could not be located.

The body had later been traced to Carstens and Roetz Funeral Directors, where a Mr Bates had demanded R125, she said.

This amount had been demanded to cover services and preparation of the body, it was claimed.

Mr Bates had threatened to give Elijah a pauper's burial if the amount was not paid.

Mr Tony Guinness of City Funeral Directors commented: "I think there are a lot of questions to be answered in this matter."

"These people must understand that blacks cannot afford these high fees. Ms Masisi expected not to pay as she believed the people who came for the body were from the Government mortuary," he said.

A spokesman for Carstens and Roetz said the family should contact them to arrange a special price.

Luthuli memorial

A ROW is brewing in Natal between Inkatha and the Luthuli Memorial Committee, over the committee's refusal to invite Chief Gatsha Buthelezi to a service on Sunday to commemorate the 19th anniversary of Chief Albert Luthuli's death.

The service scheduled for August 1 at Groutville, Chief Luthuli's home town, was postponed to August 15 and the venue was changed to Durban because of objections raised by Chief Buthelezi's supporters over his exclusion in the programme of speakers.

According to Mr Arthur Gumede, a member of the Luthuli Memorial Committee, no formal invitation had been sent to anybody to attend the service.

"Fearing the likelihood of a division in the community and that an unpleasant situation might crop up, we decided to change the date and the venue to this weekend in Durban."

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trade

unions

A REPORT in the Evening Post of September 22 quoted an article in a publication of the Institute for Industrial Relations in which there is reference to placing spies or informers in trade unions.

Earlier in the Evening Post report it was mentioned that Mr Gerard Ludi was running a company which offered to help industrialists to deal with strikes and labour unrest.

It was not intended to link Mr Ludi's company with the claims made in the institute's article. If that was the impression given, we apologise to Mr Ludi.

Mr Ludi has asked us to point out that the service provided by his company to corporations relating to unions is limited to:

"Political risk assessment and evaluation as far as union activity is concerned the quantification of potential losses suffered through strike disruption.

"The preparation of contingency plans for a strike situation. The development of better lines of communication between top management and the labour force.

"We never have had or will have any interest whatsoever of infiltrating agents into a trade union," said Mr Ludi.

New regulations regarding the powers of guards at National Key Points give them sweeping powers of search and arrest almost equal to those of a police officer.

The rules, published recently in a Government Gazette, require security guards at Key Points to undergo approved training by next August. The regulations add to the Government's already broad powers under the National Key Points Act to compel owners of strategic installations to improve security measures.

Sweeping power to Key Points guards

The chairman of the National Key Points Committee, Brigadier P S Cilliers, said he expected that six or seven of every 10 guards would be trained by next August "Some undertakings will find a year too short, while

The stipulations include minimum qualifications of a security guard, his powers of arrest and search, and the penalties for contravention of regulations. The use of "reasonable

Once registered,
training companies

The syllabus includes training in fire prevention and fighting, handling of weapons, weapons which saboteurs are likely to use, first aid, public and private law, physical education, communications, search and any other subjects the Minister decides to include.

The executive director of the Security Association of South Africa, Colonel Pat Venter, welcomed the new rules and said he saw them as the first step towards regulating the training and supply of security guards and officers throughout the industry.

However, he felt that many companies would not fulfil the registration requirements because they could not offer bilingual training as laid down.

The cost of supplying security equipment and the training of guards will be borne by the owners of Key Points, but these expenses will be allowed as tax deductions, retrospective to 1978.

[illegible]

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.

THE IDEAL KEY POINT SECURITY GUARD



SHOULD

- have a 128 bit - 128 bit
- have at least a 128 bit - 128 bit
- have a 128 bit - 128 bit

SHOULD NOT

- be an unrehabilitated convict
- be a mental patient
- have been fired from a job for misconduct, nor found guilty under the Prevention of Corruption Act or the Protection of Information Act
- in the 10 years before his application have been found guilty of theft, fraud, forgery, perjury, or a violent offence, or of one of the following:
 - unlawful possession or supply of a weapon
 - causing bodily injury

The who, what, where, why,
when – and the how much

The guard's function is primarily to control the movement of people, goods and vehicles to and

A prospective guard must supply the addresses of places where he lived and worked in the five years before his application, his marital status, citizenship, educational qualifications as well as details of any convictions.

Guards must be between 18 and 40

although the Minister may approve the appointment of a guard over 40.

A person who is an unrepentant insolvent, is a mental patient, who has been dismissed from a position of trust for misconduct or who has been convicted under the Prevention of Corruption Act, the Internal Security Act or the Protection of Information

Big 'gap' in training methods

Crime Staff

Security is big business, worth at least R500 million a year and growing every day.

But there are fears that a lot of money is misspent and that the training of guards is sometimes far from adequate.

A security guard may have had months of intensive training or he may have donned uniform only hours earlier.

There is no overall quality control, said Colonel Pat Venter, executive director of the Security Association of South Africa.

Colonel Venter said the only real standards that existed were the Bureau of Standards' specifications for safes and the recently introduced regulations regarding the appointment and powers of guards at National Key Points.

He said people starting security training firms had to register with the Department of Manpower.

"The department just does not have the manpower to judge the quality of training offered," he said.

Colonel Venter referred to some security advisers who offered full security courses over a few days.

However, he said security training firms offering reliable service would take several weeks.

Many companies were being forced to cut back on productive manpower while the increased security threat required tighter security measures. This had increased the need for cheaper security, he said.

Colonel Venter hoped the new regulations which gave security guards at National Key Points powers of search and arrest could later be applied to all security guards.

"We do not want these powers to be given to ordinary security guards without minimum qualifications and training standards also being laid down," he explained.

Colonel Venter would also like to see security firms graded which would enable them to decide how much they were prepared to spend on security and to choose a system accordingly.

The call for the security industry to be professionalised was supported by Professor B F Smit of the University of South Africa's department of criminology.

Act may not become a guard at a Key Point.

Guards must carry firearms unless specifically directed otherwise.

A Key Point guard can be dismissed for, among other reasons, negligence, drug taking, becoming financially embarrassed and for dereliction of duty.

A guard may search any person entering or leaving a Key Point and any person he has arrested. Searches must be done with "strict regard to decency." As far as possible, women should be searched by women.

Anyone attempting to enter a Key Point without permission or who has done, or is about to do, anything prejudicial to the Key Point, can be arrested by a guard.

But the person must be told why he is being arrested. If anyone resists arrest or flees, the guard may use reasonable force, including firearms, to make the arrest.

Breaches of these regulations include outsiders pretending to be a security guard, causing information about the security of the Key Point to be published and using the powers conferred on a security guard outside a Key Point.

Anyone convicted of breaching the regulations faces a fine of up to R10 000, a maximum of three years jail, or both.

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ADVERTISEMENT

SECURITY SECURITY

Safeguards have introduced their *Mercury 29/9/82* 286 Microtime and Microguard systems into Natal as a further aid to security

THE SAFEGUARDS Microguard system consists of a radio Outstation on the client's premises, coupled with a Safepatrol security patrolling system. The Safepatrol unit monitors a pre-programmed patrol route which the security guard must follow at predetermined intervals.

Failure to comply with this will result in an emergency call being radioed through to the Control Room automatically.

The Control Room computer will analyse the emergency call and advise the operator of the appropriate action to be taken.

This computer is programmed for each client's requirements, all occurrences and incidents are recorded in the memory, displayed on the computer print-out and video monitor.

Breakglasses are provided for Attack Alarm and Fire Alarm, over and above the straight Safepatrol monitoring alarm.

The Control Room then reacts according to standing instructions with the client, by either notifying the Police, Fire Department, Security personnel by radio-link and company management by telephone.

Should the watchman fail to operate the Outstation within the

agreed specified period of time, the computer is so designed at the Control Station to automatically notify the Controllers who will then issue instructions by radio to one of our Security Officers who will immediately proceed to the site and investigate.

As this is a high security system, the above represents the maximum information they are permitted to reveal in writing, but it is sufficient to say that the system is based on a "fail

safe" operation, is sophisticated and eliminates the majority of failures that occur with a security service at the time it is needed. Any other form of co-ordinating a security service has been found to be sadly lacking due to poor communication.

Microtime System

THIS IS a unique system, and the first of

its kind installed in the Republic of South Africa. The basic system was developed overseas for the purpose of high security, and has been totally programmed to suit local conditions.

Each Outstation which is installed on a client's premises is clearly identifiable and is installed in a position mutually agreed with the client. The Outstation is in red and consists of two breakglass alarm boxes described as Attack Alarm and Fire Alarm, as well as a Monitoring Alarm for watchman purposes.

Connection can be made to other monitoring devices such as pumps, motors, air con-

ditioners, etc., to individual requirements. It will not rust or deteriorate with age.

The Outstation is self-contained and relies on no external source of power for its efficient operation and is connected by radio-link to our Control Centre.

The Control Centre operates 24 hours a day throughout the year, and the Outstations are connected to the radio computer installed in our Control Centre.

The computer is programmed for each client's requirements and all occurrences and incidents are recorded in the memory of the computer.

When an alert occurs, there is an im-

mediate visual display and a computer-typed record of the incident.

The Control Room then reacts according to standing instructions with the client by either notifying the Police, Fire Department, Security personnel by radio-link and the company management by telephone.

Should the watchman fail to operate the "all in order" section of the Outstation within an agreed specified period of time, the computer is so designed at the Control Centre to automatically notify the Controllers who will then issue instructions by radio to one of our Security Officers who will immediately proceed to the site and investigate.

Annual Security Conference

THE SECURITY Association of South Africa, Natal branch are having their 15th annual security conference at the Elangeni Hotel on Wednesday, 27th October.

The opening address, 'Security — a situational approach' will be given by the Mayor of Durban, Mrs Sybil Hotz.

At 9.30 am Professor Wynand Pienaar, from the business school of UNISA, will talk on 'Labour Unrest and handling confrontation'.

The second subject of the day will be discussed by Lieut. Colonel Louis Malherbe of the South African Police Headquarters — 'The advantages of proper liaison with the South African Police.'

Michael Morris, director of the Terrorism Research Centre will then talk on 'In-

creasing security skills by research and publication'.

Director of Lost Control and director of J.H. Minet and Co., Mr Catten will discuss 'Insurance considerations in security'.

Officer in Command of Group 38, Colonel E.N. Kristal will give his views on the 'Role of the Commandos'.

Mr Trevor Dutton from C.T. Bowring and Associates will discuss 'Industrial espionage and the protection of confidential information'.

Finally to round off these interesting talks Mr R.M. Power, president of the Security Association of South Africa will evaluate our situation in 'The Security Association of South Africa, today and tomorrow'.

The objective of this conference is to assist management and security departments to deal with threats and situations which they are likely to be confronted with in the foreseeable future.

Aimed at top management, company secretaries, personnel management officials and industrial security officers.

The delegate fee is R55.00 for members and R70.00 for non-members. There will be a 25% discount for four delegates or more all from the same company.

For further information contact Mr J.E. Robbertse, Regional Manager of the South African Security Association, at Durban, 329978.

New Concept in security fencing

PALISADE fencing has only been recently introduced to the Durban market by Hudson and Cray, specialists in concrete fencing.

It was designed specifically for the Durban racecourse bearing in mind that they needed fencing which was non-corrosive, maintenance-free; not a solid wall as they wanted the sun, wind and rain to get through onto the course.

This fencing is composed of posts with bearing rails and pales attached to these rails. It is unique in the way that it has no exposed parts. Jointing of the pales has been patented.

'It is extremely secure and almost impossible to climb as there is no where to grip the fence although one can see through it,' said Mr Hudson.

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Senior inspector Roger Wright, commander of Cape Town's Rapid Deployment Force, with members of the anti-terrorism unit in one of the specially-designed vehicles.

By Tony Spencer-Smith

Cape Town sets up first rapid anti-terror squad

8 Tribune
24/10/82

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27/10/82

BEHIND the flaking walls of an old school building in the heart of suburban Cape Town is a crack new unit, ready 24 hours a day to hit back at urban terrorists.

The Rapid Deployment Force, a multiracial unit, is the first of its kind in the country and could form the basis of a municipal police force — something being considered by the council.

The RDP — set up by Cape Town City Council to protect vital installations against the build-up of violent crime and terror attacks — became operational this month.

It can rush men and dogs at a moment's notice from its dog squad to trouble spots in specially adapted, unmarked vehicles.

Director of the council's security services, Eric Bult, said this week that the unit's operation would be low-key.

"We are not advertising our presence with marked vehicles and we are not going to give out key information on a plate to the opposition."

He said the unit wasn't a James Bond outfit even though his lapel security badge number happened to be 007.

He refused to allow pictures to be taken of the unit's vehicles.

Mr Bult said his unit was an "exercise similar to the police flying squad."

He accompanied the Sunday Tribune this week on a tour of the RDP's headquarters.

The office of the commander of the unit — Senior Inspector Roger Wright who was recruited from Zimbabwe — and the operations room with its huge map of the Cape Peninsula, are in the former school's science laboratory.

Even the personnel manning the operations room are armed.

Mr Bult said the men, who passed out of their intensive 10-week training course at a recent



Fangs of the force...a member of the unit puts one of the dogs through its paces

parade, had been recruited from other council units and from outsiders with police or military backgrounds.

They had come from all over the country and from Zimbabwe and had been picked on merit regardless of colour.

There were no Africans in the squad, but there were coloureds and whites.

Mr Bult, himself, began his career with the London Metropolitan Police and had colonial police service in Africa before becoming an industrial security practitioner.

He said the SAP — who had welcomed the force — had helped train the men, together with

council legal experts and officers from Cape Town's ambulance, fire and traffic departments.

Asked why such a unit had first been established in Cape Town — which up to now has been relatively free of terror attacks and sabotage compared to other centres in the country — Mr Bult replied "It is not for us to criticise other centres."

All we can say is that we have recognised the need for such a unit. We are trying to learn from other peoples' experience. The council realises it has a special responsibility to maintain its essential services in view of the current national security situation.

While at present the squad could only operate at council installations, it was possible that later it would be allowed to operate in the council's crime-ridden housing estates.

The unit will patrol council property continually.

Mr Bult said the squad was "adequately armed" but would give no details of its fire power.

He said the unit was not set up purely for "protection against sabotage and terrorism."

"By providing an effective security and protection programme, we can help to prevent theft from stores and so on and determine fire and safety hazards early."

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24/10/82
Sunday Tribune 286



'Bleak '83 for travel industry'

By Richard Paris

South Africa's travel industry would see no growth this year and must prepare itself for a drop in income of three to four percent in 1983, the chief of the country's largest travel organisation said yesterday.

The managing director of Thomas Cook-Rennies Travel, Mr David Haddon, said this at an interview marking this week's formal merger between the two travel industry giants.

He said that while business traffic was up by 20 percent for the first six months of the year, in financial terms, inflation reduced this to a three percent increase in turnover, but even this figure had fallen off since July.

There was a noticeable swing away from first-class air travel among business executives, whose companies were insisting they travel business class, often saving nearly half the fare, he said.

"Travel agents are in for a very rough ride, particularly in the leisure market where we are feeling a big drop in holiday travel which is expected to get much worse in 1983," he said.

The best one could hope for was to maintain the same volume of business traffic next year and rely on the successful sales of other travel-related products such as travellers' cheques, foreign currency and insurance, he said.

The Thomas Cook-Rennies merger follows closely behind that of two other giants in the industry, American Ex-

press and Musgrove and Watson, provoking the question:

Is there any future for the "little man" in travel, the need for its personal service?

Mr Haddon believes South Africa cannot support the 350 travel agencies in existence. He is certain many will not survive the recession while others will consolidate and join larger companies before financial ruin looms on the horizon.

He agreed the personal touch was vital, however, and could be continued if large companies allowed their branches a sufficient degree of autonomy to uphold their image locally and not just depend on the familiar name.

In spite of a high growth rate of incoming tourism from North America, Mr Haddon did not think tourists from overseas would reach the same number in South Africa in 1983 as this year because of the worldwide recession.

But he did believe the industry could begin to improve in 1984 and experience a boom again in 1985 when not only business and leisure travel among whites would probably accelerate, but when blacks would probably start to travel abroad in large numbers.

Rennies, founded by John T Rennie, an Aberdeen stockbroker, was initially a shipping company in Southern Africa that rapidly expanded its interests in the transport industry.

Thomas Cook is regarded as the father of the travel industry and international tourism, having arranged the world's first organised tours which circled the globe by 1874.

Rive: Ciskei, Transkei must be viable

EAST LONDON — Development of power to black local authorities was essential to boost the development of the informal sector of private enterprise, Mr Louis Rive said here last night.

Mr Rive, who has been appointed to advise the government on ways of improving black living conditions in the Eastern Cape, said there were numerous obstacles in the way of developing informal employment among blacks.

The informal sector, he said, could make a vital contribution towards providing employment for the masses in an underdeveloped and over-populated country.

Speaking at the annual dinner of the local branch of the Afrikaanse Sakekamer, Mr Rive said the informal sector was the most important "training school" for black people en route to "full" entrepreneurship.

And by putting this out of their (black people) reach with well-intended but impractical requirements we are really depriving them of their legitimate share in the economy."

Turning to the Border region, Mr Rive said solutions for black living conditions to the west of the Fish River should be found to the east of the river.

"The land to the east of the river must be seen as an economic unit and be developed as such. The white corridor and the adjacent areas are the economic heartland and the port city of East London is the gravitation point."

East London, said Mr Rive, had the potential to develop into a free trade area and could become the Hong Kong of South Africa.

However, to ensure peaceful co-existence and the development and welfare of all people in the region, Ciskei and Transkei had to become viable and self-sufficient.

The Eastern Cape, excluding the two independent states, comprised 74 "problem spots" with hopelessly inadequate housing, health and infrastructure facilities.

More than a third of the 300 000 black people living in the Port Elizabeth-Uitenhage area lived under atrocious conditions.

"Many people see the atrocious conditions under which tens of thousands of people live as the problem which should be solved."

"These conditions are however only symptomatic of the illness. We must cure the body, and not only try to cure the 74 sores cosmetically," said Mr Rive.

In a sound socioeconomic system, he said, the demand and supply of labour had to be in balance.

"It is clear that we have an over-generating of labour and that our capacity to train and absorb this into the labour force is limited."

The root cause of the undesirable conditions under which thousands of people lived was the unchecked population growth.

"However unpopular this statement may be, it is irresponsible to produce children you can't provide for."

"Nobody will be able to find an ultimate solution for the Eastern Cape's problems unless we can balance the birth rate and the provision of job opportunities," said Mr Rive.

Ciskei and Transkei, together with the white

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

able to disqualification and to possible exclusion from the University

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corridor, had to be developed into labour-absorbing entities if urbanisation and its attendant problems were to be resolved.



MR RIVE

External (3)

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ER BOOK

SERVICES

SECTOR

LABOUR

1982, 1983, 1984

Spar gives details of store strikes

Finance Editor

RECENT trade union activity, in which 150 people were fired, focused on the Browns Retail group and not Spar stores as a whole, Mr P R Heber-Percy, chairman of Spar South Africa, said in a statement to the Mercury yesterday.

Striking staff were given several formal and informal warnings earlier this month that the strike was illegal and refusal to resume work could lead to their dismissal.

The refusal of 150 people to return to work led to their firing, Mr Heber-Percy said. Each striking worker was given a last chance to reconsider and 'some did so and returned to work'.

Mr Heber-Percy said management was convinced of, and terribly distressed by, the knowledge that many of the dismissed staff did not 'wish to take part in the strike and were intimidated'.

Browns had since hired some temporary workers and would offer jobs to some of the fired people who qualified in certain categories of work.

He pointed out that Browns owned only 23 stores out of more than 100 Spar member stores in Natal and that Browns had problems in only eight of these stores. They employ about 550 people.

'The Spar organisation itself is not experiencing labour problems,' he

said.

Outlining the dispute, he said the management of Browns Retail had tried to adopt a most co-operative attitude in dealing with the trade union's (CCAWUSA's) request to represent all their employees.

Management allowed access to the stores in Durban and Pietermaritzburg, but 'this was abused' with a diminution of productivity and a considerable decrease in the goodwill and co-operation between store managements and staff.

Mr Heber-Percy said they had held many meetings with the trade union and 'no real conclusion' had been reached and there were 'stalling tactics from the union who could not show us a constitution which allowed them to have Indian members'.

More than 30 percent of Browns Retail staff is Asian.

'Nor were they able to prove, to our satisfaction, that they did represent a majority of our staff'.

Mr Heber-Percy said some workers who were claimed as members by the union were 'not subscription-paying union members'.

'The goodwill shown by management in co-operating with the union was regrettably not reciprocated'.

The managing director of Browns Retail, Mr John Limbouris, held regular

meetings with staff at every store, giving them a chance to air grievances and problems.

He also shared with them the problems of poor productivity and 'asked them to pull together better'.

Early in December, he visited most of the stores to tell them performance was better, that there would be a 13th cheque, and called for any grievances or problems.

'We are not aware of anything that was asked for that has not been attended to. Matters raised were settled there and then'.

Mr Heber-Percy said that within two days of the last of these meetings, a large number of the black staff at four stores 'staged an illegal strike'.

However, a large number did not strike and most of the other 23 stores were unaffected.

'When asked for reasons, completely new grievances were trotted out — none of which had been aired at the meetings or through the grievance procedures made available to staff'.

'A ridiculous wage demand was made and recognition of the trade union demanded — neither of which had been mentioned previously'.

'There were several incidents of vicious threats being made by striking staff against those who were working — including threats against the safety and health of their families'.

The original four strike-bound stores were followed by another four in the next two days — but not all the staff struck.

'It was quite obvious to us that the union was orchestrating this illegal strike,' Mr Heber-Percy said.

He said the last official communication between management and the trade union was on November 19 when Browns discussed membership claims with them, but there had been no response to this letter.

ROM 21/2/84 (287)

Union declares dispute over pay increases

By STEVEN FRIEDMAN
Labour Correspondent

THE Commercial, Catering and Allied Workers' Union (Ccawusa) has declared a dispute with a Johannesburg company, African Sales, which centres around two key bargaining issues.

Ccawusa wants the company to grant its 70 workers an "across-the-board" pay rise of R25 a week each, but the company insists it will grant pay rises "on merit"

and that some workers will receive more than others.

This has led to deadlock, and the union has declared a wage dispute.

The union also claims that African Sales is guilty of an "unfair labour practice" because it allegedly bypassed the union in negotiations and appealed directly to workers to accept merit increases. The company denies this.

Ccawusa has also lev-

elled other charges against the company, which have been denied.

African Sales says there is no dispute between it and the union about the total amount to be paid out in pay rises — but that it is "management's prerogative" to reward some workers with higher increases than others.

A union statement said African Sales accepted the idea of across-the-board

rises at one point, but then produced minutes at a negotiating meeting which did not reflect this.

The company then "unilaterally" offered to pay workers merit increases of R12,50 to R22,50, and decided "arbitrarily" to hold meetings with workers "to try to influence them".

It said the union believed this was an unfair labour practice.

RDM 20/12/84

Spar to meet union over dispute

By STEVEN FRIEDMAN
Labour Correspondent

THE Spar retail chain has agreed to meet the Commercial, Catering and Allied Workers' Union (Ccawusa) for talks on an eight-day-old strike at eight Spar Natal stores, the union's general secretary, Mrs Emma Mashinini, said yesterday.

Mrs Mashinini said the strike was continuing — but complained Spar was only willing to meet Ccawusa on January 3.

But Mr Bevan Ratcliffe, Durban manager of the Brown Group, which owns the Natal Spar stores, yesterday denied the strike was continuing. He said it had ended after "a couple of days" and said stores had returned to normal.

Questioned on the proposed meeting, he would only say: "We talk to the union all the time."

The strikes were prompted by union recognition demands and charges that management was "harassing" union members. About 150 workers in at least three Natal towns and cities — Durban, Maritzburg and Hammarsdale — took part.

Mrs Mashinini said strikers had been picketing the homes of company directors and the affected stores. They had been arrested twice, but later released, she said.

"The strike is continuing and we want to settle it — but the fact management will only meet us in two weeks' time will obviously delay this. We cannot understand why they won't meet us earlier," she said.

Meanwhile, 130 workers at a Chamdor company, Betta Sanitary Ware, were fired this week after striking in protest at a company decision not to award them bonuses as it is in provisional liquidation. They were told they could apply for re-employment on January 7.

A worker source said yesterday this was the second consecutive year workers would not receive a bonus.

A company spokesman confirmed the worker source's statement but refused to comment on whether the plant would re-open under new management next year.

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287

Store protest freed after arrest

Labour Reporter

SEVEN people were arrested by police following demonstrations outside Spar stores in Durban and Westville, but they were later released without being charged, a senior police spokesman in Pretoria confirmed yesterday.

Mr Jay Naidoo, local organiser of the Commer-

cial, Catering and Allied Workers' Union of South Africa, said the protest was against the dismissal of 150 workers from eight Spar stores in Natal following a strike over a wage dispute.

The strikers also asked that the company recognise the union.

Mr Naidoo said all seven were released after the union lawyers got in touch with the police. No charges were laid against them.

The protesters were arrested outside the Dayton Spar Foodliner at the beachfront and at the Westville Foodliner. Placard demonstrators at the Bluff branch of Spar were ordered by police to move

Dismissals

The demonstrations were aimed at focussing public attention on recent dismissals from the Spar chain stores.

Mr Dennis Love, personnel manager of the Browns group whose Browns Retail runs the Spar stores, declined to comment yesterday, but last night Mr Naidoo said the company had offered to meet the union on January 3 to resolve the dispute.

Col J Venter, of police headquarters in Pretoria, told the Mercury yesterday that the seven had been released immediately after their arrest and no charges had been laid against them

Checkers re-hires sacked workers

THE GIANT SUPERMARKET, Checkers, has agreed to re-employ members of the Commercial Catering and Allied Workers' Union (Ccawusa) dismissed at two plants.

Ccawusa's general secretary, Mrs Emma Mashinini said management has finally agreed to re-employ the workers after what she termed "hard negotiations between the union and the company"

In Tzaneen about 50 workers and

13 in Waterkloof were dismissed following industrial actions over wages

She refuted reports that the union had declared a dispute with the supermarket over wages.

"We are pleased that management is prepared to reinstate our members. It is not a healthy thing for people to lose jobs at this time of high unemployment, escalating cost of living and recession."

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Military
15/12/84 (182) 287
**Sacked
workers
backed**

Labour Reporter

REPRESENTATIVES of a number of community bodies met in Durban yesterday to offer assistance to about 150 employees of Spar who were dismissed following a strike at some of its chain stores

Mr Important Mkhize, branch organiser of the Commercial Catering and Allied Workers' Union of South Africa, CCAWUSA, said afterwards that the meeting expressed sympathy with the sacked workers and pledged its support to fight for their reinstatement

The union had since declared a dispute with the company.

Workers from four Spar stores in Natal went on strike last Saturday in support of more pay and recognition of their union

A company spokesman said the firm had urged the strikers to return to work while their grievances were being considered, but they refused.

Mercury 12/12/84 (287)

Dispute move after firings

Mercury Reporter

THE Commercial, Catering and Allied Workers' Union has declared a dispute with Brown's Retail, which controls 11 of the

Spar grocery stores in Natal.

This move follows the dismissal of 180 workers at eight Spar outlets in Natal after they stopped work in support of more pay and recognition for their union. All eight outlets are owned by Brown's Retail.

Mr Jay Naidoo, an organiser for the union, said yesterday that the union had applied to the Department of Manpower for a conciliation board hearing.

He said employees at three of the stores had asked to see the management, but the management had refused to accede to this request and the workers had been dismissed.

Mr Naidoo said the executive committee of the union would hold a special meeting to consider the dispute.

Mr Dennis Love, a personnel manager for the Spar chain, was not available for comment yesterday.

11, 1984 *Morning*

Only 4

11/12/84
stores

hit by

strike

Mercury Reporter

A SPOKESMAN for Spar stores said yesterday it was incorrect to say that Spar as a whole had labour problems or striking staff.

The spokesman was referring to a strike in four Spar stores during the weekend when about 100 employees stopped work in support of more pay and recognition of the Commercial, Catering and Allied Workers' Union of South Africa (CCAWUSA).

The spokesman said the firm had urged the employees to return to work while their grievances were being considered. They had refused to comply and had been dismissed following warnings.

Illegal

He said there were more than 100 Spar member stores in Natal and the labour difficulties had been restricted to a group of stores owned by Brown's Retail.

The spokesman alleged that the strike was illegal.

The company had appointed works councils in many of the stores to air grievances.

'In this case we have had no communication at all through these channels from our staff of any grievances,' he said.

The spokesman said workers who had not gone back to work in spite of adequate warning had been dismissed.

He said discussions had been held with the union in the past but the union had not yet provided proof of union membership as repeatedly requested by the company.

Employees at Spar stores halt work

Labour Reporter

FOUR Spar stores in Natal were hit by labour problems on Saturday after about 100 workers stopped work in support of their demand for more pay and recognition of their union.

Mr Jay Naidoo, a spokesman for the Commercial Catering and Allied Workers' Union of South Africa, CCAWUSA, said yesterday that the union was seeking an urgent meeting with the management today to help resolve the impasse.

Originally six Spar stores were affected, but workers from the Spar Store at St George's Street and the Westville Foodliner returned to work on Saturday.

According to Mr Naidoo, workers of Kloof Spar Foodliner, City Square Foodliner in Pietermaritzburg, Hamersdale Foodliner and Daytona Foodliner on Durban's beachfront

were still out on Saturday.

He said police had been called to some of the stores on Saturday and had dispersed the employees.

The workers were demanding a salary in-

crease of R80 a month and recognition of their union. They were also asking for the reinstatement of two employees who were dismissed recently.

Management of Spar could not be reached for comment yesterday.

RDM 4/12/84 (287) 133

Checkers and union wrangling at an end

LABOUR WEEK by PHILLIP VAN NIEKERK

ONE of the longest and toughest recognition negotiations on record ended this week when Checkers and the Commercial, Catering and Allied Workers Union (CCAWUSA) signed on the dotted line.

To add to the tension surrounding the wrangling — which lasted a full 18 months — was a wage dispute, which was

also settled last week.

The strain on industrial relations imposed by the disputes — including the large number of strikes before negotiations began — tell in the figures.

According to CCAWUSA, Checkers experienced about 135 strikes over the past two years.

That in the end they could agree at all says

something for the process by which agreement was reached — mediation, which is rapidly increasing its importance in industrial relations in this country.

Though it doesn't always work, the use of a mediator to bring disputing parties voluntarily together, rather than other forms of settlement such as arbitration, is on the upswing.

Recent union dissatisfaction with the industrial court could mean an even greater swing towards "going it alone" — and, using agencies such as the Independent Mediation Service in settling disputes.

Of course, mediation could never answer the problem all of the time, simply because to be successful it depends on the active willingness of both parties to co-operate and find a settlement.

Workers and trade unions are going to need the industrial court as protection against unfair labour practices for some time to come.

ROM 4 72189 (287)

IN a unique dispute for this country, CCAWUSA and the National Union of Distributive and Allied Workers (NUDAW) have threatened take action over the use by companies of polygraphs or lie detector machines.

Pick 'n Pay and Dions have said they use them on their staff, while according to the company which administers the tests, 50 companies around the country use them.

The companies involved cannot see anything wrong with using the machines.

"Shrinkage is a major problem in the South African retail trade. We have to use all the ways we can to keep it to a minimum," says Mr Errol Ashman, of Lodge Security.

The unions think it is inhuman, degrading and insensitive and unless the companies stop doing it soon, it could blow up into a major dispute.

ROM 11/2/84 (188) (287)

Steward is back at work

Mail Reporter

A SHOP STEWARD of the Retail and Allied Workers' Union (RAWU) has been reinstated at the Doornkloof Pick 'n Pay in Pretoria after being dismissed for attending a union meeting during the two-day stay-away on November 6.

The general secretary of RAWU, Mr Donsie Khumalo, had threatened to organise a national consumer boycott against Pick 'n Pay because of the dismissal.

Mr Khumalo said management had requested stewards not to attend the union meeting on that Tuesday because of the shortage of staff resulting from the stay-away.

However, shop stewards at the Doornkloof branch had not been informed of the request.

Long dispute ends in pay rise

By PHILLIP VAN NIEKERK

AFTER 18 months of wrangling, Checkers and the Commercial, Catering and Allied Workers' Union (CCAWUSA) have signed a national recognition agreement — and at the same time ended their wage dispute by agreeing to increases of R46 a month.

The agreement provides the union with recognition at all stores where it has a majority of members.

CCAWUSA claims to have majority membership at Checkers as a whole — about 10 000 workers out of the company's total labour complement throughout the country of 16 000.

A statement by the union yesterday said it came at a time of "tense" relationships between the union and Checkers management and that there had been numerous accusations of a "poor" management attitude to workers.

The statement said the negotiations had started 18 months ago after widespread industrial unrest at Checkers and had been marked by deadlocks, stoppages and disputes.

CCAWUSA said Checkers had had an average of 1.3 strikes a week over the past two years.

A Checkers spokesman, however, said they "looked forward to a continued constructive relationship with the union".

The wage increases — which are effective from December 1 — mean that Checkers staff will get a R46 increase on their anniversary date of employment.

The Checkers spokesman said the increases included the statutory minimum wages.

RDM 8/11/84 482 287

Wits workers end strike

A MASS meeting of black University of Witwatersrand workers yesterday morning resolved to end their week-long strike, after the university administration agreed to independent mediation.

More than 900 members of the Black University Workers' Association (Buwa) gathered in the G R Bozzoli Sports Hall to hear the outcome of the most recent discussions between the union and Wits administration.

It was decided that the strikers would return to work, pending the outcome of negotiations through in-

dependent mediator Mr Arthur Chaskalson of the Legal Resources Centre

The staff went on strike last week over the alleged victimisation of workers by three black managers at the Glynn Thomas House residence in Soweto

A fact-finding committee was established to investigate the allegations, but found "no basis for the dismissal of any of the managers"

In the interim, black students at Glynn Thomas House have physically removed the managers cited as responsible for the victimisation

Monday 4/10/84

Two firms still affected by strike action

Labour Reporter

WHILE strikers at one Durban factory returned to work yesterday, two other companies were still affected by labour problems

Cleaners employed by Supervision Services, who went on strike on Tuesday demanding more pay, were yesterday given an ultimatum to return to work today or face dismissal

Mr T W Davis, the company's general manager, said that 'only a handful' of people were involved in the work stoppage. 'Most of our staff are at work,' he said

But, Mr Bongani Khaula, a local organiser of the Cleaning and Allied Workers' Union, said about 200 cleaners stopped work in support of their demand for more pay

They were still deciding whether to return to work, he said, adding that they were unhappy with their wages which averaged R172 a month

Silverton Engineering, at Isipingo, where about

60 striking workers were dismissed last week following a protest over the introduction of a four-day working week, was still closed yesterday. Mr Barry Land, a company spokesman, said a decision was expected early next week

At Crossley Carpets at Reunion, near Isipingo, about 500 workers, protesting at the dismissal of three colleagues, ended their one-day strike at 10 a m yesterday after talks between management and officials of the South African Allied Workers' Union

Company spokesman Mr Seaton Thompson said all had returned to work and the three dismissed workers had been reinstated

'The company was assured by representatives of the union that the workers will observe the staggered meal breaks,' he added

He said there would be discussions between management and representatives of the workers regarding union recognition

Deadlock in Wits dispute

By THELMA TUCH
Education Reporter

NEGOTIATIONS between the University of the Witwatersrand and the Black University Workers' Association (BUWA) reached deadlock yesterday as almost 1 000 black workers at Wits stayed on strike.

This is the first strike to take place at the university.

Workers are protesting against the alleged victimisation of 15 workers at the university's Glyn Thomas House residence by three managers, and are demanding their dismissal.

However, a letter sent yesterday by the vice-principal of Wits, Professor R W Charlton, to the BUWA executive, stressed that a

fact-finding committee had found no evidence that could justify the removal of any of the managers.

Prof Charlton said the grievances expressed had either been resolved or could easily be resolved with discussion and negotiation.

"There is no need for confrontation, which can't be in the interests of either party," he said.

He urged the BUWA members to return to work immediately and then to assist management to resolve any remaining grievances.

However, about 1 000 workers assembled in the Senate House concourse yesterday and resolved to

continue striking until their demand for the dismissal of the three managers was met.

All the banks and food outlets in the concourse were closed.

University students started writing exams yesterday and white library staff are involved in make-shift arrangements to cope with the absence of many black library workers.

Heads of departments at Wits received a circular yesterday asking them to keep a record of absent workers.

The Black Students Society, the Moslem Students Association and the Glyn Thomas House Committee have pledged support for the workers' cause.

WITS HIT BY STUDENT STRIKE

BY JOSHUA RABOROKO

MORE than 1 500 workers at the Witwatersrand University, including black students, yesterday went on strike, demanding the dismissal of three administrators at the university's residence in Soweto. At a meeting in the University Great Hall, the vice-chancellor to resolve the matter immediately.

While members of the Black Students Society joined the striking workers in solidarity, the white students kept away from the proceedings. The workers demands are improvement of working conditions and that management should stop threatening to dismiss workers and improve their studies.



PART OF the striking workforce at Wits University attending a meeting at the Great Hall.

BUWA, Mr Enrol Ndlovu, said that he made the workers' demands known to management, but management has said that they found the demands unacceptable.

He reported the matter to the workers who explained that they were unhappy with the administrators' attitude towards them. Some of the workers have been threatened with expulsion by the administration.

"When their demands

were not met the workers decided to go down tools. They were later joined by the rest of the workers at the university," he said.

"We will call on management to react positively to the workers' demands," he added. Wits, seen as one of the most "progressive and liberal institutions" which still accommodates blacks, was slammed by speaker after speaker at the meeting. The university

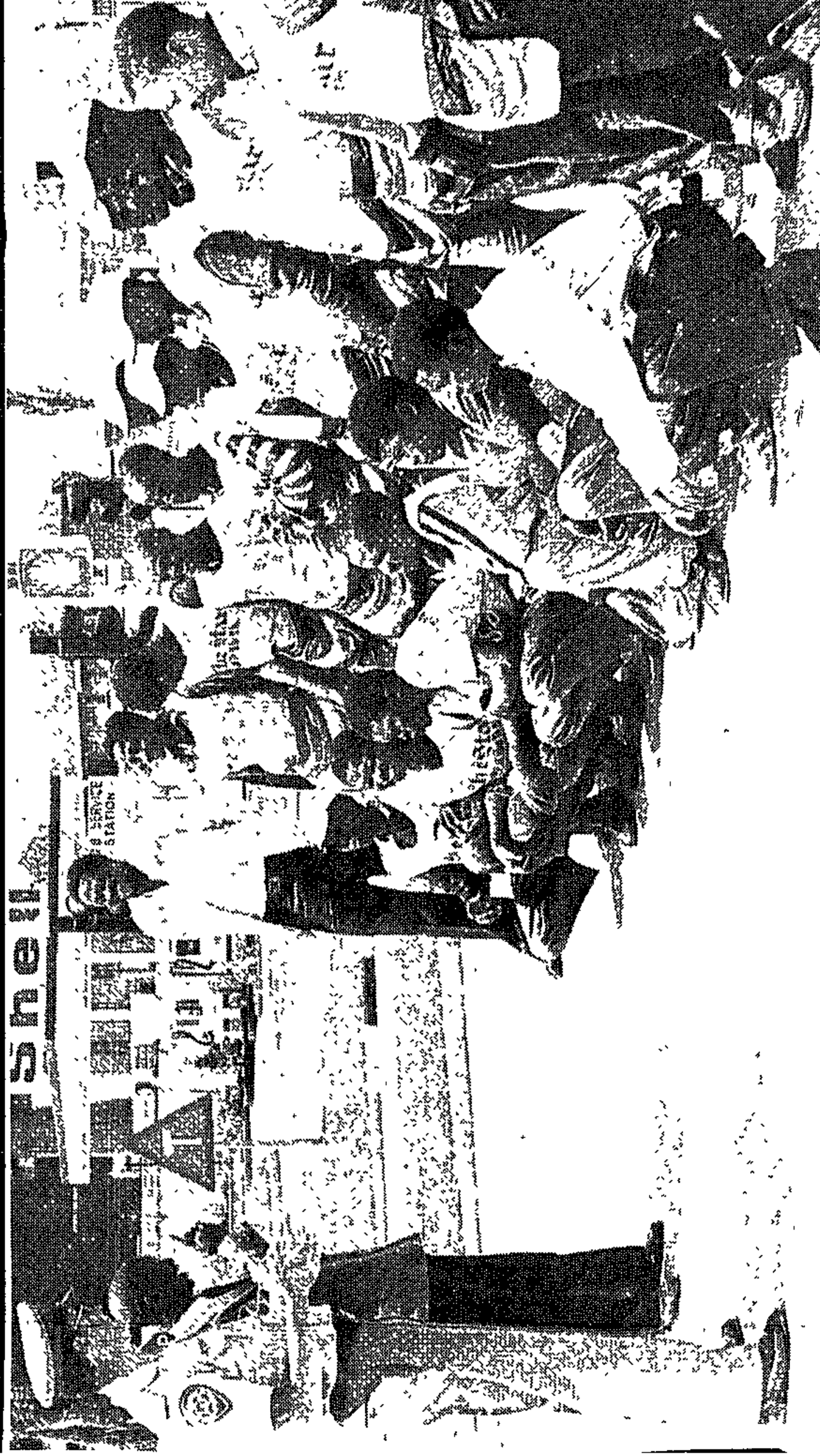
was exploiting black workers, speakers said.

A speaker from the Moslem Students' Society expressed solidarity with the workers' plight and said that the university wanted to pose as a "liberal institution" yet it was not.

Mr Ian Crother, the university's industrial relations officer, told workers that their demands were unacceptable and the administrators will not be expelled. He had investigated

their treatment at Glynn Thomas and will submit a report to the vice-chancellor. He advised the workers to return to their jobs while the matter was receiving attention.

He refused to answer workers' questions at the meeting and left the hall with workers still disaffected, singing freedom songs and chanting black power slogans. The situation was still tense at the university yesterday.



Mr J Gildenhuys of Randburg Traffic Department tells vendors some of the safety tricks they should use when selling newspapers on street corners. His advice could save them from injury — or even death.

Paper vendors taught the rules of safety

By Kashvina Jaga

A newspaper vendor has to have his wits about him as he attends to customers crowding round his stall, while keeping an ear open for the hoots of motorists.

Safety for vendors, many of them standing from dawn to dusk on street corners, is the top priority of a new training programme.

It is being undertaken by the Randburg traffic authorities and Allied Publishing Company.

Vendors are drilled on how to do their job safely.

"Safety on the streets is our main concern," said training officer Mr J Gildenhuys of the Randburg Traffic Department.

Another instructor, Mr N Ndlebe of Allied Publishing, has been in the newspaper business for 16 years.

Once a newspaper vendor himself, he said: "I know all the tricks of the trade."

Mr Gildenhuys said that a few years ago a newspaper vendor was

killed in Randburg. This was the main reason behind the course.

"We have to make these vendors conduct-wise when they are selling on the streets," he said.

The vendors are taught safety measures:

- Always wear a striking yellow safety jacket which can be seen easily by motorists.
- Do not turn your back on moving traffic.
- Do not sell newspapers in the midst of moving traffic.
- Do not sell papers to drivers holding up traffic.
- Always make sure your stand is tidy.
- Make sure you are using current posters and dispose of the old ones.
- Do not stick posters on traffic signs because that could confuse motorists.

There will be more courses at Randburg's Traffic Training Centre at 10 am on November 15 and from December 4 to 7 and 11 to 14.

APM 23/10/84 (287)

Checkers staff on strike for more pay

TZANEEN. — The entire black staff at the Tzaneen branch of Checkers stores went on strike yesterday morning after a pay increase disagreement with management. According to a spokesman for the staff, the workers decided to down tools yesterday after management "flatly" refused even to consider the workers' request for a pay increase.

It could not be established how big an increment the workers demanded. The parties were locked in what one worker described as a "very tough meeting" yesterday. By 2.30pm no agreement had been reached, however.

According to a reliable source, management told the workers to "either go back to work or take your uniforms off and go home".

The workers apparently refused, saying they only wanted pay increases and not to be sent home.

— Sapa.

287
E. Herald 8/9/84

'Victim' and 50 strikers sacked

THE woman at the centre of a row which led to a strike by 50 Grand Bazaars employees, has been fired — along with the other strikers.

The walkout by workers at Grand Bazaars' warehouse in Epping occurred when two workers were axed on the spot for playing a practical joke on a fellow employee, Mrs Yvonne Adonis.

Bosses at the factory claimed that the joke had placed Mrs Adonis's health at risk.

However, in a surprise development, Mrs Adonis later approached management and asked "Was it necessary to sack them?"

And when they refused to budge, she joined the 50 others who had walked out in protest at the sackings.

Last week Grand Bazaar's management announced: "As far as we're concerned the people who walked out — including Mrs Adonis — no longer work for us. We have already hired other workers to replace them."

BITTER

But the bitter husband of Mrs Adonis — Mr Eric Adonis — said: "I told my wife to stop working there. She was an innocent victim and I believe she was 'used' by her union (the Retail and Allied Workers Union)."

Mr Adonis said he had first heard about the strike more than a day after the walkout and had immediately gone to

the factory to confront his wife.

"I ordered her to return home with me immediately. I didn't want her to have anything to do with it."

"But later when union officials came to see her, I told her 'You must choose what you want to do'."

BACK

"She decided to continue to back the strikers. But later, when we discussed the matter

again, I pointed out that the whole affair was interfering with our private lives. She then decided she wanted nothing more to do with the strike."

"She did not attend their protest meeting last week. In fact, she has resigned from the company."

"I'm bitter about what has happened. How is she going to find another job with a 'strike record' against her name?"

Arsonists hit three schools in Mamelodi

By Andrew Beattie, McKeed Kotlolo and Jo-Ann Collinge

Arsonists tried to set fire to three schools in Mamelodi last night.

A woodwork block was gutted with damage estimated at more than R100 000. Firemen from Silverton arrived too late to stop the fire at Lehlabile Secondary School in Mamelodi East.

At Mamelodi High School and Ribane-Laka Secondary School attempts were made to set classrooms alight.

Damage was minimal and the attempted arsonists were chased away by night watchmen.

● The United Democratic Front was to send a team of lawyers and doctors into the Vaal townships today.

The move followed a visit by UDF office-bearers to the area last night.

They had found injured people untreated and confusion among residents with missing, dead or arrested relatives, said the UDF's Transvaal vice-president, the Rev Frank Chikane.

Those requiring advice or free assistance from lawyers should contact the UDF office at (011) 29-1916 or (011) 29-1917.

Mr Chikane said the rents in the Vaal area had been imposed by "a council that represents nobody".

He pointed to low polls throughout the country in last year's elections under the Black Local Authorities Act, adding that the Lekoa area poll was especially low.

The proportion of registered voters participating in the Lekoa poll was 14,7 percent, or 8,9 percent of residents aged 20 years or older.

The UDF described the raising of rents by councillors as "a callous move".

The UDF Transvaal region will be holding an emergency general council meeting at Khotso House in Johannesburg on Saturday.

West reacts to SA's second Sharpeville

WASHINGTON — The United States said today it had informed the South African Government that it was deeply disturbed and concerned over the violence and killings in Transvaal townships.

The reaction came after dramatic scenes from the disturbances had been shown on the major American television channels and the events prominently reported on the front pages of leading newspapers.

Television viewers yesterday saw policemen firing teargas shells from moving vehicles and an aerial view of what appeared to be looters attacking a building.

US State Department spokesman Mr John Hughes said today: "There isn't any question that the South African Government is aware of, how concerned we are about these demonstrations and about the violence and the deaths."

Thousands left homeless by Vaal township violence

Staff Reporters

Thousands of people have been left homeless in the wake of the violence that tore through the Vaal Triangle townships.

A hostel near the Sebokeng hospital was burnt down leaving hundreds homeless — in addition to those who lost their houses in the two days of rioting.

At least 100 Indian shopkeepers who lived in houses behind their stores have also been left homeless by arsonists.

The death toll has risen to 29 with the discovery of three more bodies by police late yesterday.

The Deputy Mayor of Evaton, Mr Dutch Diphoko, died in the Sebokeng hospital yesterday from injuries suffered in an attack had gathered around the

family home on Monday and begun to throw stones.

"My father was badly injured and taken to hospital," he said.

The official injury toll released by police is 40 civilians and eight policemen. But police say the figure could be far higher.

By yesterday afternoon, the 888-bed Sebokeng hospital was reported to be filled to capacity.

As a precautionary measure, all white administrative and kitchen staff were asked to leave the hospital, but medical and security staff stayed on.

There was strong evidence that the unrest in the Vaal Triangle was being brought under control, the Commissioner of the SAP, General Johan Coetzee, said in Cape Town last night.

105 000 black pupils are boycotting classes, says DET

By Susan Fleming

More than 105 000 black pupils from schools in the Vaal Triangle and East Rand are boycotting classes, the chief of public relations at the Department of Education and Training, Mr Job Schoeman, said in Pretoria this morning.

The 93 000 pupils from 14 secondary schools and 73 primary schools in the Vaal Triangle were not staying away because of complaints about schooling but as a result of this week's unrest in the area which stemmed from the rent increase, he said.

Mr Schoeman said about 9 000 pupils from 10 secondary schools in the East Rand townships of Katlehong, Tembisa and Daveyton had boycotted classes but primary schools there had returned to normal. Pupils from the three schools in Welkom walked out of classes yesterday after having resumed school on Monday, said Mr Schoeman.

Classes have been suspended at Minerva Secondary School in Alexandra township, and about 1 000 pupils from Mamelodi township have abandoned classes.

In Queenstown, Cape, about 3 000 pupils from three secondary schools have boycotted classes. Schools in Soweto were normal.

The major newspapers appeared today when the known death toll was still at 14 and this was reflected in the front-page headlines in papers including the *New York Times* and the *Washington Post*.

The *New York Times* report, datelined Sharpeville, was accompanied by a picture of rioters at a burning building in Evaton.

In London no-one thinks that Sharpeville 1984 is the precursor of dramatic change, as some did with Sharpeville 1960, says *The Times* in an editorial today.

"The message is more sombre. Things cannot go on in the long term as they are in South Africa. Violence is ever-present, occasionally bubbling up into the world headlines, and certain to get worse."

The paper says there are significant differences between the two Sharpevilles.

The immediate and surface causes of the riots are relatively trivial, but the mood of discontent has been heightened by the intense political campaign waged by the United Democratic Front and by the police reaction.

Violence is multi-faceted in South Africa and white South Africans tend to be cocooned against it, says *The Times*.

"The positive achievement of Mr Botha has been to bring out into the open the idea that some dramatic change is necessary if South Africa is to survive."

"The message from Sharpeville is that his proposed change is not enough."

● The Johannesburg Regional Synod of the Anglican Church, being held in Parkmore, last night sent a telegram to the acting State President, Mr P W Botha, protesting against reports that police fired teargas into the rectory of an Anglican minister during a prayer service on Monday night.

Section 12/18 13/8/84 (287)

Low pay for city cleaners

MANY black women employed to clean some of Johannesburg's high-rise buildings earn low wages — a minimum of approximately R38 per week.

They have no trade rights; they work long hours without pay; are exposed to thugs when they travel long distances to their homes at night without transport; they are victimised, harassed and intimidated by their employers.

General secretary of the Cleaners and Brushes Workers' Union, Ms Mary Ntseke, who is recruiting the workers, says it is not easy to persuade managers to allow these workers' union rights, "but we are fighting very hard."

She says the owners of the buildings have contracts with cleaning companies who employ the workers, mostly migrant women — the majority leave their families at night to clean offices of some of the city's big bosses.

Ms Ntseke, who started the union in 1982 — three years after blacks were granted trade union rights following the Wiehahn Commission's recommendations, says she is seeking legal advice to take some of the workers' grievances to court.

She says the workers do not have an industrial council where their wages could be determined. Their wages were normally made at the Wage Board and are very low.

The present Wage Board determination is set at R38 per week and this falls short of what the University of South Africa's Bureau of Market Research has calculated: that Supplemented Living Level (SLL) be R377,47 for the Johannesburg area during August 1983.

The University of Port Elizabeth has calculated that the minimum living level in March 1984 for the Johannesburg area was R272,77. Judging from these statistics it is clear that the cleaners are getting the lowest minimum — their real expenditures are far greater looking at the recent increase in GST.

The union has proposed that the new wage the board should implement is an adjustment from R38 to R75 per week because "this is a living wage which workers in the cleaning industry should earn," she says.



● THE retrenched security guards waiting for their pay at their employers' offices in Maitland last week.

Angry guards in pay row

By Tyrone Seale
MORE than 50 security guards, angry at having been kept waiting for their wages, "seized" their bosses' offices last week.

This action by employees of the Maitland-based Suburban Security Services, followed a decision by the company

to lay off a large section of its workforce. A spokesman for the workers said "They told us we had to leave because a contract to guard City Council property had been taken over by other security firms."

The men had been promised their pay on Tuesday. But on Thurs-

day they were still waiting for their money. "It was then that we decided to take over the premises," the spokesman said.

ANGRY

"The men were angry," the spokesman added, "because many of them had to travel long

distances to get to the premises every day.

"We have lost our jobs and now we still have to put up with further hardship because we can't get our money. Whenever we try to contact the director of the company, Mr N Marais, he's not available."

Mr Marais said from his home on Friday morning that there had been a delay with the pay cheque of R20 000.

"The Council normally pays me before the end of the month, but the cheque has been delayed. The Council says the cheque has been in the post since July 25 — but I haven't received it yet. As soon as I get it I will sort out the workers' problems," he said.

What a quack!

IN 1934 Clarence "Ducky" Nash did his first animal impersonation of cartoon character Donald Duck.

He and the lovable duck were an instant hit and it is as much the voice as the drawings that has endeared Donald Duck to people for the past 50 years.

Clarence now 79, said "I wanted to become a doctor. Instead I became the biggest quack in the world."

She travels

Jail- visi- tech

IT was going to be a special visit, of Mafolo, Soweto.

For 26 hours she sat through a tiring train trip to Cape Town, with visions of that first "contact visit" to her ex-Robben Island political prisoner son, Martin, 22, at the Helderstroom Prison near Caledon.

For the first time since Martin's imprisonment five years ago, Mrs Mahao was going to be able to actually touch her son, as opposed to just speaking to him through a plastic panel. The visit would last for 30 minutes.

But when she got to the prison last Wednesday morning, Mrs Mahao's hopes of a pleasantly memorable visit were dashed.

CONDUCT

She could touch her son all right. But, the Southern Sotho-speaking Mrs Mahao was told she could conduct the conversation only in Xhosa, English or Afrikaans, because of the lack of interpreters at the prison.

She agreed to speak in the stipulated languages, but her son preferred the mother tongue and in doing so got on the wrong side of


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65 cleaners at UWC stay out on strike

C. Times Labour Reporter ~~1/8/84~~ 287

SIXTY-five cleaning workers stayed out on strike at the University of the Western Cape yesterday while talks were held with the management of Pritchard Cleaning Services, a spokesperson for the workers said yesterday.

Mrs Florrie de Villiers, vice-chairperson of the Domestic Workers' Association, confirmed that workers had gone on strike at noon on Monday in support of a pay increase and other demands.

Workers stayed out yesterday while she and the workers' committee negotiated with Mr J Woolley, Pritchard's Cape Town branch manager.

She said management had met a demand for half-days off on pay-days, but workers were still demanding pay increases as well as refunds of money deducted from their pay packets at the end of last year.

Mr Woolley had agreed to present the demands to the Pritchard management and talks would continue today.

Mr Woolley could not be contacted for comment.

2 The Cape Times,

Cleaners end strike

Labour Reporter

SIXTY-FIVE cleaning workers at the University of the Western Cape have gone back to work after settling their dispute with the management of Pritchard Cleaning Services.

Mr J Woolley, Pritchard's Cape Town branch manager, said yesterday that the dispute had been resolved to the "complete satisfaction" of management, workers and the UWC administration, and workers had returned to work immediately after the final talks.

He said the settlement involved "pay and other related matters".

Mrs Florrie de Villiers, vice-chairperson of the Domestic Workers' Association, said management had agreed to a 16 percent pay increase from August 1 and a 9 percent increase from October 1.

Workers had also won a monthly half-day off on paydays and management had agreed to consider representations regarding deductions made from pay packets in January.

"We are very happy for the workers' sake," Mrs De Villiers added.

D. Drafatch (287) ~~342-1751~~
**EL man charged with
underpaying staff**
11/7/84

EAST LONDON — A Quigney boarding house owner appeared in the Regional Court here yesterday on charges relating to employment practices.

Mr H. W. Stewart of the Belvedere Lodging House in Currie Street pleaded not guilty to all charges.

He was charged with underpaying his employees; not giving them the required notice before terminating their employment; not giving them leave pay; failing to register the boarding house; failing to provide the Department of Manpower with wage records; not complying with the Unemployment Insurance Act and not providing the department with registers of the employees' working hours.

Mr Stewart said in his defence that he found the summons vague. He said there was no proof of the charges. He suspected that he was charged on presupposition.

"I didn't think I

needed to comply with what I'm charged with," he said.

Mr J. H. van der Berg, an inspector for the Department of Manpower, said he investigated after complaints by two employees and because Mr Stewart had repeatedly failed to furnish the department with information.

He told the court that investigations revealed that the previous owner had cancelled the registration of the house when Mr Stewart took over. Mr Stewart had failed to register it again.

According to the act the employees had to be paid a minimum of between R67 and R160 a month during the period of almost two years they were employed by Mr Stewart. They had received only R50 a month, he said.

He said Mr Stewart owed them a total of R3 293,98.

Mr Stewart said he was under the impression that the regulations were not applicable to

him and this was why he did not fill in the forms required by the department.

He said he had arranged alternate employment for the two employees when he dismissed them but they refused.

The hearing was postponed until Thursday. —
DDR

The magistrate was Mrs H. C. Niemand. Mrs A. du Plessis was prosecuting. Mr Stewart was not represented.

Sandton clinic workers strike

ABOUT 200 nurses and labourers of the plush Sandton City clinic went on strike yesterday after management allegedly turned a deaf ear to their demands.

The staff, which includes theatre sisters, cleaners, cooks, maintenance, security and creche staff, downed tools after management allegedly:

- Fired a shop steward for his association with their union — the Black Health Workers' Union of South Africa (BHWUSA);
- "Mysteriously" decided to transfer the security personnel after they were found to have joined the union; and
- Were unable to explain why only black people were searched.

Prisoners

The workers also complained that their changing rooms and food "were fit for pigs."

Even prisoners get better food than us," one worker said.

The situation became tense last week, according to the workers' spokesman, after management announced that they were going to transfer the security personnel. An urgent meeting by union members was called after negotiations with management agreed to investigate the security personnel's case.

On the same day after the "truce" the shop steward was fired. Thereafter management refused to talk to the workers' representatives. A spokesman for management yesterday refused to comment and said a statement would be released today.

Medunsa hit by food strike

CANTEEN workers and students at the Medical University of South Africa (Medunsa) yesterday went on strike — the workers demanding the reinstatement of a fired worker and the students supporting the workers.

The students went on

a food boycott after the workers had gone on strike. Late yesterday the students were in talks with the principal, Professor L T Taljaard to try and solve the issue. The students have warned of stronger action should the work-

ers demands not be met.

The workers involved include the staff of Fedics Food Services which supplies meals to the students.

A source close to the students said the students were also unhappy with the dismissal of an employee as they felt the authorities acted against the worker in a face saving gesture rather than attending to the problem of a food-shortage on the campus.

Unfairly

Workers yesterday demanded the immediate reinstatement of their co-worker whom they said was treated unfairly. They said one of the chefs was fired from work during last week after some fish went missing.

"It has not been proved that the man was responsible for the disappearance of fish in the kitchen and what worsened the matter was that he was not involved in the allocation of food at work. His job only entailed preparing food at the canteen," said one of the workers.

Rector

Workers said they would not go back to work unless their demand was met by management. None of the Fedics company officials was available for comment as the personnel officer and the manager were said to be engaged. When The SOWETAN contacted the office of the rector to find out how the strike affected the students, his secretary said he was in a meeting and that she did not think he would be prepared to discuss the matter with The SOWETAN.

Move to fight the SATS

THE Winterveldt Action Committee has donated R1 000 to the Soshanguve Residents' Association (Soria) and the local Interdenominational African Ministers' Association (Idamasa) in support of the intended civil action against the South African Transport Services.

Mr Jack Phahlamohlaka, a publicity secretary for Soria, said trade unions and other organisations had also shown interest in assisting desperate residents who were left stranded after buses were withdrawn a month ago. Lawyers, he said, were busy collecting affidavits.

The withdrawal of the direct bus service between the city and the two townships has left some of the people jobless because of always being late for work. People now fear that employers may end up not giving jobs to those in the affected areas.

A Mabopane woman, Mrs Maggie Letwaba, was recently fired from the company she served for more than nine years after her employers had complained of her late-coming. She used buses to get to her place of employment and had since resorted to the train after the phase-out.

A spokesperson for the "For the Birds", a Mrs Heroldt, yesterday confirmed that Mrs Letwaba lost her job as a result of always being late for work. She said the company could not take it anymore and she was dismissed as a result. Mrs Heroldt pointed out that they were aware of the transport problem but said the company had to work within the prescribed working hours.

everything for your home at Blooms!



HAPPINESS IS: Every school choir hopes to — Moghaka Senior Secondary School. To them and boys choirs, all obtained first positions at masters, Mr Panky Moletsane and Mr James contain

Botha is t

LONDON — Anti-apartheid campaigners said yesterday next Saturday's visit to London by the South African Prime Minister, Mr P W Botha, had generated such hostility that his life might be in danger.

The London Sunday Times carried a front-

Blast: Man pleads innocent

BAIL of R1 000 was granted to a 30-year-old shift boss who appeared in the Welkom Magistrate's Court on Friday on sabotage charges allegedly involving explosions at the Western Holdings mine in June and November last year.

Mr Abraham Paul Johannes Nel, of Sidney Jacob Street, Odenaalsrus, a former employee at Western Holdings Limited, pleaded not guilty to two charges of sabotage.

page report yesterday with the headline "Safety threat to Botha in 'biggest' demo."

The newspaper's opponents to the visit Mr Botha is coming to talks with the British Prime Minister, Margaret Thatcher were promising "the largest anti-apartheid demonstration London has ever seen."

It added: "Some of the protest leaders believe that Botha's life might be in danger as a result of the hostility and anger provoked by his English stop-over."

Leading anti-apartheid campaigner, Peter Ham, was quoted as saying: "Put it

Call for

THE South African Minister of Justice acted beyond his power in issuing a certificate of stop court proceedings against Swapo detainees at a camp in Namibia, the Western

goods train has been de-
train entered
to Maputo.
informed high
the Lomahasha
ured, the driver
ality were not
and is being
had caused a
fence force activ-
and Swazi auth-

were seriously concerned following the line of
thought that the attack was the work of militant
ANC bandit groups that are believed to be still oper-
ating in the border areas of Mozambique
The source said that it was suggested that if this
was true then it was possibly in retaliation for the
Swaziland Government's harsh crackdown on the
ANC in the country.
At present it has not been possible to obtain any
official confirmation or comment from the Swazi-
land Government or the Swazi railways headquar-
ters — Sapa.

Ccawusa in Metro accord

By JOSHUA RABOROKO

THE COMMERCIAL Catering and Allied Worker's
Union of SA (Ccawusa) has signed a wage agreement
with Metro Cash and Curry covering about 3 000
workers.

In terms of the agreement, the members will be
afforded a R57 increase across the board, according
to the union's general secretary, Mrs Emma Mash-
ini yesterday.

Homelands

The 25,3 percent rise will apply to workers em-
ployed in the homelands and the black urban areas.
It also means an increase of 40 percent for the lowest
paid workers.

FOR THE KIDS

from the Shell
opened by Profes-
this week and
Wednesday.
started 25 years ago
series of picture
on history
series proved so
successful that the ser-
es enlarged to in-
wall charts on the
The education

service is geared to-
wards primary school
education and all
material produced is
linked to the South Afri-
can school syllabus.
Although the public
sector may purchase the
educational aids, they
were produced specifi-
cally as a teaching aid
for the classroom The

material produced is
highly subsidised by the
company to enable
schools to acquire pro-
fessional teaching-aids.
The Shell Gallery will
be open from Monday
to Friday, from 8.30 am
to 4.30 pm. The gallery
is situated on the ground
floor of Shell House, 51
Plein Street, Johannes-
burg

Watch out for
SOWETAN Sunday
MIRROR on Sunday

Death of

From Page 1

by Mr Themba had been
inflicted in a violent
manner. Mr Themba,
the court heard, also
had a large bruise on the
left cheekbone and
other marks above the
left eyebrow and on
both legs Coagulated
blood was noted on his
left ear.

Asked by the de-
fendant's counsel, Mr P
F Lutsch, if it was possi-

CAR — A HONDA BALLADE FROM SO-BRIGHT PROMOTIONS

giant music festival to be held at the JABULANI AMPHITHEATRE on
SUNDAY, MAY 27, 1984, starting at 10h00.

Admission: R4 all round — Tickets available at gate only
FEATURING BANDS:

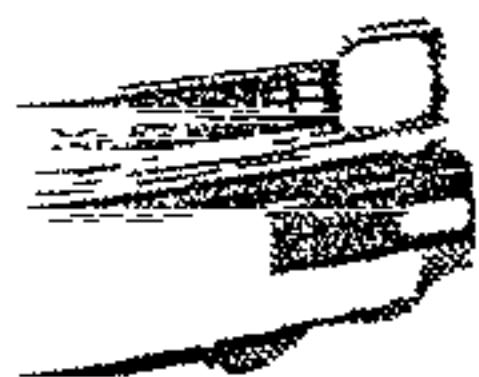
★ Brenda Fasi and The Big Dudes ★ Umoja
★ Malombo ★ Mara Louw ★ Sakhile ★ Babsy
Mlangeni ★ Blondie and Papa

Also to be won are the following fantastic prizes:

★ Weekend trip to Durban for a couple (air fare, five-
star hotel accommodation including meals fully paid

★ Trip to Sun City for 10 winners ★ Telefunken colour TV ★ Defy
Defy electric stove ★ Metro hi-fi set ★ Five BMX Raleigh bicycles
worth R450 redeemable at the Blackchain Supermarket ★ Bursaries
300 to be won by students only on the basis of raffle tickets sales ★

may be yours for only R2 per raffle ticket The car will be displayed at the JHB Station 18 and 19 May
at these places Tickets always available at the Blackchain Supermarket until the date of the show



Come to the
to win this
prizes

Button up
with

DARWOOD
THE TROUSER WITH THE
NAME ON THE BUTTON

RDM 13/4/84

Talks as Russels strike ends

287

By STEVEN FRIEDMAN
Labour Correspondent

STRIKERS at the Roodekop, Germiston, warehouse of furniture store group Russels ended their week-long stoppage yesterday after talks between the company and the Commercial, Catering and Allied Workers Union (Ccawusa), the union's general secretary, Mrs Emma Mashinini, announced yesterday.

Mrs Mashinini also announced that Ccawusa yesterday signed a new wage agreement with newspaper distributors Allied Publishing which will raise minimum pay by more than 20%.

This means minimum pay at Allied has more than tripled in three years.

At Russels, about 120 workers at the warehouse struck last Wednesday after management rejected their demand for a R40 a week rise and said the company could afford no increase at all.

The union says several Russels stores joined the strike and that more than 200 workers took part, but the company says only one store was affected.

During the strike, Russels dismissed the workers.

Mrs Mashinini said yesterday, however, that the workers had returned "en bloc" and all had been reinstated.

"Had the company agreed to discuss worker demands originally without turning them down flatly, the strike would have been avoided," she charged.

Comment from the company could not be obtained yesterday.

At Allied Publishing, which recognises Ccawusa and has negotiated wages with it for some years, Mrs Mashinini said the union and company had agreed on increases ranging from R14 a week to R21,85.

Allied's managing director, Mr RJ Mitchell, confirmed the agreement and said the new minimum for the highest job category would be R160,45 a week.

RAM 10/4/84
Russels
strike
into
second
week

Labour Correspondent

WORKERS who downed tools in support of pay demands at the Russels furniture group's Roodekop warehouse a week ago are still on strike and refuse to return until their demands are met, a spokesman for the Commercial, Catering and Allied Workers Union said yesterday.

He also claimed several Russels stores had joined the strike, now involving more than 200 workers. But a company spokesman said only the warehouse and one store were affected and that a little more than 100 workers were involved.

He added that the workers had been fired after ignoring a return-to-work deadline last Thursday, but had been invited to return to re-employed without losing any service benefits, he said, but added that not all would be re-hired.

The union has asked the company for a meeting today to discuss the strike, but it is not yet clear whether Russels will agree to this. The strike began last Wednesday and followed a demand by workers for a R40 a week increase. According to the union, the minimum wage is now R49.

The union's spokesman said the warehouse workers stopped work last week when the company told them no increases could be offered. Their demand for a R40 rise was "negotiable", he added. Workers were prepared to reduce their demands if the company made them a wage offer.

He confirmed that workers had ignored last week's deadline, but charged they had arrived at the warehouse on Monday to find the gates locked. "Workers say they are willing to work, but the company must first agree to an increase."

A Russels' spokesman confirmed that the warehouse was not operating, but said that only the store nearest to it had joined the strike. "Most of our staff are against the strike. They have stayed at work despite intimidation," he said.

Russels could not grant warehouse workers an increase because "any raise would have to be passed on to all workers in the group and we simply cannot afford that at present".

ROM 2/4/84 □□□ (287)

ARBITRATION as a way of settling disputes came under the spotlight twice last week.

At wholesalers Makro, two arbitrators ordered the reinstatement of a worker whose firing led to two strikes. They were called in by both sides, who agreed to abide by their decision.

Using arbitrators to decide on a sacking is rare, but has occurred in some disputes.

Labour law provides for arbitration, but in all these cases it was unofficial, with unions and employers themselves choosing the arbitrator.

This is a growing trend.

But last week also saw workers at Triomf Fertilizer strike after the company refused to submit a wage dispute to arbitration.

Makro suggested arbitration because the dispute was dragging on, causing labour tension, and there seemed no other way of laying the matter to rest.

Triomf resisted because it says it is simply not prepared to raise its wage offer. It seems the company believes the balance of power is on its side and would prefer a strike to a higher offer.

So the two cases show that arbitration may well be used more often — but only where both sides see an urgent need to settle a dispute.

After all, by calling in an arbitrator, they are allowing a third person to settle their dispute.

This means its use will continue to be limited.

RDM 29/3/84 (287) 111

Unfulfilled 'promise' so 28 workers strike

PIETERSBURG. — Twenty-eight workers at the Pietersburg branch of Checkers stores went on a 30-minute strike yesterday morning after a dispute over pay.

A spokesman for the Commercial Catering and Allied Workers' Union said the dispute followed management's failure to pay the workers "increased salaries as agreed earlier in the month".

The workers, who have been on probation for two to three years, had demanded that they should be recognised as fulltime workers.

Management had agreed to do so, they claimed, and

had promised to increase their salaries from R170 to R220 a month from the end of March.

However, when the workers received their pay this morning there were no increases and the 28 workers decided to down tools.

The union intervened and according to their organiser, Mr C Rasethaba, management promised that the workers would "definitely" get the increases on Saturday.

Mrs B Jacobs, the sales manager, declined to comment and referred queries to another official who could not be contacted. — Sapa.

Wednesday, March 28, 1984

Take worker back, order arbitrators

By STEVEN FRIEDMAN
Labour Correspondent

IN WHAT is believed to be an unprecedented move, two arbitrators have ordered the reinstatement of a worker fired by wholesalers Makro earlier this year.

The worker's dismissal led to two strikes at the company's Germiston branch and the arbitrators were appointed after both sides agreed to abide by their decision.

This is believed to be the first time arbitrators have been voluntarily appointed by a company and a union to settle a dispute over a dismissal.

The arbitrators — Mr Paul Pretorius, who was chosen by the Commercial, Catering and Allied Workers' Union (CCAWUSA), and Professor P A K le Roux, who was chosen by Makro — decided that, instead of being fired, the worker should receive a written warning in terms of the company's discipline procedure.

A Makro spokesman said yesterday the worker had already been reinstated with full benefits.

The dismissal of the worker — for alleged assault and insubordination — led to a strike at the Germiston branch early in January.

Workers agreed to return after Makro asked them to use the appeal procedure against firings in its recognition agreement with the union.

The appeal machinery was set in motion, but it confirmed the dismissal. The union then declared a dispute with Makro and workers struck again.

In the wake of this strike, the two sides met to consider ways of settling the dispute and the union suggested mediators be called in. Makro rejected this and suggested arbitration instead, to which the union agreed.

"We didn't think mediation was suitable for this sort of dispute," the company's spokesman said yesterday.

"If you call in mediators, you are looking for some compromise mid-way between what the two sides want. But here we were dealing with a cut-and-dried issue. Either the firing was fair or it wasn't. We thought this was best settled by arbitration," he added.

He said the arbitrators had found that there had been insubordination on the fired worker's part — and so had decided that he be given a warning — but had been unable to determine the precise details.

The incident which led to the firing had led to two strikes and to "growing tensions" among workers at the Germiston branch and the company had felt that these consequences warranted the worker's dismissal.

The arbitrators, however, had not accepted this view.

"Nevertheless, we are happy to abide by the decision if it means restoring peace to the store," the spokesman said.

RDM
28/3/84

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N. Mercury

28/3/84

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Arbitrators order worker be reinstated

Mercury Correspondent

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However, the arbitrators had not accepted this view.

Strike at Checkers ~~129-152~~ 287

TWENTY-EIGHT workers at the Pietersburg branch of Checkers stores went on a 30-minute strike yesterday morning after a dispute over pay.

A spokesman for the Commercial Catering and Allied Workers' Union said the dispute followed management's failure to pay the workers "increased salaries

as agreed earlier in the month."

The workers, who have been on probation for two to three years, had demanded that they should be recognised as fulltime workers. Management had agreed to do so, they claimed, and had promised to increase their salaries from R170 to R220 a month from the end of March.

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March
1984

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Cafe workers are dismissed

By ALINAH DUBE

THE Poynton's Cove, a cafe in Pretoria, has dismissed eight workers for allegedly going on strike.

According to a spokesman for the Commercial Catering and Allied Workers' Union of South Africa (CCA-WUSA), the workers, all members of the union, went to work with the aim of confronting management for better pay and improved working conditions. But they arrived late for work and were all dismissed.

The union approached management in a bid to resolve the

dispute but the meeting ended in a deadlock.

The manager of the cafe, Mr Nic Nicolaow, said the employees were fired after they had all arrived at 11am and would not enter the shop. He said, -he was aware of transport problems but for people to arrive all at one time and stand outside the building, meant they were on strike.

"I told all of the workers that they were fired after realising that none were prepared to come in when I asked them to do so. I even asked what their problem was, but nobody said anything," said Mr Nicolaow.

Workers barred from industrial court decision

By STEVEN FRIEDMAN
Labour Correspondent

FIVE fired workers have been prevented by the Department of Manpower from taking their sacking to the industrial court for a final decision — despite the fact that the court has already temporarily reinstated them.

This means the workers will not be entitled to any relief in the court once their temporary reinstatement order runs out at the end of this week.

The case comes in the wake of several others in which the department has intervened to prevent cases going to the court in which workers or unions have alleged an employer is guilty of an "unfair labour practice".

Unions and workers have won several key "unfair practice" cases in the court and this has led to a strong employer backlash against it. The department's decisions are seen as a reaction to this.

However, this is the first case in which workers have been prevented from going to the court after winning temporary reinstatement.

The case in which the department has intervened was brought by five members of the SA Chemical Workers Union, an affiliate of the Council of Unions of SA, against Pest Control (Transvaal).

The department has also intervened to prevent another alleged "unfair labour practice" case brought by the union reaching the court — this time against fertiliser company Triomf for allegedly refusing to disclose financial information to the union.

Labour law allows an "unfair practice" case to go to the court only if the department

agrees to appoint a conciliation board to consider the charge.

The department has been preventing these cases going to the court by appointing boards in disputes where the allegation is made, but excluding the alleged "unfair practice" from the board's ambit.

Before the department decides whether to appoint a board, however, parties claiming an "unfair practice" can go to the court to seek an interim order.

In the Pest Control case, the five workers, who were fired after not clocking in and out at lunchtime, asked the court to temporarily reinstate them in terms of a clause dealing with "unfair practices".

The court granted an order — but refused to do so under the "unfair practices" clause. Instead it granted the order under a section dealing with unfair dismissals.

The presiding officer, Advocate J Hiemstra, rejected argument by counsel for the workers that an unfair dismissal was also generally an "unfair practice".

While stressing the order did not mean the court had decided on the merits of the case, Adv Hiemstra found the five had made out a *prima facie* case by showing they were not given a hearing before being fired and that clocking in and out had been ignored by workers with the apparent agreement of the company.

Later, lawyers for the five received a letter from the department informing them that a board had been appointed to settle the dispute, but had been specifically told not to regard it as an "unfair practice" dispute.

The temporary order reinstating the workers expires at the weekend.

'Softs' give ice vendor unwanted wage cuts

Post Reporter

PEOPLE who scrabble about in a vendor's ice cream cart may unintentionally be spoiling the ice creams and causing him to lose a large part of his earnings

The Evening Post published a report in December in which some members of the public warned holidaymakers that ice cream vendors were selling their wares at "rip-off" prices

This week a vendor, in a letter responding to the report, admitted there may have been cases when higher prices were charged, but claimed this was a means of making up for poor wages and "softs" which were deducted from their wages

He said more than R15 was deducted from his wages for softs after last Saturday's sales

He claimed there were softs because the box was opened continuously by customers, causing the ice cream to get soft. Other customers refused to buy the "softs".

Mr Alfred Markman, who employs several vendors, said vendors set the level of their own wages because they were not paid at a flat rate but a 20% commission on all they sold, including softs

Mr Markman showed the Evening Post lists of wage earnings

One vendor earned R237

during one week of the summer season. He had average earnings through the year of about R150 a week, which meant he sold an annual average of R750 worth of ice cream a week

Another vendor earned only R8,14 during a week in January

Mr Markman said vendors were "independents" and not employed in the fullest sense of the word by his company

While some vendors chose to work six or seven days a week, others chose to work only two or three days a week

He said the value of the softs was deducted from their wages after commission on all sales, including softs, was calculated.

Mr Markman said the reason ice creams were spoilt was because of carelessness and poor handling

"We are working with perishables and perishables need to be treated with kid gloves," he said

"During the summer season, many vendors take out as much as they can fit into their boxes. They can't sell them and the ice creams go soft. Others sleep on the side of the road

"I have had vendors working with me for 16 years who had never had softs. Why?" he asked

Mr Markman's comments were supported by Mr Mitch Mitchley, owner of the only other official ice-cream vendors agency in Port Elizabeth

FRIDAY, FEBRUARY 3, 1984

Rice and Pollock may miss game

Post Correspondent

JOHANNESBURG — Springbok opening batsman Cook seems set to lead Transvaal against Cape Province in the semi-final Nissan Shield one-day game at the Wanderers tomorrow.

Springbok and Transvaal captain Clive Rice is suffering from a ligament injury and flu

Cook was appointed vice-captain to Rice at the start of the season and he is being groomed to take over Rice retires in about two years' time.

It is also likely that Transvaal's ace left-hander Graeme Pollock, will not play. Pollock has not recovered from the blow on the side of the head he received from a Hartley Alleyne bouncer in Port Elizabeth during the final Test against the West Indies.

Dr Ali Bacher, managing director of the TCC, suggested that both Rice and Pollock rest this week because of their injuries.

Opening batsman Mark Venter is standing by.

If Pollock and Rice do not play, Venter will open the batting. Cook and Henry Fotheringham will be drafted in to the batting line-up.

● Preview — Back Page

n Lorraine



Beer barrel bomb injures Irishmen

NEWRY, Ireland — A bomb packed inside a metal beer barrel exploded outside a motorcar showroom in Newry near the border with the Irish Republic last night and police said 13 people were in hospital being

Security: call for Govt investigation

20/1/84 By Stephen McQuillan

A security expert today asked the Government to investigate the hours worked by security guards and watchmen.

The South African National Security Employers' Association Transvaal chairman and national secretary, Mr John McBrearty, said it was not unusual for some firms to work a man for 60 hours without a break — which was "highly illegal".

"The Department of Manpower should launch an investigation into the number of hours worked by security guards and watchmen," he said.

His call came after an allegation yesterday that rogue South African security firms were illegally exploiting part of the 80 000 contract labour force in a bid for bigger profits.

Mr McBrearty said: "On purely humanitarian grounds, an investigation should be launched into the number of hours.

"Exploitation by some firms gives the whole industry a bad name."

He called on security firms to join Sansea to show they were not involved in illegal practices, as the association could take action against those breaking employment rules.

Watchmen are paid a minimum of R8 for a 12-hour shift; security guards grade two receive at least R9,25 and security guards grade one are paid a minimum of R12,08. (It was incorrectly reported by The Star yesterday that the rates were hourly).

The rates are calculated over 26 shifts a month and overtime is paid at a higher rate.

"It is common now for guards to be paid more than the minimum rates," Mr McBrearty said. Security firms charged from R20 to R30 a shift for a guard.

Conditions of work and salaries were constantly being monitored by the Wage Board, which was expected next year to reduce the maximum number of hours worked weekly.



Security firms rapped for exploiting labour

Rogue security firms, in a bid for bigger profits, are flagrantly and illegally exploiting part of the 80 000 contract labour force of watchmen and security guards in South Africa.

That is the allegation by the Transvaal chief of the South African National Security Employers' Association (Sansa), who accused some employers of "highly illegal" practices.

"It is not unusual for some firms to work a man for 60 hours without a break," said Mr John McBrearty, chairman of the Transvaal division of Sansa and national secretary of the association.

"Not only is this highly illegal, it is also a disgrace. It is of course more profitable for an employer to force a guard to work long hours — they are only wearing out one uniform and there's a reduction in transport costs."

A security guard normally worked a 12-hour shift and legislation prevented him from being forced to work much longer, he said.

The law was being flouted and security was slipping. "Obviously a man working for 60 hours has to sleep."

The plight of security guards was particularly bad for those involved in guarding homes. "People going on holiday contact a security firm to arrange for a guard on the house. But the guards are often forced to work long hours and this renders security ineffective."

Mr McBrearty said his association was able to take action only against its members.



"Although most of the larger firms are members of our association, we have only about 60 members against a national total of about 350 security firms."

Efforts to encourage other employers to join had met with angry responses from rogue security firms, he said.

Mr McBrearty called on organisations employing security guard firms to dismiss the firms if they felt guards were being exploited.

New security guard wages were introduced last October and represented a 43 percent increase on previous salaries.

"I appreciate the wages are still low, but they are as high as the Wage Board could afford to make them without destroying the security guard industry," he said, adding that rates would be increased next October.

Under the current rates, watchmen have to be paid a minimum of R8 an hour for 26 12-hour shifts a month; security

guards grade two receive at least R9,25 and security guards grade one a minimum of R12,08. Overtime is paid at a higher rate.

"It is common now for guards to be paid more," said Mr McBrearty.

Security firms charged their clients between R20 and R30 a shift for a guard.

Mr E P Ehlers, director of conditions of employment and legislation at the Department of Manpower, said complaints from guards should be lodged with one of the nine divisional inspectors, who would then investigate the matter. A guard should be aware of his rights and protest if employment codes were being breached, he said.

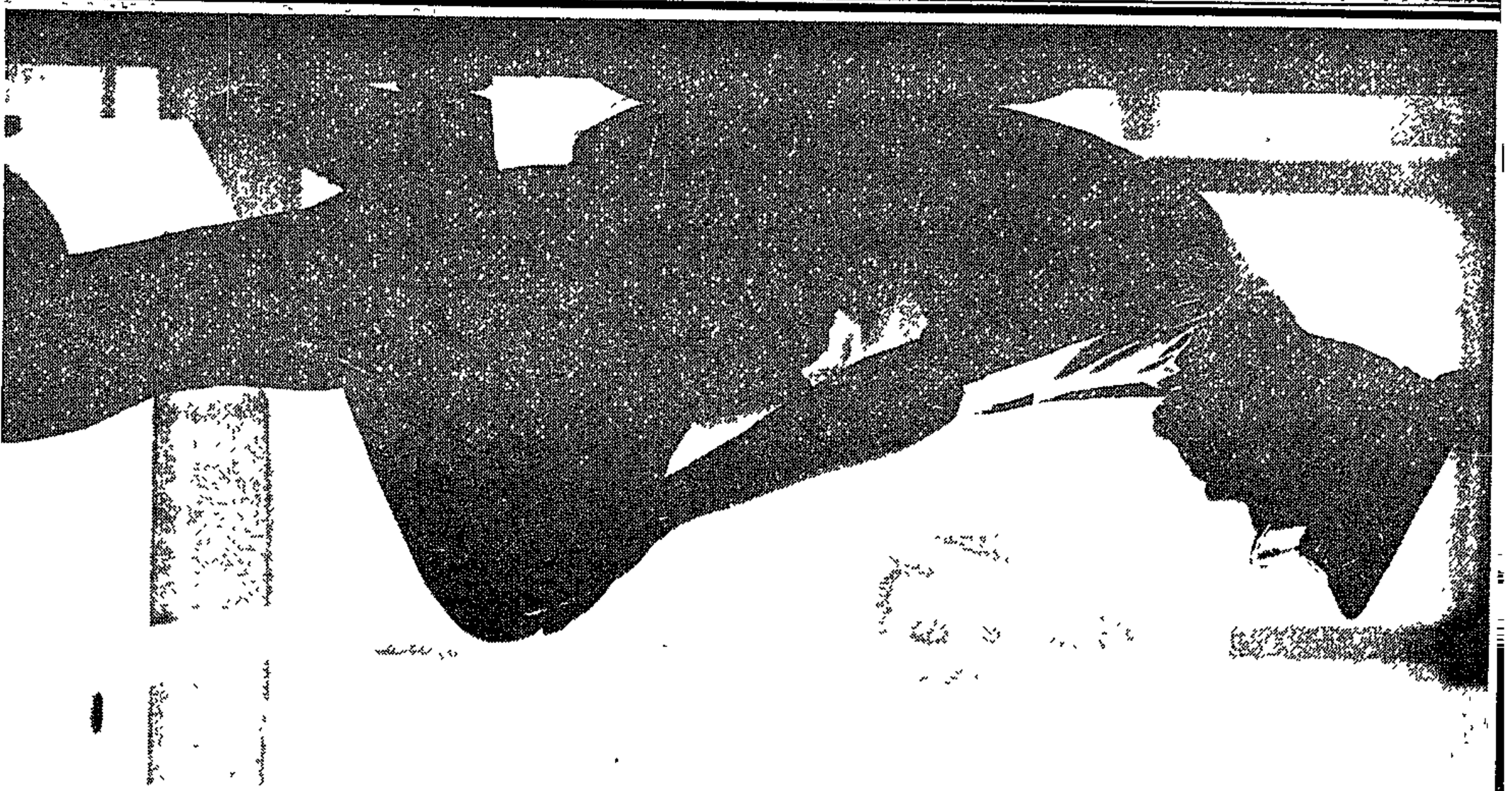
The maximum penalty employers faced was a R2 000 fine and/or imprisonment.

"Illegal overtime is a criminal, not civil, offence," he said. A Johannesburg lawyer said there were "grey areas of law" regarding contract workers.

"For example, a worker need not accept dismissal at the end of his contract. I don't think such dismissal is legal, but the courts have not said it is illegal. It strikes me as unfair labour practice."

On overtime, he said that, according to legislation, guards working six days a week could work up to 12 hours a day and those working five days could work up to 14½ hours a day for four days and 14 hours on the fifth. Casual employees could work up to 14 hours a day on any day.

On the beat . . . some security guards are forced by unscrupulous employers to do as much as 60 hours' continuous duty.





South African Associated Newspapers' marketing manager, Mr Bob Barker, with part of SAAN's new fleet of 28 vehicles. SAAN has introduced an innovative franchise method of distributing its newspapers.

SAAN makes the break for efficient distribution

Mail Reporter

SOUTH AFRICAN Associated Newspapers have introduced an innovative method of distributing newspapers — modelled on a system used by prominent American dailies

The method, introduced on January 1, is expected to result in a sales growth because of its efficiency

SAAN's general manager for group marketing, Mr Nigel Twidale, said yesterday the new circulation system gave SAAN a unique advantage over other newspaper groups in South Africa

"In general, South African newspapers use outmoded and archaic methods of circulation, and are not able to develop aggressively," he said

SAAN's new plan provides for a franchised system whereby the Transvaal is divided into economically viable areas

Forty commissioned agents, responsible for their own staff recruitment and transport, have been employed to serve the different areas

SAAN bulk delivers to the agent or the agents collect directly from the presses

The areas and the agents are controlled from SAAN's headquarters in Main Street, Johannesburg

The agents have a vested interest in SAAN's circulation — remuneration is solely on a commission basis for every newspaper "successfully" delivered

Mr Twidale said a few

teething problems were being experienced, but he was confident that all difficulties would be straightened out by the end of this month

He said the method was already 97% efficient

SAAN had also acquired a new fleet of 28 vehicles for its bulk deliveries, he said

A team of six people are on duty every day to handle queries from the public regarding the new distribution method

● Mr Twidale appealed to the public to call SAAN on (011) 710-2236 or 710-2237 should they experience difficulties in obtaining their newspapers. Problems would be rectified promptly, he said

Man killed on first day in new job

Crime Reporter

A MAN was shot dead on his first day at work yesterday when a robber burst into a fish and chips shop in City Deep, Johannesburg, to demand money

Mr Alvarino de Matos, 37, hesitated for a second and the

robber fired a shot which hit him in the chest, killing him instantly

Brixton Murder and Robbery Squad detectives who were called to the shop, City Deep Bazaar in Vickers Street, said the robber fled without taking any money

Police were told Mr De Matos applied for the position several days ago and started his first day at work at 7am yesterday. The robber walked in 40 minutes later.

Brixton Murder and Robbery squad detectives are still searching for the man

I can repay R49 000, says convicted man

Pretoria Bureau

SENTENCE on a Pretoria man who has been found guilty of theft involving more than R49 000 was postponed in the Pretoria Regional Court yesterday

Mr W J van den Bergh postponed the case to April 5 so Anton Pieter Veldtman, 34, could prove to the court

that he could refund the money to its owners

Veldtman, of Glenwood Road, Faerie Glen, had pleaded guilty to stealing R49 587 from 14 people who were insolvent or whose properties had been put under provisional liquidation by the Supreme Court between December 1981 and June

1983

Veldtman told the court he had obtained employment towards the end of November last year and got paid at the end of December

He undertook to pay back the money to the owners at the rate of R1 000 a month over a period of 10 years

Africa
Statistics showed that 90% drownings occurred land
Last week a 14-month-old Vanderbijlpark toddler was found drowned in the family pool although the pool was completely fenced and the entrance gate secured.

It is thought someone have opened the gate, allowing little Danie Both access to the pool

On December 23, Carla Abekop, one-year-old granddaughter of Mr Peter Abekop — chairman of the Imperial Motors Group — drowned in the family swimming pool

Her father, Mr Stephen Abekop of Norwood, told reporters that his only child fell into the pool after the pool gate was left open

The Johannesburg Municipality's regulations for the fencing of swimming pools require

- A 1.2 metre fence to surround the pool completely
- A self-closing and self-locking gate as the only access to the pool
- Fencing should prevent a child crawling under or over the structure
- The fence should be a minimum one metre away from the water's edge, and

Robbed as he played Test

BRISBANE. — Former cricket international Garry Chappell and his family were described by police yesterday as victims of a rash of housebreakings

The Chappell home at Kewmore was hit by burglars last week while the former Australian captain was not in his 24th Test century the Sydney Cricket Ground against Pakistan

His wife Judy and children, Stephen 8, Belinda 6, and Jonathan 3, were also in Sydney watching Chappell's first Test match — Sapa-AP

Crowd urges suicide plunge

LONDON — An 18-year-old with a history of mental illness, Mr Michael "C" leapt to his death from multi-storey Luton car park after a group of about 50 lookers, described by police as ghouls, urged him shouting "Jump jump, jump — we want to see blood". Sapa-Reuter-AP

Munnik leaves for Far East

THE Minister of Posts and Telecommunications Dr L P A Munnik, and the Postmaster-General Mr F Bester, leave today for a day official visit to Taiwan and Hong Kong

Talks will be held with Ministers of posts and telecommunications in Taiwan and Hong Kong — Sapa

Guard, 70, attacked

Crime Reporter

ROBBERS got away with goods worth R2 000 after attacking an elderly security guard at Kwambonambi on Wednesday

According to a police spokesman, the 70-year-old Mr Jackson Mtetwa, was on duty at the Wela shop. Four black men confronted Mr Mtetwa and beat him with their fists.

They dragged him into bushes where he was tied with rope before three of the men broke into the shop. One of the men guarded Mr Mtetwa with a knife.

The men fled with clothes and cigarettes.

I was a brommer for a da

287
C. Herald
2/10/83

IT may not be everybody's idea of a great job but a dustman's average workday certainly has its fair share of excitement, danger, fun and, most of all, smells.

I should know because on Monday this week, I spent a day working on a truck with refuse collectors — known affectionately on the Cape Flats as "brommers".

At Ndabeni's cleaning depot, I was assigned to Truck No 39, a seven-ton mechanical monster which works the Sea Point area.

Each "compactor" truck, has three labourers and a driver. My truck" was

manned by Henry Smith, who has been with the department for 23 years, Aubrey Sheldon for 12 years, driver Osman Kemp for 11 and Gavin Smith for four years.

Into my overall I slipped and took my place at the back of the truck. And was hit immediately by the terrible pong that goes with being a giant dirt can every day of the week.

WORSE

As we moved along our beat, bounded by Fairmount, Arthur's and Beach roads and Ocean View Drive, the "compactor" steadily filled up with an assortment of household and restaurant refuse. And as it filled up, the smell got worse. Fish entrails, rotten fruit, decayed food, booze bottles, stinking bags and heaven knows what.

Yechh! Next time I'll opt for a night-soil truck.

Contrary to popular belief, the men working on the refuse trucks and night soil removers, do not take tablets or have injections. They just have

Report:



Russell Michaels

to bear with the different smells. I certainly couldn't.

I did take exception to being called a "brommer".

"Don't pay attention to them," said Aubrey, comfortably and he clued me up on the other names of the public servants."

SLAVE

"Those chaps working for the roads and drainage branch are known as slave (as they're forever using picks and spades), the labourers of post and telecommunications are molle as they are forever digging, while the posmen are donkeys as you will always find them with a bag."

Gavin hurt his fin-

ger when a syringe pierced him and blood oozed out. He told me that he has to take a week off before he can claim from the workmen's compensation fund.

Why then, don't they wear gloves. "It makes our hands sweat," Gavin said.

"We pick up dead dogs and cats with our hands. Once we even had to load a badly decomposed seal," he said.

VALUE

As they loaded the refuse, anything of value like half-used deodorant cans, magazines, bottles, pieces of copper are set aside.

Once they picked up a baby in a jar and a also box of grenades.

When the truck was full, I went with for the first of three of loadings. The refuse weighed 10 tons which means that each of the men collects 200 tons of refuse a month.

All the refuse is dumped at the council's pulverising plant next to the Athlone power station.

At that stage I thought I had smelled it all. Boy, I didn't

know what the pulverising plant had in store for me. Believe me, as something of an expert on these things, I can guarantee it was 100 times worse.

When our beat ended at 2.30pm, I was tired and, though I didn't notice it at first, my clothes stank.

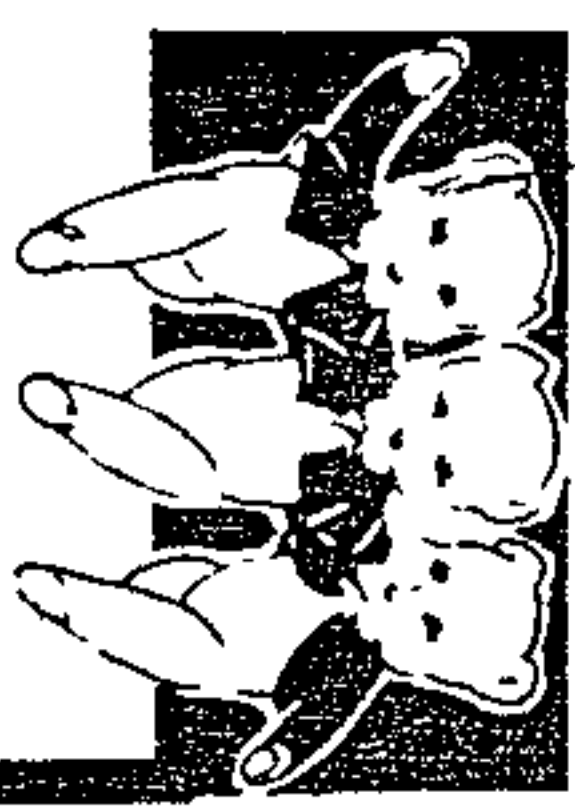
Back at the depot, Inspector Cummings made an appeal to the public. He said people can do a lot to cut down on the injuries which the workers sustain.

"Ninety percent of the injuries which happen, are caused by the public's negligence. More often than not it is broken glass, bottles and metals which causes the injuries."

INJURIES

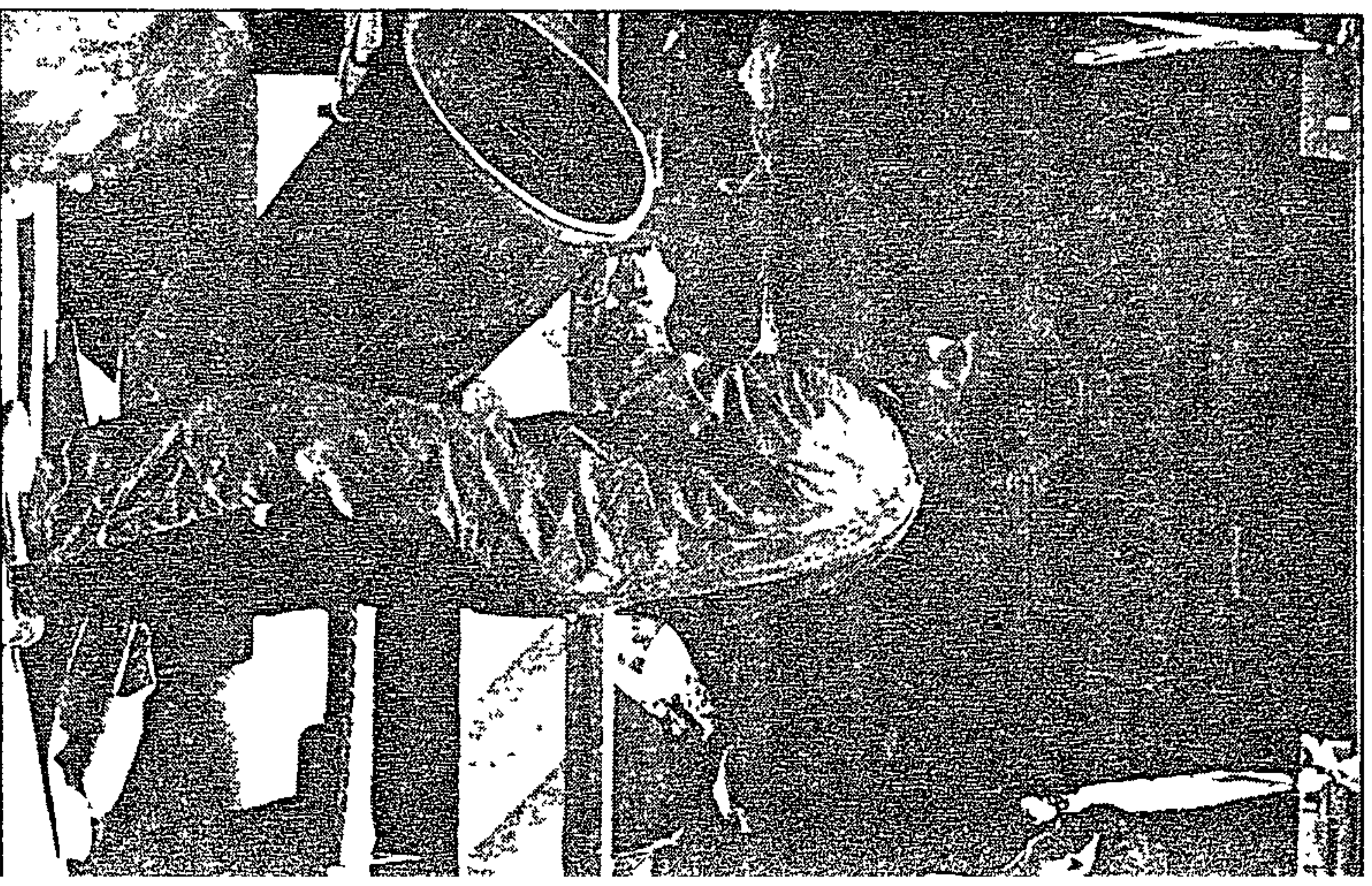
"The public should separate the dangerous refuse and put it in a container and label it clearly. That would go far in reducing the number of injuries."

Interesting in the end, but not for me, unless I could land a dustman's job in France or America. Like the man said, the



ICE
3 PIECE
KITCHEN
SCHEME

WOODSTOCK, PH 47-4140



CAPE Herald staffer Russell Michaels spent a day collecting refuse from the houses in Sea Point recently. With him is C

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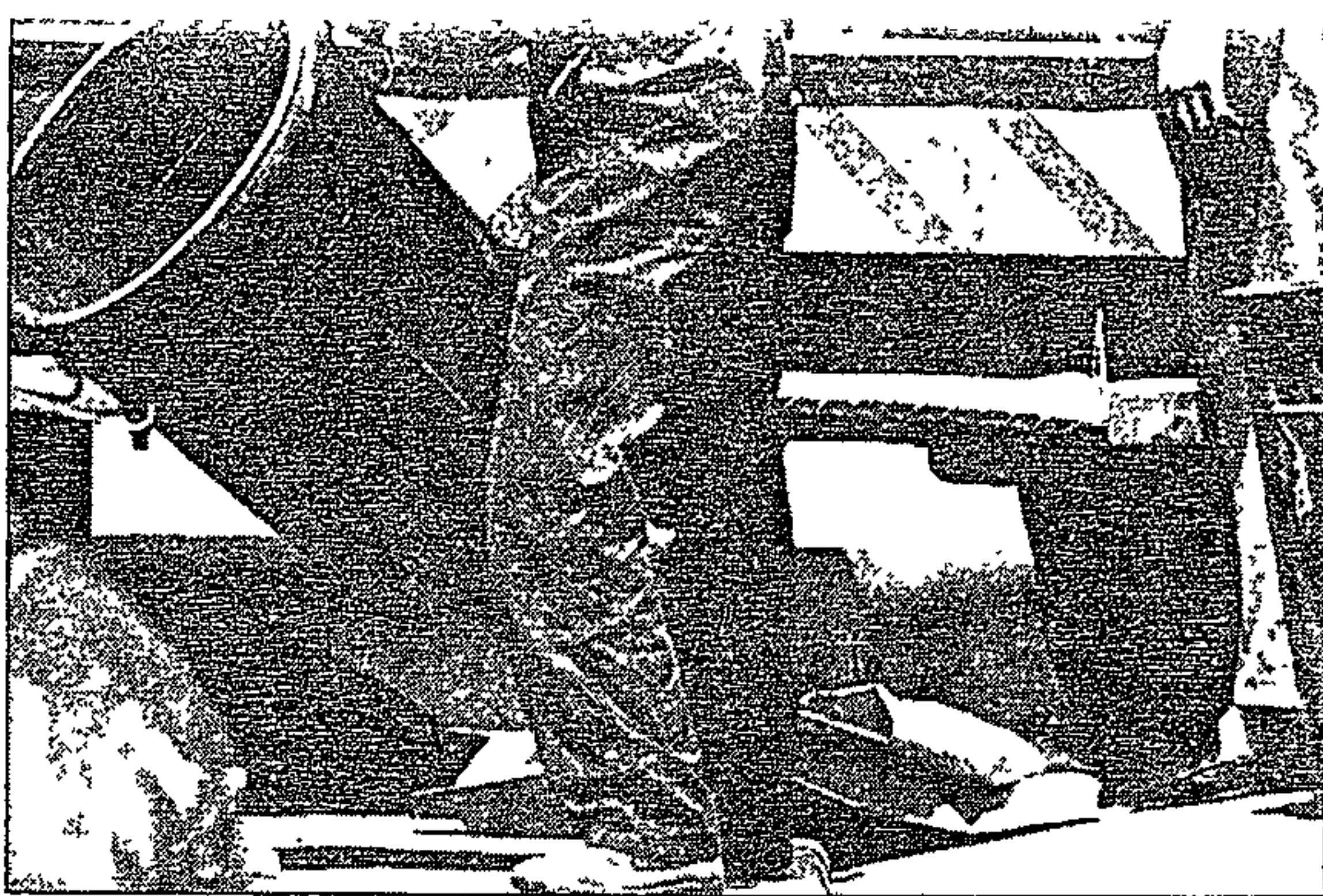
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dustman's job in
France or America.
Like the man said, the
money's good, there.



● CAPE Herald staffer Russell Michaels spent a day collecting the re-
fuse from the houses in Sea Point recently. With him is Gavin Smith
of the City Council's cleansing department.

No regrets after 30 years as a dustman

ON Monday next week, Toyer Hendricks will strip off his dustman's overalls to bring to an end 30 years of walking the streets of Sea Point picking up the rubbish left behind by other people.

Although a dustman's
job is always regarded
as one of the least
glamorous that any
man can take, for 60-
year-old Toyer there
are no regrets: "I must
say, if I had the quali-
fications, I would have
considered other work."

Thirty years ago
when he first started
out sweeping up filth in
streets, it was the lure
of the money and the
security that went with
it, that made him find
employment in the
Cape Town City Coun-
cil's cleansing

department

"Before then, I did
odd jobs and earned the
equivalent of 40c a day
as a labourer in the
docks and later as a
packer and delivery
boy at a music shop
where I earned £1,10
(R3) a week

"The council offered
a little more — £1,16
(R3,60) and I went for it
as I had no formal edu-
cation and that kind of
money was a lot at the
time. Things were very
cheap.

STUIER

"One could buy a box
of matches for a stuier,
bread for a ticky, sug-
ar for tuppence, rice
at tuppence a pound,
fish oil for one-and-six
and a whole snoek for
sixpence

The Ferrari vullismanne

PARIS. — If your old
man's a dustman, don't
feel too sorry for him. He
might well have a Ferrari
in the garage, a racehorse
in the stables, a cottage in
the country. If he's a Paris
dustman that is.

The right wing French
magazine Minute investi-
gated the dustmen's claim
to be underpaid outcasts of
society

They are hardly that. A
document leaked from the
city authorities shows that
the men work for 33 weeks
a year for an average sala-
ry of R12 000. Although, of-
ficially, they work from
8 am to 1 pm, most know

Toyer was born and
raised in Hanover
Street, in District 6.
Fourteen years ago the
Government shunted
him out to Hanover
Park.

"I was very heartsore
over having to leave
my birthplace.

"I was eight when my
dad died and I was
compelled to work. At
the council I started off
as a labourer and swept
the streets, collected
household refuse and
cleaned the beaches
and worked myself up
to a leading hand."

CHILDREN

Toyer is a father of
six children — three
boys and three girls.
His second eldest son,
Ebrahim, joined him at
the council and has
been with them for 11
years.

"I have never been
prejudiced because I'm
a dustman. I earned my
money the honest way
and the job offered me

security I am going to
miss the fresh air on
the beachfront."

A bright moment in
his life was picking up
flotsam and jetsam
from the Seafarer
which sank in Green
Point in July 1966.

"I picked up tyres,
material, oil cans, mats
and things like that."

To some his work
may seem monotonous,
picking up litter day
after day, but to Toyer,
it's his job.

OFFENDERS

"It's not my duty to
tell people not to litter.
That's the foreman's
task. There are big bins
and notices all over the
place. And most of the
offenders are holiday-
makers. And, in any
case, the public knows
that someone will clean
up afterwards."

Toyer was away
from his job for four
months in 1975 when he
undertook a pilgrimage
to Mecca.

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believe in
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Advertising
any more
than you do!**

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because we don't believe in Mis-
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(287) 2004 29/9/83

'Too early' to talk about cleaners' pay

By HELENE ZAMPETAKIS

IT IS "too early" for the Transvaal Education Department to say what they will do about school cleaners' wages.

Referring to a motion passed unanimously at the Transvaal Teachers' Association annual conference over the weekend, a spokesman for TED said yesterday it would have to process the demand for cleaners' salaries to be increased.

The spokesman said motions from associations' conferences were submitted to the department in written form.

It took "a while" for the department to process the motion before any decisions were taken, he said.

The TTA had called on TED to increase "as a matter of urgency" the salaries of janitors, who were earning between R91 and R208 a month.

Their salaries were well below the Institute of Race Relations' household subsistence level, which was R277 for a family of six in urban areas.

Many schools were supplementing their cleaning staffs' salaries, even though it went against department rulings.

Certain schools had employed the same cleaners and members of their families for generations, Miss Elizabeth Niemeyer, president of the TTA, said this week.

The loyalty of the cleaners had induced them to increase their salaries.

Teachers' pay 'shameful'

by HELENE ZAMPETAKIS

ARRIVATION wages paid to 100 cleaners have forced many schools to supplement — illegally — shock statistics for school and host cleaners' wages were disclosed at Transvaal Teachers' Association annual conference at the weekend. With an average salary of under R200, cleaners are paid less than the many household subsistence level (R221).

figure excluded rents and transport. The TTA disclosed that many teachers received in one month what one cleaner received in a year. And the total monthly wage cheque for a school with four cleaners was usually less than the monthly cheque of a first-year teacher.

A resolution, proposed by Mr D P Robertson from the Central Rand branch of the TTA, called on the Transvaal Education Department to review "as a matter of urgency" these wages.

Outlining the salaries for cleaners, the TTA said many cleaners had wives and children in the "home-lands" and their income was minimal. They had to subsist on a total income of R100 to R200 a month. Male school cleaners start at R103 a month — and the ceiling scale is R208 a month.

A woman cleaner's starting salary is R91 and increased only up to R191 a month.

Miss Elizabeth Niemeyer, president of the TTA, said yesterday the "disgraceful" salaries were likely to be increased by 12% when teachers and other civil servants received their increases next year.

Despite TED rulings that schools may not pay their cleaning staff additional wages other than overtime, many schools resorted to this form of

Leadership academies' still up in the air

Mail Reporter

THE Transvaal Education Department has not yet made any decisions to implement leadership academies, which have been strongly criticised by English school teachers.

Prof J H Jooste, director of TED, said yesterday the department had issued questionnaires to measure teachers' responses to leadership academies at regional conferences earlier this year. Asked how plans for the academies stood at present, Prof Jooste said there were

no indications of future developments "at this stage". He did not elaborate on what the department had in mind for the academies.

However, according to briefings to English schools earlier this year, teachers understood that the academies would be designed to encourage qualities of leadership from the Transvaal's more outstanding youth.

The academies would operate like boarding schools, and children between Standards 7 and 8 would leave their normal schools and

their homes to attend them. They would have a similar function to veld schools reintroduced into other schools as leaders for their final two years of high school.

At the weekend, the Transvaal Teachers' Association condemned the principle of establishing such a scheme and called on TED to drop plans for them "as a matter of urgency".

The principle has been strongly condemned as being "open to abuse and therefore dangerous".

'Education charter' formulated

By HARRY MASHABELA

A CONFERENCE organised by the National Education Union of South Africa (Neusa) and held in Maritzburg at the weekend, decided to formulate an "education charter" for an alternative to the existing black and white education systems.

Mr Curtis Nkondo, Neusa's president, said yesterday the

tions, teachers, individual parents and students through seminars and workshops.

The Maritzburg conference was attended by 130 delegates at the National Union of South African Students (Nussas), Congress of South African Students (Cosas), Azanian Students Organisation (ASO), Teachers Action Committee (TAC) and Dikonia, a Durban-based

critical of both bantu education and white education in this country and now want to chart out an alternative. All progressive organisations are to be asked to join hands with us to work towards the creation of an equal and democratic education system," said Mr Nkondo.

The idea of an alternative education system was, he added, born out of their ac-

Charter that "the doors of learning shall be opened to all".

Mr Nkondo also said that several resolutions were adopted by the conference, rejecting the President's Council proposals, the three Koorndt Bills, the De Lange Report on education and the conferment of the freedom of Soweto on the 21 Battalion.

The National Education Union of South Africa is an

Bid to ban Soviets from Games

LOS ANGELES — A ban on Soviet participation in the 1984 Los Angeles Olympics because of the downing of a Korean Air Lines jet is the subject of a million signature petition.

Five Southern California businessmen, including two Korean-American community leaders, launched the 60-day national petition drive on Monday to pressure President Ronald Reagan and Olympic officials to block Soviet participation in the games.

"The actions taken as sanctions against the Soviet Union have not been strong enough, and certainly have not been effective in condemning the Soviet Union for massacring 269 innocent men, women and children," said Mr David Balsiger, an Orange County evangelical author who organised the petition.

Copies of the petition demanding the banning of the Soviet Union from the Games through executive order, congressional legislation or denial of visas will be given to world leaders and Olympic officials.

It also urges state legislatures to pass resolutions asking that the Soviet Union be banned and asks



6/8/73 (5)
Watchman (28)
51, shot dead

Crime Reporter

C. Times
A NIGHTWATCHMAN at a Philippi fish company died instantly when he was shot in the chest during an attempted robbery on Sunday night.

A police liaison officer, Captain Gerhard van Rooyen, said Mr William Funda, 51, was on duty at Snoekies, Lansdowne Road, and went to a filling station across the road to talk to a petrol attendant.

Three men, one armed with a gun, approached Mr Funda and demanded money while he was talking to the attendant.

A scuffle ensued during which a shot was fired. The bullet hit Mr Funda in the chest. The three men fled. No arrests have been made.

Watchmen to get pay rises

287
Crime Reporter 287

5/9/83

THE wage determination due in the third quarter of this year is expected to legislate for a substantial increase in the pay packets of black watchmen and security guards in Natal.

And, according to Mr John Vlotman, Natal chairman of the S A National Security Employers' Association, 'because security companies operate on small profit margins they are bound to pass on this additional expense to their customers.'

Guard wages have lagged behind the rest of the labour market and Natal employers who are members of the association have unanimously agreed to increase guard

wages on or before October 1. The last statutory wage increase was in July 1982.

'Many security companies are already paying in excess of the minimum R160 a month

'The advent of urban terrorism coupled with the increase in crime as a result of the high unemployment rate has put additional pressures on the security industry. The need for higher standards and increased efficiency to meet these challenges is clearly recognised.

'But unless the men are properly compensated we cannot expect this increase in efficiency while at the same time they risk their lives in the course of their duties,' he said.

Star 2/9/83

Star 2/9/83

Mandela accepts varsity nomination

DURBAN — Jailed African National Congress leader Nelson Mandela has officially accepted nomination for the chancellorship of the University of Natal.

A university spokesman confirmed that a letter accepting the nomination had been received from Mandela.

Mandela was nominated by students on the Durban campus of the university at the beginning of last month.

The letter follows weeks of doubt and confusion as to whether the nomination would be accepted.

Students at the Maritzburg campus nominated author Dr Alan Paton for the position after they had been told that Mandela would not accept the nomination.

Dr Paton accepted the nomination but said that he would withdraw if Mandela accepted.

A telegram had been sent to the university by Mrs Winnie Mandela's lawyer refusing the nomination on behalf of Mandela. But Mandela's Johannesburg legal representatives said he would accept.

Mrs Mandela visited her husband in Pollsmoor Prison last week to clarify the situation and the letter was re-

ceived by the university earlier this week.

Dr Paton withdrew from the running on being informed that Mandela had accepted. He would not comment further.

The president of the Students' Representative Council in Durban, Mr David Ensor, said "We are pleased that the letter has been received by the university and that the confusion resulting from communication problems has been cleared up."

"We would like to express our disappointment at the way the Chancellor of the University of Natal is chosen."

"We feel that the convocation, consisting mainly of alumni of the university and an integral part of the university, should have a major say in the decision, as at other universities."

At the University of Natal the university council makes the final decision after the nominations have been considered by a screening committee.

In 1964 Mandela was made honorary president of University College, London. He was unsuccessfully nominated for Chancellor of the University of the Witwatersrand in 1982 — Sapa.

Union says workers pressured

Labour Reporter

The Vukani Black Guards and Allied Workers' Union has alleged that workers at a Springs security company are being pressured to resign from the union or face dismissal.

However SA Security Services' personnel manager, Mr P Hattingh, yesterday dismissed the allegations as "trash".

The union claims a contract worker, Mr R Ngxandeshe, was dismissed for refusing to give up his union membership and that other workers also face dismissal unless they resign from Vukani.

A Vukani union official, Mr. Mahlomola Skhosana, said: "I have tried to talk to the company's personnel manager but he has refused to talk to me. He said they have a liaison committee which handles worker complaints."

Workers 'refused choice of union'

287 *1/9/83* *Soweto*

By PHIL MTIMKULU

A SPRINGS security company, the South African Security Services, has been accused of violating worker rights by refusing to allow workers to join a union of their choice.

The workers complained to officials of the Vukani Black Guards and Allied Workers' Union, which has been started by Cusa, that they were threatened with dismissal if they did not resign from Vukani. One worker, Mr Ruthwell Ngxandeshe, a contract worker, has already been dismissed for refusing to resign from Vukani.

Vukani claims that management went into the company's hostel in the absence of the workers and searched their rooms and removed all union leaflets, application forms and some membership cards.

It is alleged that management told the workers that Vukani is a communist union and therefore workers should not join.

Mr Ngxandeshe told union officials that more workers are daily called to report to the head office to cancel their membership of the union. They claim that management wants them to join a union of their choice.

The organiser of the union, Mr Mahlomola Skhosana, said: "I have tried to talk to the personnel manager of the company, but he refuses to talk to me on the flimsy grounds that our union is not representative and that they have a liaison committee which handles worker complaints."

The turf at Ellis Park Stadium has suffered during the international boat snow, prepare the dry and dusty pitch for Saturday's big Currie Cup clash between

Sale of homemade goods to be held by Itekeng

By SOPHIE TEMA

A WORKSHOP sale will be held next week by the first non-profit, self-help organisation to provide home employment for township women who are jobless or struggling to make ends meet.

The open day will be held on Wednesday next week at Cloud End, West Road South, Morningside, Sandton, and will begin at 10am.

The organisation — "Itekeng", meaning "prove yourself" — started in 1977 to provide work at home for women who would otherwise be unable to earn an income.

TV personality Carole Charlewood, well known for her interest in social welfare issues, will speak on the subject of black self-help and black unemployment.

Mrs Kathy Waddell, a founder member of the organisation, has invited charity groups from all over the Reef in the hope that they too will be inspired to set up similar groups in their own areas.

When the group was first formed a training centre was started at the Methodist Church

Hall, Jabavu, where beginners were instructed in knitting, crocheting, embroidery and fine needlework.

Women with particular skills passed on their know-how to others. As a result there are at present more than 100 women involved in the group.

Itekeng is based in Soweto, where it sells its work extensively and manufactures high quality, finely made items for the home.

Overheads are kept to a minimum, the goods moderately priced and profits go directly to the organisation's members. The organisation also has a shop in Hyde Park Centre, where a variety of items of Itekeng craft can be bought by the public at reasonable prices, and a depot in Morningside.

The organisation's production manager Mrs Carole Hill said yesterday: "The Itekeng ideal has succeeded because it fulfils a need, and the links forged between the women of different races who are working together towards this ideal, and the friendships they have formed, have been a valuable bonus."

Paper seller knifed and stoned

(287)
Post
30/7/83

Weekend Post Reporter

A 16-YEAR-OLD newspaper seller from Eastern Province Newspapers, John Xhosa, was stabbed seven times and stoned before being robbed of R19 in Newton Park last night.

The youth was chased from the area of a hypermarket, where he is a street-seller, by three men at about 7.30pm.

Three other sellers with him ran away. He was chased to 1st Avenue, Newton Park, where he was stoned and stabbed, suffering head, neck and arm wounds.

The controller of the Newton Park newspaper beat, Mr A Hendricks, of West End, found John at the hypermarket when he returned to pick the sellers up.

They took John to Livingstone Hospital and spent some time looking in vain for his attackers.

Mr Hendricks returned home and found this morning that his private van had been stolen.

Both cases are being investigated by the police.

Union is given the nod

Labour Correspondent

ANGLO AMERICAN subsidiary Anglo American Property Services (AMPROS) has recognised the Transport and General Workers Union.

According to an Anglo statement issued yesterday, the agreement covers "a number of AMPROS buildings in Johannesburg, Benoni and Pretoria in which the union has achieved a membership of more than 50% of the employees".

It said the agreement allowed the union to achieve bargaining rights at other AMPROS buildings when it achieved majority support from their workers.

The statement said the agreement gave the union the right to negotiate annually on wages and other issues such as health and safety, retrenchment and leave.

It also covered the election of shop stewards, access to buildings by union organisers and dispute and grievance procedures.

According to the statement, contact between AMPROS and the union began after the TGWU had recruited "a substantial number of members" at the Carlton Centre, after which it approached AMPROS for recognition.

Elderly men may lose security jobs

By CLIFF FOSTER

ELDERLY or unqualified security officers, highlighted by Weekend Post last week as security risks, may soon find themselves out of a job

Legislation has been proposed which lays down minimum standards for South Africa's security men

The proposals have been submitted to the Police Department by the South African National Security Employees Association (Sansea) and are fully backed by the South African Security Association (Sasa)

The Minister of Law and Order, Mr Louis Le Grange, said he was aware that his department's law advisors and others had been working on such legislation for some time, but he was not

aware of the exact stage this had reached

"I would rather not comment on an *ad hoc* basis, but if such legislation were to come before me, I would obviously not be indifferent about it"

Mr Leon Neethling, president of Sasa, told Weekend Post "We would like to see minimum standards of education, training and experience

"And these men must be registered with some sort of board — the same way as, say, doctors

"We want this type of thing so that we can clear up the security guard business and get rid of the kind of rubbish that this has attracted

"We are advocating this very strongly

"We want standards for both in-house security men

and for contract security"

Of the two types of security, he said "I think a lot of the in-house people are of a higher quality because when a person employs someone he has budgeted for it and knows what he wants

"But there are still a lot of firms which are trying to get away with security on the cheap and they get what they pay for

"Major corporations have got very tight security, but you will find companies with nothing more than the sole black wandering about

"Things being as they are in this country at present, there's inherent weakness in having a black security guard, unless he's supervised

"A black man can be intimidated by a European

who comes to the premises.

"So if you have a black in charge of security and you get a white approaching him in an authoritative manner, the security will be completely demolished

"Blacks are also open to threats and intimidation in the townships

"But you can't do without them because at certain levels of the job they are the only people who will accept the pay being offered

"But I do think the black should be backed up by a man in authority and at this time in our country it must be a white man

"The best method here is to have a compound on the premises where the black guards can live, feel secure in strength of numbers and be away from any intimidation

tion in the township"

Mr Neethling said contract security — where a company employed a recognised security unit — frequently provided an excellent safeguard, but he added "You can find that these security agencies tender against each other for a job and undercut to get the contract

"Then, in order to fulfil the contract at the cut rate, they have to employ cheaper labour — and here a weakness in the system develops

"But if we have control, and if we have minimum wages and minimum qualifications — a certain standard of education and ability — this will cut out the undercutter

"It really is essential that we have minimum levels laid down by legislation"

(to be copied from the heading on the Examination Paper)

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.

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

Watchman (287) stoned to death, store plundered

Pietermaritzburg
Bureau

A NIGHTWATCHMAN was stoned to death and the store he was guarding ransacked here this week.

Mr Ndaba Tsabalala, 60, the nightwatchman at the Pooren store in Plessislaer, Pietermaritzburg, was found dead outside the shop yesterday

7/7/83 and almost the entire stock had been removed.

Mr Tsabalala had been fatally injured by stones.

A police spokesman said the stock in the shop, which included groceries, cigarettes and general dealer items, had been almost completely cleaned out.

No arrests have been made yet.

287

Spare a thought for the paper boys

June 1983 UCT News

NEXT time you stop at a street corner to buy a newspaper, spare a thought for the vendor selling it to you.

Is the weather wet and cold? Does the youth have adequate clothing? Does he have enough food? Can he get medical attention, if needed? If he's selling the late evening papers, what time will be finish? Where will he sleep when his job is done for the night? And how will he get there?

SHAWCO's newsvendors project was set up to improve the lot, and especially the prospects, of the approximately 500 youngsters involved. A community worker has been appointed to coordinate the project and liaise with the newspaper publishers and distributors concerned.

An important aim is to help develop a 'total package' of adequate working conditions coupled with a youth development programme coordinated by SHAWCO, which would make newspaper vending a more attractive job opportunity for older boys and a stepping

stone to better prospects.

Newspaper vendors are recruited by street-sales supervisors employed by the publishing and distributing

In many cases young teenagers are recruited although one company has a definite policy that no child under 16 may be employed.



companies. Many vendors are dropouts from school, who therefore have limited prospects of being able to improve themselves, and there is a high turnover rate.

Although some supervisors do their utmost to care for their vendors and become almost like surrogate parents, others are indifferent and harsh.

An important part of the

project is establishing a positive working relationship with the supervisors, who form a vital link with the vendors, so that with their cooperation the total needs, as well as individual problems, of vendors can be cared for.

The project's community workers will also liaise with welfare organisations in the Peninsula to check whether they have existing programmes which would help fulfil some of these needs.

UCT students and staff will be able to participate in providing medical and legal aid and youth development programmes.

The news vendors project has grown out of the wish of a man to do something for the children from whom he bought his daily newspapers.

In his will the late John William Day established a trust fund to provide an annual outing for the Peninsula's news vendors and to cater for their general welfare needs, as identified by SHAWCO.

Security guards vote to end strike

ROOM 8/3/83 287

By STEVEN FRIEDMAN
Labour Correspondent

A WEEK-LONG strike over pay demands by Durban security guards ended yesterday as the men, most of them members of the Commercial, Catering and Allied Workers' Union, agreed to return to work pending talks with management.

The union believes the strike has again focused attention on the "very low wages" it says are paid by some security firms and on the "lack of protection" afforded workers by the industry's official wage determination.

Ccawusa organiser Mr Vivan Mtwla said yesterday the workers, who are employed by security firm Safeguard, a subsidiary of the Grindrod group,

downed tools last Monday in support of demands for a R350-a-month minimum salary.

Mr Mtwla said the lowest-paid workers at the company received R152 a month, the minimum set by the Government's wage determination. The determination had not been reviewed since it was gazetted in 1981.

"We feel these workers, most of whom are our members, were fighting for a living wage. The minimum set down by the wage determination is not enough to live on," Mr Mtwla said.

Attempts to obtain comment from the company yesterday were unsuccessful. Safeguard referred the Rand Daily Mail to Grindrod's group personnel manager in Durban, who was not available.

Mr Mtwla said that, after beginning their strike on Monday, the workers had

returned the next day after management had said an announcement about their demands would be made on Wednesday.

But on Wednesday the company had not made workers a wage offer and the strike resumed.

Management offered workers an extra R5 on Friday, but they had rejected this.

Late last week, a "few" workers began to return to work and yesterday the strikers decided to call off their action pending a meeting this morning at which they will be addressed by management.

Mr Mtwla said the union had approached the company twice with a request for talks aimed at settling the strike, which was turned down both times.

287
E. Post
28/4/83

Board sits in PE for security probe

Post Reporter

ONLY one oral representation was heard by the Wage Board yesterday during its Port Elizabeth sitting of its investigation into security services

The director of a large security firm, Mr A J Joubert, told the board that the state of the economy and resultant cut-backs in industrial spending on security services meant his company was not working for profit but, in the final analysis, "working only for the blacks and the State"

"If I pay my security guards and night-watchmen more, I must ask more for my services from contracted industries — and we are already losing clients because they cannot afford our present fees," he said

"If I lose clients I will have to retrench my employees"

Mr Joubert said new minimum wages for security service workers — in line with the consumer price index — would be "fatal" to his business.

The chairman of the Wage Board, Mr F de Villiers, said the CPI had increased by 34,8% since the last minimum wage for security service workers had been set

He said many workers in the lowest paid brackets were "already on their knees" in 1980 and had become "terribly poorer" since then

287
New
union

formed

Natal 26/2/83
Mercury Reporter

MORE than 200 Durban nightwatchmen decided this week to break off in-house negotiations with their management and form their own trade union.

Mr Isaac Ngcobo, Natal branch chairman of the South African Allied Workers Union, said that the nightwatchmen were despondent about promised wage increases that had not materialised.

They had dissolved their liaison committee to form the new union — to be named the Watchmen and Allied Workers' Union.

He said the new union would be affiliated to SAAWU.

But Mr Tom Connolly, guards director of Fidelity Guards (Pty) Ltd, which has taken over Durban Nightwatchmen (Pty) Ltd, said there was no truth in the workers' complaints, and he could produce minutes of meetings held with the liaison committee to prove it.

Mr Connolly, who is also the Natal divisional chairman of the newly registered South African National Security Employers' Association, said wage legislation laid down in July 1981 had provided for a minimum wage for workers, and that was effective until July 27 this year.

Security ²⁸⁷
service pay
to be probed
11/3/83

Post Reporter

THE wages of employees in security services will come under review at a sitting of the Wage Board in Port Elizabeth next month.

A spokesman for the board said office-bearers of a trade union or employers organisation, or any other person who had an interest in the investigation, could attend the meeting.

It will take place from 11.30am in room 184, Eben Danges Building, North End, on April 27.

11/3/83 (25) (25) (25)

Nightwatchmen get R25-a-month increase

Labour Reporter

A R25-a-month increase given to employees of Fidelity Guards (Pty) Ltd./Durban Guards, formerly known as Durban Nightwatchmen, will be built into the new wage determination due to be gazetted later this year.

This is according to Mr Tom Connolly, the company's director of guards and chairman of the Natal division of the South African National Security Employers' Association, who said the recent increase was 'due to demands by our men in the form of a threatened work stoppage on February 28'.

'The company has agreed to an interim in-

crease of R25 per month with immediate effect. This will constitute part of the increase when promulgated by the new gazetted wages due later this year,' Mr Connolly said.

Durban nightwatchmen formed a trade union at the end of last month after alleged dissatisfaction over wage increase negotiations.

The new union, called the Watchmen and Allied Workers' Union, has already recruited more than 200 members, according to Mr Isaac Ngcobo of the South African Allied Workers' Union. The new union is affiliated to Saawu.

Admiral A. P. Putter —
DDC

Pay rise for shop workers

EAST LONDON — Minimum wage increases for employees in the commercial distributors trade will come into effect on Monday

An amendment to the wage determination applicable to this sector also marks the end of wage differentiation based on sex.

The minimum wage for a general assistant in the trade, the lowest category, will be R38 a week in the East London and Beacon Bay area.

The previous minimum wage was R26,40 for female general assistants and R33 for males

The last minimum wage adjustment in the commercial distributors trade was made in April, 1981 — DDR

b. b. 5/11/82 (28)

Rise for trainee hairdressers

EAST LONDON — Hair-dressing apprentices have been granted wage increases from November 15 in terms of a new Department of Manpower wage determination.

A local hairdressing

salon owner, Mr Nelson Restom said first year apprentice wages had been increased from R100 to R149,60, second year wages from R130 to R187 and third year wages from R160 to R224,40 a month. — DDR

part of the agreement that Mr Burnett would be re- This had an adverse effect

On October 22 Mr Bur- for Mr Burnett

Hawkers are not allowed in CBD

Post Reporter

CROWDS gathered yesterday to watch as a young woman vegetable vendor was booked and arrested by a traffic officer under the watchful and disapproving eye of Queen Victoria in front of the public library in Main Street.

The acting chief traffic officer, Mr A J Jonker, said he could not comment on this particular incident because he was not familiar with the particular circumstances, but hawkers presented headaches for the traffic department.

"People would not buy vegetables and fruit from hawkers if they could see where they are washed — in the toilets at the bus station," he said.

The health department considered this practice a health risk and uniformed health department officials worked in conjunction with traffic officers in an ongoing campaign to clear the streets of hawkers.

Even if hawkers were licensed to hawk under the municipal bylaws, they were still not permitted to peddle their wares in a prohibited hawking area which included Rink Street and the Central Business District.

Mr Jonker said the fruit and vegetables sold by the hawkers were second grade and many complaints had been received by the Health Department officials.

Complaints had also been received from shopkeepers in the Central Business District and also from shops which sold fruit and vegetables who complained that the hawkers were competing unfairly because they did not have the same overheads.

The hawkers also obstructed traffic on the pavements because they sat on the pavements and spread their wares around them.

LOOK

MEAT SUBSIDY STARTS FROM THIS

DON'T MISS OUT at the

MOSLEM HYGIENIC BUTCHERY
67 DURBAN ROAD, KORSTEN
PHONE 47565

FAHEEM'S MEAT
32 ABLETT STREET
PHONE 450

1/2 SHEEP
GRADE 1C
R2,18 kg

1/2 LAMB
SUPER
R2,38 kg

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BEEF
LIVER

R2,50 kg

SUPER GRADE
BEEF STEAKS

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A spokesman for the CNA h

He said many workers had re-
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CASH TERS

ving,

Disputed 26/10/82

Council bans hawkers

EAST LONDON — Hawkers have been banned from the central business district and a part of North End.

This was decided by the city council last night with three dissenting votes.

The council agreed to amend a 1976 by-law. The new section of the by-law will now read:

"No person shall hawk within the area bounded by:

(28) "North Street, Cambridge Street, Fleet Street and Buffalo Street.

"Factory Road, Braeside Road, Kimberley Road and St John's Road.

"St Paul's Road between Kimberley Road

and Braeside Road."

The three councillors who recorded their votes against the amendment were Mr Fred Stake-mire, Mr Wally Botha and Mr Joe Yazbek.

There was no debate on the issue in the open council session. Mr Stake-mire said he had already voiced his objections in Action Committee. — DDR

Extra-heavy duty learner drivers cautioned by MEC

Mercury Reporter

THE row between Indian driving schools and the licencing authorities took a new turn yesterday with Mr Frank Martin, Natal's senior MEC, cautioning drivers not to be misled by instructors who planned to defy the authorities over the training and testing of drivers for extra-heavy duty licences.

Mr Martin told the Mercury yesterday that drivers would waste their time and money if they heeded the advice of the defiant instructors as inspectors at the various testing grounds would not carry out the tests unless they had the correct type of vehicle.

He said it was pointless 'fighting with the people at the testing grounds' as they did not make the law.

'They only enforce the law,' he said, adding that taking the matter to court would also not help as the Courts would go by the law.

He said the Ordinance clearly stated that one must have a certain type of vehicle for the training

and testing of drivers for a certain class of licence.

'What the driving schools are asking for is tantamount to allowing a pilot of a Boeing to be trained on a single-engined aircraft,' he said, pointing out that the driving schools had to comply with the law.

He also said the use of the wrong type of vehicles for the training and testing of drivers for extra-heavy duty licences had never been condoned by the Provincial Traffic Inspectorate.

Responding to claims by Mr Ramcharitar Panday, chairman of the Natal Driving Instructors' Association, Mr Martin said unlike in the early days there were now different categories of licences.

Mr Panday told the Mercury yesterday that his association was still not satisfied. It was seeking an urgent meeting with the Executive Committee and senior officials of the Natal Provincial Inspectorate to have the matter 'thrashed out'.

Some driving 287 schools to blame, says traffic man

Mercury Reporter

Mercury
12/10/82

THE clampdown on Indian driving schools over the type of vehicles used for the training and testing of drivers for extra-heavy duty licences came as a result of an alleged contravention of the regulation by some of the schools, according to Mr Les Farrant, head of the Provincial Traffic Inspectorate.

He said it had been found that some schools replaced their fleet with vehicles which did not meet with the specification laid down in the ordinance.

The relevant provision in the ordinance governing the training and testing of drivers clearly sets out the specifications for the various class of licences.

'The ordinance is a uniform one enforced in all four provinces and has been in existence for many years,' said Mr Farrant.

He explained that some driving schools made changes to their vehicles by fitting additional axles, altering the classification of the vehicle.

Only the vehicle manufacturer may change the classification of a vehicle and not the owner or any garage.

He reiterated his warning to the driving schools that if they do not comply with the regulation they would not be allowed to train or test drivers for extra-heavy duty licences on a vehicle which did not meet the specifications for that class of licence.

Oppose

He said the driving instructors had been warned four month's ago to have the correct type of trucks for the testing of drivers for extra-heavy duty licences.

But Mr Ramchitr Panday, chairman of the Natal Driving Instructors' Association, said yesterday that his association would go to court to oppose the clampdown.

'As far as we are concerned we have been using 12 000 kg trucks for the testing of drivers for extra-heavy duty licences for the past 12 years and we cannot see any reason why the position should change now,' he said, adding that the Province was now insisting that trucks with a mass of 23 000 kg be used for this class of licence.

Sackings

follow
protest

Labour Reporter

Workers at a Durban fumigating firm downed tools yesterday in protest against the retrenchment of several of their colleagues.

About a dozen workers were dismissed as a result of their protest, according to the management of South African Health Protecting Services.

A management spokesman said the firm was trimming staff because of economic problems, and the workers had protested.

The general secretary of the South African Allied Workers Union (SAAWU), Mr Sam Kikine, said management had refused to accept the demands of the union's members to reinstate the retrenched workers.

67

difficulties when trying to deliver
responsibilities from face.

The day the knives came out and all hell broke loose right in the centre of Durban



A PITCHED street battle between rival ice-cream vendors outside Durban's central library this week has exposed a bitter war for sales in Surf City.

The behind-the-scenes reality of the lolly trade was revealed when two vendors were hacked with bush knives by their rivals, in front of terrified lunch-hour strollers at the foot of the library steps.

Worried dairy company managers are now trying to prevent a repeat of the simmering feud, which is founded on the vendors' eagerness to make a killing whenever the weather is hot and the crowds are there.

"Somebody could have got killed," said Johan Potgieter of Durban Ice Cream Distributors, the agency which employs vendors for Dairymaid.

"I don't know what to do. I inspect my carts before they go out every morning and take away knives and sticks, but the just buy more around town."

Mr Bernard Bigara, retail sales manager for Clover Dairies, said: "I've warned my men that the next one who is found carrying a knife will be fired. You know it is — all of them carry knives..."

The simmering feud based on competition for good sales "beats"

The ice cream men at war

287
S. Tribune
3/10/82



Face of a vendors' war victim

QUOTE

By dairy executive Bernard Bigara:

THEY don't accept the principle of free competition. If someone has a selling area on a corner and a rival seller comes along, the first man doesn't try to sell better... he just beats up the newcomer — or tries to chop off his head.

By STAN MAHER

in busy city areas. Vendors told the Tribune they had a mutual agreement, but they appeared confused about how it was supposed to work.

Some said they sold side by side; others thought it was a monopoly for those who got there first.

The vendors lost their cool at noon on Thursday when competition for customers among queues of visiting up-country schoolchildren boiled over into open battle.

I was among the lunch-hour shoppers when a bush knife sail-

ed past my head and bounced across Smith Street between startled motorists.

Screaming children scattered as stick-waving ice-cream salesmen took on an unfamiliar role. They chased a fleeing rival through the cars on the street, hurling their sticks and knives after him.

On the pavement at the foot of the library steps, Mr Douglas Abuleza and a Mr Sithlangwe, had been beaten and hacked in front of the crowds.

Blood streamed down the pavement and mingled with ices from

an overturned cart.

Passers-by Mrs Val Marais of Pinetown and Mrs Ann Swanepoel of Malvern helped staunch the blood with toilet paper fetched from the library.

"It's a war over the sales to all these schoolkids," said city hall janitor Steve Kruger, who watched the fight. He described how he had seen Clover Dairies vendors retaliate with bush knives and sticks after being attacked by Dairymaid sellers.

Mr Potgieter, whose agency employs the Dairymaid men, said the men worked on a commission basis and there was hot com-

petition for sales.

"Apparently my guys are getting there first in the mornings. We are making the sales and the other guys are not liking it," he said.

"They try to scare you away, but this was bad. Somebody could have got killed."

The injured vendors were back at work on Friday but a third was still in hospital. Mr Potgieter said: "Douglas has a huge gash in his head and an even bigger one in his bicycle. They cut right into it."

The vendors tried to carry weapons with them to defend their territory, although they were supposed to

operate by mutual agreement, he said.

He believed the attack on his vendors had been pre-planned by their rivals.

"Any eye-witness told me the other men jumped out of a truck with bushknives, made their attack and got away again," he said.

Mr Bernard Bigara of Clover Dairies, claimed that among the Dairymaid vendors was a team leader who was notorious for bullying rival sellers.

"He started fighting with one of our chaps who was just a youngster," Mr Bigara said. "The young man's friends then took the law into their own hands and went for this man."

"It was very ugly. This sort of thing shouldn't happen in front of groups of schoolchildren from up-country. We try to make sure they don't carry knives, but you

know how it is... all of them carry knives.

"During the last two weeks nine of my men have been beaten up and I guess they must have retaliated. But I have told my men now that if I catch them with a knife in future, they will be fired."

"The way they react to these situations... it's unreal. Sometimes I don't believe it myself."

"They don't accept the principle of free competition. If someone has a selling area on a corner and a rival seller comes along, the first man doesn't try to sell better... he just beats up the newcomer, or tries to chop his head off."

Mr Bigara said an average weekly wage for the vendors was between R60 and R70, rising to R90 or R100 in good weeks, and working seven days a week.

Police took five of the vendors into custody on Friday.



Rand Daily Mail vendor Marshall Manqele waves a cheerful "I'm back" from his paper vendor's pitch in Parkview, Johannesburg.

Picture: ROBERT TSHABALALA

All is well now Marshall is back on beat

By IAN REID

MARSHALL, the friendly vendor of the Rand Daily Mail, is back and all is well once more in Parkview, Johannesburg.

And it has been so ever since last Monday morning, I am happy to report.

But for the four preceding weeks, things weren't all that rosy.

It was because Northern Suburbs motorists found something missing on their morning drive to work Mar-

shall, with his big smile and friendly wave to his "regulars", wasn't at his normal station — the corner of Lower Park Drive and Jan Smuts Avenue.

For the past four years Marshall Flavian Manqele, 28, of Diepkloof Hostel, Soweto, has been on his corner from 6am to 9.30am selling the Mail.

And such a friendly personality is he that more than one reader has phoned the Mail in the past saying how

much they appreciated his friendly morning wave.

Then a month ago Marshall wasn't there. Gone, but not forgotten. The News Desk at the Mail received even more calls asking about him.

But last week he was back on station.

"What happened to you?" I asked the cheerful Marshall. Sickness, a stomach complaint, had laid him low so he retreated to his parent's village of Ngutu in KwaZulu.

When I called on him, not

only was he happy to be back, but his customers were pleased also.

Drivers and passengers positively beamed at him as they waved. That is those who did not stop to buy their Mail and ask Marshall where he had been.

Business, he confided, had been very good indeed.

He is collected each morning at 4 o'clock to make early deliveries.

Then at 6am sharp he is on his usual corner until 9.30am.

Later he delivers the Star and returns home at 6.30pm.

On Sundays he delivers the Sunday Times.

In tips he collects about R2 a day — in wages about R70 a week.

But, he says, it is much better now than back home, where he worked in a garage until he was recruited for this newspaper job.

And I will tell you something else, Marshall really does appreciate your friendly morning waves and hoots

world, but it also offered training facilities, said Colonel Dries Coetzer, Officer Commanding the hospital.

A tour of the hospital discloses a host of fascinating equipment.

Computerised X-ray equipment, to monitor and capture on film minute and intricate problems within the human body, is available. Some of it seen for the first time in Africa.

MATERNITY WARD

But it does not handle only the medical attention of men injured in the bush war being waged in SWA/Namibia.

The families of soldiers are also treated for all the medical problems which they encounter and the hospital caters for pregnant women with a fully equipped maternity ward.

Should there be a nursing crisis at the hospital, consideration would be

The old hospital is being converted into a recuperation centre with facilities for therapy.

It also has a gymnasium to help orthopaedic cases. A swimming pool is to be built on the site of the new hospital as well, to help with this type of therapy.

In times of need the hospital could be used again to boost the number of beds from 556 in the new hospital to more than 1 000.

— SHE — Help a-head for crizzly Lizzies —



Crizzy Lizzies, stop splitting your hair — help is a-head.

A hair salon specialising in black, hair care and styles has now opened at your very doorstep, in Mdantsane.

No longer will you have to rely on white man's products, which only break the kinky-

haired.

Rainy Zwane and Ntsike Mbaulana — both Johannesburg trained hairstylists who have both been working as hairdressers there have now opened the first hair salon in Mdantsane.

“Opening of hair salons for black women put them on an equal

footing with women of other races. Just like when our bodies demanded that we went to a doctor for treatment, so hair too, has to be given professional care,” said Rainy at the official opening of the salon this week.

Miss Zwane, here to make local women beautiful, says plaiting and hair colouring is not good for the black hair as it is quite different to white people's hair.

She said this is why most products, being marketed and sold, to black people make their hair break.

She emphasised the importance of a healthy scalp and hair. “Most people come to have a perm while the hair is damaged and insist on a perm without understanding. It is best to seek advice first,” she said.

Rainy said the response at the salon has, so far been overwhelming. She was particularly happy to see men among the people.

Miss Zwane said if someone has kinky and over-curly hair it was because the hair was too oily, and needed thorough shampooing and conditioning.

Rainy said clients have to accept that their hair must be cut from time to time because hair grows about six inches a year and split ends have to be got rid of.

Formerly from Tembisa, Soweto, Miss Zwane has worked as a credit controller and then received training from a top black salon in Johannesburg — doing six months' theory and three years' practical work.

Miss Mbaulana also trained and has been in the hair business for two years. She hopes to one day include in the salon general beauty treatment as she said she finds it highly interesting.

Miss Mbaulana also trained and has been in the hair business for two years. She hopes to one day include in the salon general beauty treatment as she said she finds it highly interesting.

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NOT in BRITS!

Goodwill? N

287 By CAS St LEGER S. Times 5/9/82

BLACK hairdresser Goodwill Duda was the target of a vicious anonymous letter after spending a week in a white salon outside the Transvaal platteland town of Brits.

The letter slated salon boss Walter Reckermann for allowing a black man to be present in a hairdresser's salon for white women.

And it suggested in abusive terms that he should fumigate the salon because it had been contaminated.

Mr Reckerman said. "Goodwill didn't touch any white woman's head. All he did was watch me and practise on dummies wearing wigs. There was no trouble while he was here."

"Then this terrible, unsigned letter arrives."

Goodwill said sadly "I was very upset but I half expected it."

"I didn't touch anyone's hair, but I still got a lot of black looks from women while I was there."

Soweto-born Goodwill, 32, has worked in some of Johannesburg's top black salons over the past three years.

He went to study hairdressing techniques at Mr Reckerman's salon to prepare for a new job with a multiracial stylist in Gaborone.

The Gaborone salon has women clients of all races, and Goodwill has had little chance to practise on white women's long, straight locks.

He needed training in new styles for whites, so Mr Reckerman, a former colleague, invited Goodwill to spend a week watching him work in the salon he runs on his farm in Skeerpoort.

Dream

Despite the ugly incident Goodwill's dream is still to open South Africa's first multiracial, unisex salon in central Johannesburg within two years.

He achieved a Std 8 education at Meadowlands High School, after which he worked in a record company's storeroom for "less than R50 a week".

A hairdresser friend, known as "Jamaica", introduced him to the fashion world and Goodwill modelled clothes for magazines and catalogues.

"I soon got bored with that. Jamaica did my hair for me and then I got interested in hairdressing."

Hate letter for black in whites' hair salon

"I love it, man. I like beautifying people."

"I enjoy experimenting with hair — long, short, straight or curly, black or white."

Goodwill was one of the first black students to be trained at the fashionable Black Wave salon in the city centre.

Then he got an offer to work for the biggest salon in Gaborone.

"I wanted a change, so I'm leaving this week or next. All I have to do is pack my bag and go," he said.

Commission

Goodwill, a bachelor who lives with his mother in Meadowlands, Soweto, has been earning about R1 000 a month in Johannesburg — that is, R250 basic plus 13 percent commission on an average of 16 women's hair a day.

In Gaborone, he has been promised a deal comparable to that enjoyed by most top white stylists — 50 percent commission.

"I hope to have enough money to open my own place in Johannesburg in a year or two," he said.



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They may dance in Grahamstown



The nucleus of this group of dancers was the original worker's committee formed when Mercia Wilsworth initiated Afrocrafts. When the business of meetings was over, their enthusiasm waxed into spontaneous dancing. Now Mrs Wilsworth plans to polish up this cultural art for performances in Grahamstown and elsewhere.

By SALLY KERNOHAN

A woman who had hoped to create jobs for as little as R406 a person in depressed Grahamstown has had to temporarily shut up shop because of lack of capital.

Mercia Wilsworth, applied anthropologist, journalist and public relations officer, was confident the money she needed would be available.

But hitches in a trust fund to which she is heir has put her in a spot.

She had hoped to create 25 full-time jobs at Afrocrafts, which she opened so enthusiastically in mid-June. But she needed between R10 000 and R15 000 to do it — despite rent-free premises provided by Rhodes University, where she has enrolled for her doctorate.

Mrs Wilsworth is an expert on Grahamstown conditions. She has already gained a brilliant Master's degree, her thesis appearing in book form *Strategies for Survival*, printed by the Institute of Social and Economic Research.

Her conception of an authentic African art centre with music, diviners, dancing, and many ancillary crafts was generally acclaimed.

Mrs Wilsworth, had tested the market, so to speak, when she mounted a similar live exhibition during Grahamstown's festival time two years ago.

She gathered her "caste" and then drew in likely craftsmen, basket and mat-makers, knitters, women with crocheting ability and a toymaker.

Beer-tasting was to be part of the experience and musicians were to add to the authentic scene, all of which was to open with a flourish as part of the recent annual national arts festival.

"But they took eight weeks to get ready," said Mrs Wilsworth ruefully.

She planned to offer fees to exhibitors and performers.

But she found herself in a Catch 22 situation. She needed the capital to make the money she needed to provide materials for the local craftsmen and for "importing" goods from Sada, Lesotho and elsewhere.

Said Mrs Wilsworth "I never had enough stock. I did not have the money to advertise with meaningful impact. I was hoping to set up a show to rival the Congo Caves and the ostriches. I find people more interesting than ostriches anyway."

She said the local dancers

could rival the mine dancers.

She expected resistance at first but hoped that by promoting the African image she could have provided a valuable tourist attraction in the City — already tourist orientated.

Mrs Wilsworth also attempted to encourage entrepreneurship "and get things going here." Hence the display during the festival of Cape Town's image dolls.

She said "I've certainly not scrapped my ideas. If the capital is forthcoming, I shall get the show together."

She explained that it was by no means a charitable venture.

"I'm a hard-nosed realist.

I wanted to see this thing as a profitable venture making the profits from which I could live and plough back to pay adequately my crafts people — and train more," she said.

In the meanwhile she will get on with her doctorate, hoping to complete it by the end of the year.

She said "I've taken the risk. I've gambled and lost. I need at least R15 000 behind me for a six-month stretch to do an adequate job."

"Meantime there is a chance of mounting an East Cape competition in conjunction with a national competition for young, as yet unknown artists."

"We may be able to stage it early next year and again stimulate interest."

Job project scrapped through capital lack

27/8/82

On guard with

Women make better security guards than men, and that comes from someone who should know... the personnel officer of a Johannesburg security firm.

Geraldine Heugh says her company wants to hire more women to provide security for companies.

"They are more observant, keener on the job and more interested in their work," she adds.

"There are no disadvantages in hiring women for this type of work. They don't do nightshift work, but that is not a problem."

Tina Alcock (25) and Linda Allen (24) are two of the women the company already has on its books.

Both served more than four years in the engineers unit in the Rhodesian army working mainly in the dangerous bush areas. They came to Johannesburg last year and landed their jobs with the security company.

They exude efficiency.

By Jennifer Moran

In fact they look like executives in their couturier-designed grey suits, soft-striped shirts and scarlet pocket handkerchiefs.

The only thing that distinguishes them is their lapel badge proclaiming their office.

Trained

Without it no one would dream that Tina was a security officer. Schoolgirl-sized at 1.3m tall, she hardly looks the stuff of which criminal catchers are made.

And Linda is not much bigger.

But beware the man who decides to take on these two.

They are fully trained in unarmed combat and handling weapons and there is little doubt as to who would come off best.

The women are no-nonsense about their job.

At present they are guarding a large cosmetics warehouse where boxes of supplies

balance from floor to high ceiling.

They are responsible for preventing theft both by employees and visitors, and have to make sure that goods arriving and leaving conform to the documentation accompanying them.

They patrol the long aisles in the warehouse and are immediately aware if anything is missing or in its wrong place.

"You get used to where things should be," said Linda. "You notice if a box has been misplaced."

The girls then look out for the missing item.

The first place they look is the most common exit from the warehouse for stolen goods — with the rubbish about to be sent out.

If it is there they watch who comes to move the rubbish and what he does with the box. If he is responsible for its removal they nab him.

They have little sympathy with offenders.

"Men tend to take

the person concerned off and have a chat, try to find out why they did it," said Tina. "They feel sorry for the thief and give him another chance."

"Women are more ruthless but it's the only way. Otherwise you will never stop theft."

"Women security officers have no tact," said Linda. "They generally accost the offender right there. But different circumstances are taken into account."

Sorted

Both girls love their job and the only thing they would change it for is promotion in the security business.

Linda trained as a commercial artist and Tina as a caterer.

"But that would not have been anywhere near as exciting," said Linda.

Both girls said they would hate to get stuck behind a desk and love the variety their job gives.

"When you have sorted out the security arrangements in a company you go on to another one," said Tina. "You don't just have to sit with the same faces all the time."

As well as being trained in the lethal arts, the girls have qualified in first aid, fire-fighting and bomb-scare procedures.

They have thought out possible predicaments their jobs might land them in and worked out solutions.

When asked what they would do if an armed man walked in and demanded goods, it took only a moment for a sensible, complete

plan to "We'd badges, with the and work near as possible," said

"We just talk right. We to risk endange tackled shoot so

"We talk in course were not likely to could do if we enough

"Other give him ted, no what we wait until in his him"

Linda one of t

If caffeine is drunk

WASHINGTON — Babies born to mothers who consume even moderate amounts of caffeine are slightly premature and have poorer muscular reflexes than other infants, says a United States researcher, Sandra Jacobson.

Previously, studies have noted similar effects from heavy consumption of caffeine, such as more than five cups of coffee a day.

Moderate consumption would be around two to five cups.

Ms. Jacobson, a psychologist at Wayne State University in Detroit, Michigan, said preliminary results of a study she worked on also showed that the offspring of cigarette-smokers were smaller at birth and were less irritable than others.

She told the annual meeting of the American Psychological Association that the effects of nicotine and caffeine

on children in the study were generally small.

And the effects were even smaller or nonexistent in the offspring of women drinking less than the equivalent of two cups of coffee daily.


However, she said, the results indicated that pregnant women should be cautious in their use of coffee, tea and caffeine-containing soft drinks.

— AP.

At the end...

From Our London Bureau

Lawyers often agree that a good divorce law should enable marriages that have broken down to be ended with the minimum of dis-



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other end of the warehouse the one at the front would get a message through either by telephone, if it were possible to reach it or with anyone allowed to move.

The second officer would then get the guards from the outside of the warehouse and enter the building to approach the assassination from the back.

Noticed

What amazes the two women is the variety and intricacy of tricks people use to steal goods.

'Women are more likely to catch people out on occasions like these because they are more observant,' said Tina.

For example a woman will walk into a shop and walk out with

several layers of clothes under the ones she came in wearing.

'A woman security officer will notice that she is fatter, but the men never do,' said Linda.

'People also come into a shop with bare feet on shoes and walk out in some. Women notice the small details.'

It is in shops that Tina is really effective.

Because she is so tiny people don't realise she is the security officer and blatantly steal things in front of her.

When she accosts them they get quite a shock.

So what do these women do for fun when work is such drama?

They go fishing.

'Anything to get away from the hustle and bustle of it all.'



SECURE: Linda (left) and Tina do their thing

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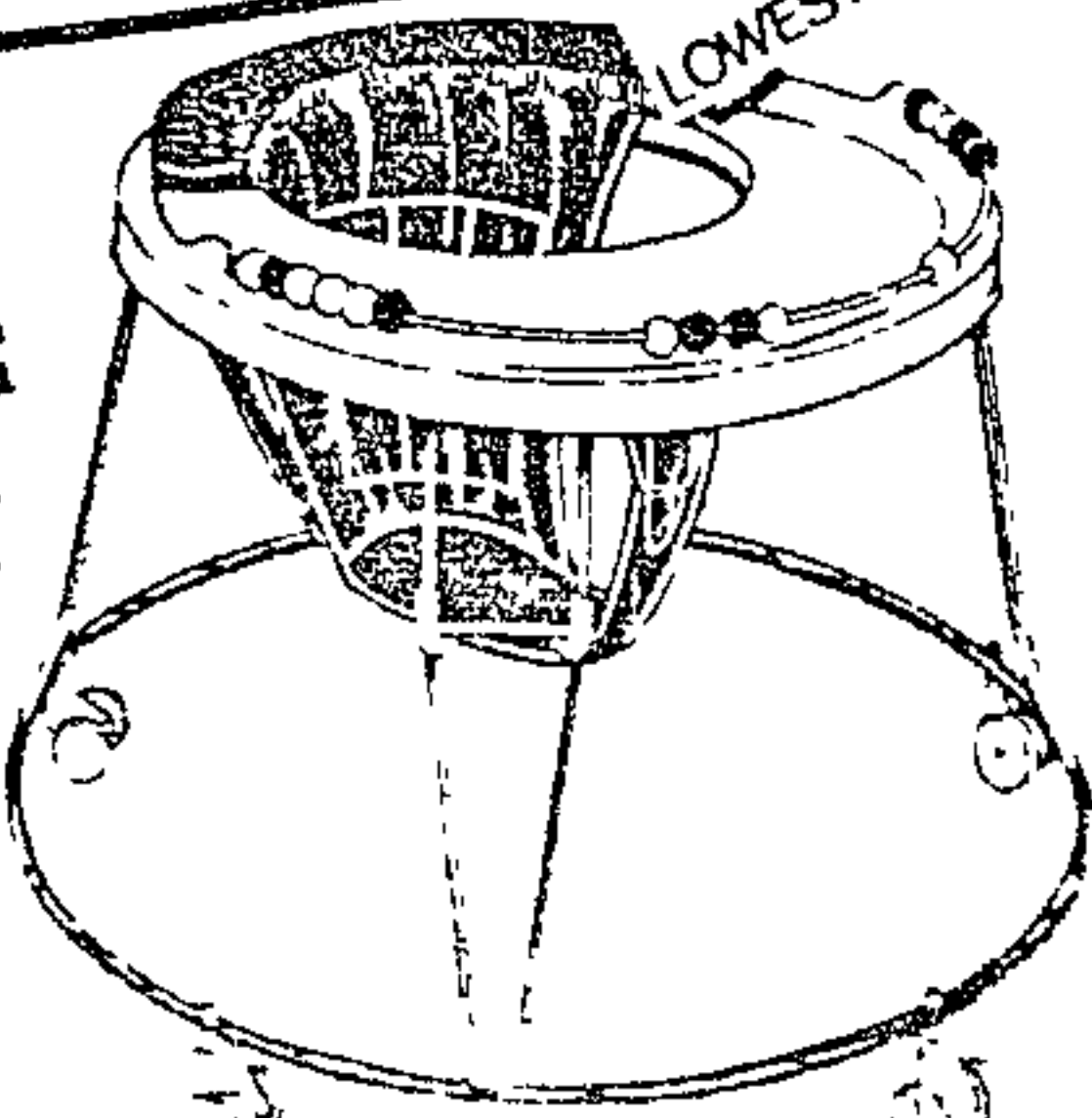
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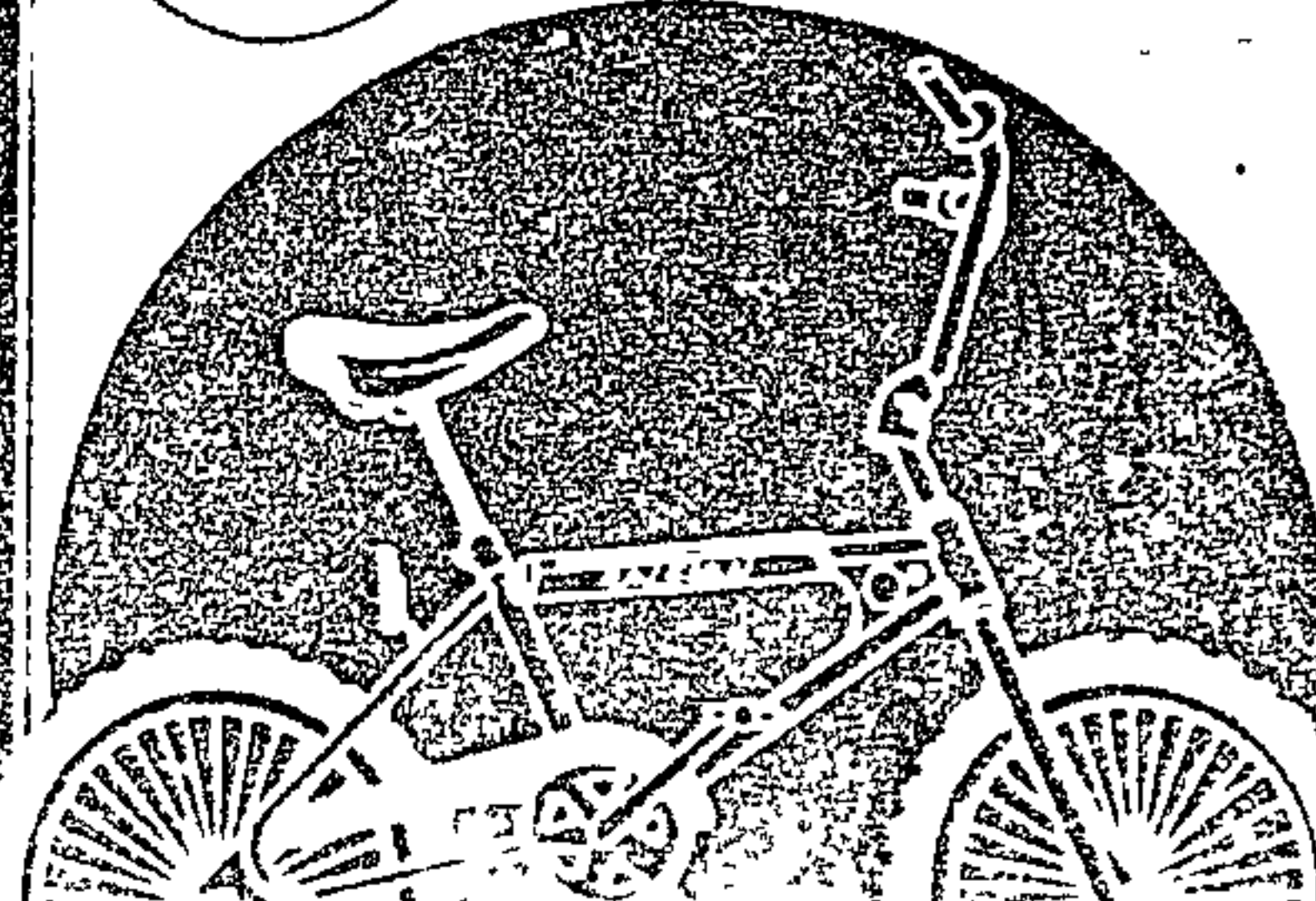


ROUGH RIDING

AT SMOOTH SAVING PRICES FROM

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Footbrake
Bicycles



- A winner in Europe and America
- First motocross cycle made by the famous Raleigh works
- Large front wheel for better speed
- 50 cm high with knobby tyre for better grip

DION'S LOW PRICE

The SA Union of Jewish Students (SAUJS), confronted about 500 black Student Society (BSS) members supporters of the guerilla LO

FACTIONS

The two factions organised meetings to focus on the war between Israel and the PLO in Lebanon. The two meetings were to pledge solidarity with opposite

grosson in Namibia and suspended students.

Cleaners sacked

SOME white Johannesburg companies who employ black women as flat cleaners have been warned to register them and to stop exploiting them by paying them low salaries, to avert a tragedy of tomorrow.

This warning was made by the general secretary of the Brushes and Cleaners Workers' Union Mrs Mary Ntseke following reports that more than 50 employees of Supervision had been recently sacked.

Supervision is one of the white companies in the city that has contracts to clean flats in the city.

Several cleaners employed by these companies have complained of low salaries, not being registered, no transport after work and poor working conditions.

The operations manager of Supervision, Mr G J Verseer, said that workers were often dismissed because of theft, drinking on duty and refusing to take instructions.

Witness jailed

FORMER Fort Hare student Mpila Ichabod Thaho yesterday became the fourth man to be jailed this week for refusing to testify in the Pietermaritzburg treason trial.

Thaho, who has been in custody since November 25 last year, was jailed for five years. As he left the court he raised his clenched fist in a salute.

Mr Justice van Heerden said that Thaho could not claim that it was just cause to refuse to testify on the grounds that he did not want to give evidence against a black brother and that there were pressures in the community preventing him from doing so.

The judge said that there came a time when loyalty to the State transcended community pressures and ostracism.

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anding out pamphlets in the streets of Johannesburg? For the story see page 3.

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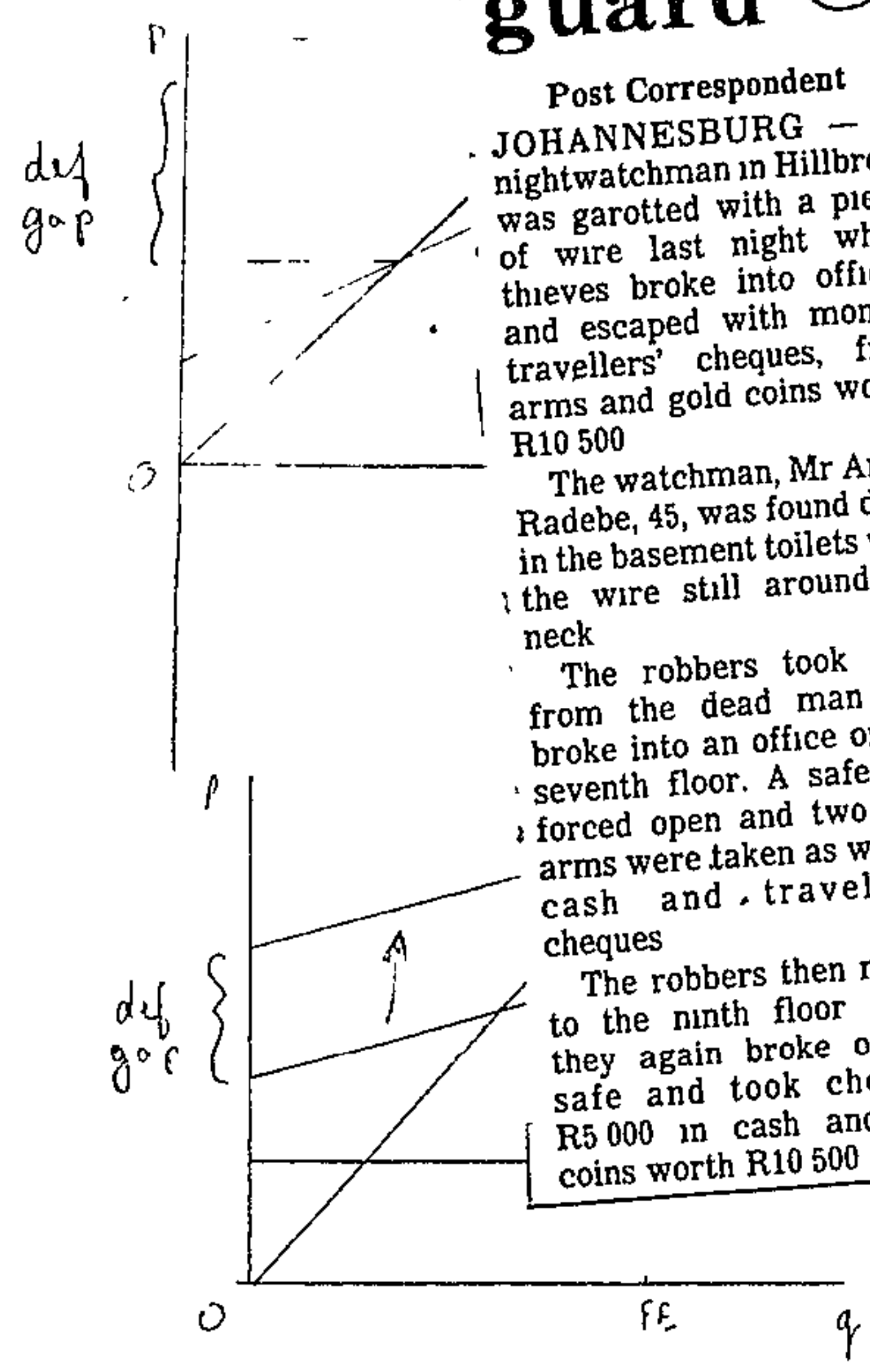
Robbers garotte guard

Post Correspondent
JOHANNESBURG — A nightwatchman in Hillbrow was garotted with a piece of wire last night when thieves broke into offices and escaped with money, travellers' cheques, fire-arms and gold coins worth R10 500

The watchman, Mr Amos Radebe, 45, was found dead in the basement toilets with the wire still around his neck

The robbers took keys from the dead man and broke into an office on the seventh floor. A safe was forced open and two fire-arms were taken as well as cash and travellers' cheques

The robbers then moved to the ninth floor where they again broke open a safe and took cheques, R5 000 in cash and gold coins worth R10 500



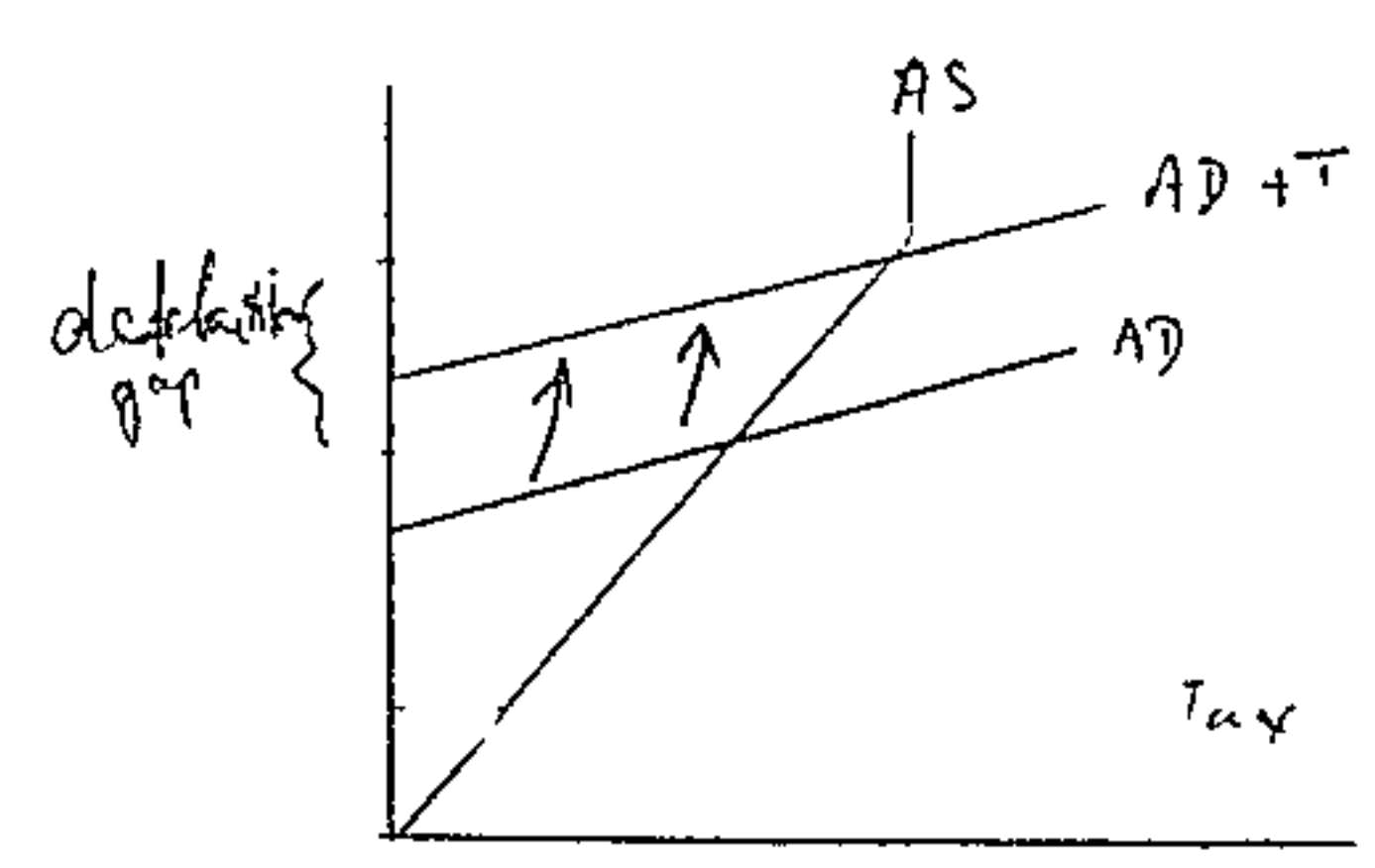
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as above there will always be a def gap

Tender system blamed for watchmen's pay

ARGUS
15/7/82
287

FIRMS which hire security companies could greatly improve the lot of nightwatchmen by insisting they were properly paid and treated, a researcher says.

Mr Paul Benjamin of the Centre for Applied Legal Studies at the University of the Witwatersrand says researchers have shown that nightwatchmen are not paid liv-

able wages, and many work under appalling conditions.

Often the root cause is not so much with the security companies but with the "everyday" firm that puts its security jobs out to tender — the company with the lowest tender gets the contract.

The net result, Mr Benjamin says, is that security companies, in order to make a reasonable profit, often pay their workers low wages.

● Reports by Henry Ludski.

Guide to a better deal

TWO recent independent studies into working conditions of watchmen — by the Legal Resources Centre in Johannesburg and the Centre for Applied Legal Studies at the University of the Witwatersrand — have proposed a set of minimum requirements for nightwatchmen. They are:

● Watchmen should be required to work no longer than 12 hours on any one day.

● A formalised hourly record should be introduced in the industry so that employers would have a complete record of watchmen hours plus overtime and could pay them accordingly.

● Watchmen should, in turn, be able to check that the wages they receive are correctly computed.

● No employee should work for more than three hours overtime on any one day.

● Employers should provide employees with basic requirements, including some form of shelter, a

chair, a two-way radio (or easy access to a telephone), handcuffs, a kieve, coal in winter and access to a heater.

● Employers should provide employees with a meal at a reasonable price.

● Watchmen should be paid according to length of service, those with up to one year of experience earning a minimum of R50 a week; two years, R55; three years R60,50; four years R72 and five years R87,12.

The centres argue that differential wage categories will offer an incentive for watchmen to remain in the security industry and in the employment of one person for longer periods.

Other recommendations are that:

● The wage structure should take into account the consumer price index.

● In addition wages should be increased by 10 percent at six-month intervals until the next determination is made.

SERVICE

The system is perpetuated by the fact that some security companies do not provide a service worthy of a high tender.

The nightwatchman has little chance of bettering himself, Mr Benjamin says.

Because of the coloured labour preference policy in the Western Cape, it is very unlikely that they can get other jobs.

Also, many are in the urban areas illegally, generally without a chance of regularising this.

They are often illiterate or have little formal education and no skills.

"They are very much in a nowhere situation."

UNIONS

Because they have "very little industrial clout" and hardly any bargaining power, and cannot afford to pay subscriptions, trade unions

Jo'burg cleaners get a dirty deal

287
Save tax 2/7/82

MOST black women who clean Johannesburg's big offices at night earn R100 per month and do not receive any fringe benefits nor are they allowed to belong to trade unions.

This revelation was made to The SOWETAN by Mr Sello Mthembu, organiser of the 10 000-strong Commercial, Catering and Allied Workers' Union of South Africa, who said several complaints had reached his office concerning this malpractice.

Eight women employed by the Phillip Malan Company have been sacked because they claimed management accused them of trying to introduce trade unionism among other cleaners.

The women claimed

By JOSHUA RABOROKO

they worked from 6pm until 4am daily and earned between R100 and R137 per month. They were not supplied with transport home nor given allowances for transport.

"If we go off work early we have to wait for trains in the early hours of the morning and it is not safe to roam the city streets at that time," they said.

They tried to explain their plight to their employers but on Friday eight of them were told "You are sacked be-

cause you tried to organise a strike through your black trade union."

They denied having organised other workers to join any trade union because "we do not belong to any union nor have we been approached to join any union".

Mr Mthembu said he took the matter up with the company but was told the company did

not have any dealings with unions.

The manager of the company, Mr Phillip Malan, said the workers had been sacked because their services were no longer needed. They had all been served with notices and paid money due to them.

He described as "absolute nonsense" claims that they had been sacked because they had organised a strike.

"If I want to fire anybody — be he white or black — I will do so. I owe the workers nothing," he said.

Club for PE's newsboys in the headlines

287
Post
19/10/82

By Penny
Morrison
one of the helpers
at the Newspaper-
boys' Club

YOU can see them every day — small, tough, often tattered and barefoot, clutching large bundles of newspapers.

They are the boys, uneducated, from poor homes or no homes at all, who sell our city's newspapers on street corners.

But on a Monday night they are just a crowd of boys playing games and having fun.

The floors vibrate and the noise is deafening.

A shout of "bombs over head", barely heard above the din, and 50 boys drop heavily on to the hall floor.

Stretched out, they watch warily to see who will be OUT this time.

To be dismissed from the game is a disgrace and sometimes helpers have to physically remove the losers.

This game is top of the pops at the Newspaper-boys' Club, which meets each week in the upstairs hall at St John's Methodist Church, in Havelock Street, Port Elizabeth.

The club began as a result of Jersey Week in June, 1981.

The 50 EFP Newspapers sellers were brought by their agent, Mr A Hendricks, to St John's Church at 7.30pm one evening to collect the jer-

seys set aside for them.

One of the church members suggested that this meeting should be repeated.

The idea was discussed and prayed about by a few concerned Christians who eventually started the club.

Mr Hendricks brings the boys to the church hall every Monday evening after they have sold their papers in the streets.

He knows them all and is a real father figure to them.

His own three sons have entered the business, too, delivering the Weekend Post in Humeewood on Saturdays.

What the boys enjoy most, particularly in this cold weather, is the thick, home-made soup served at the club.

The queue for seconds starts immediately after the first helpings have been dished out.

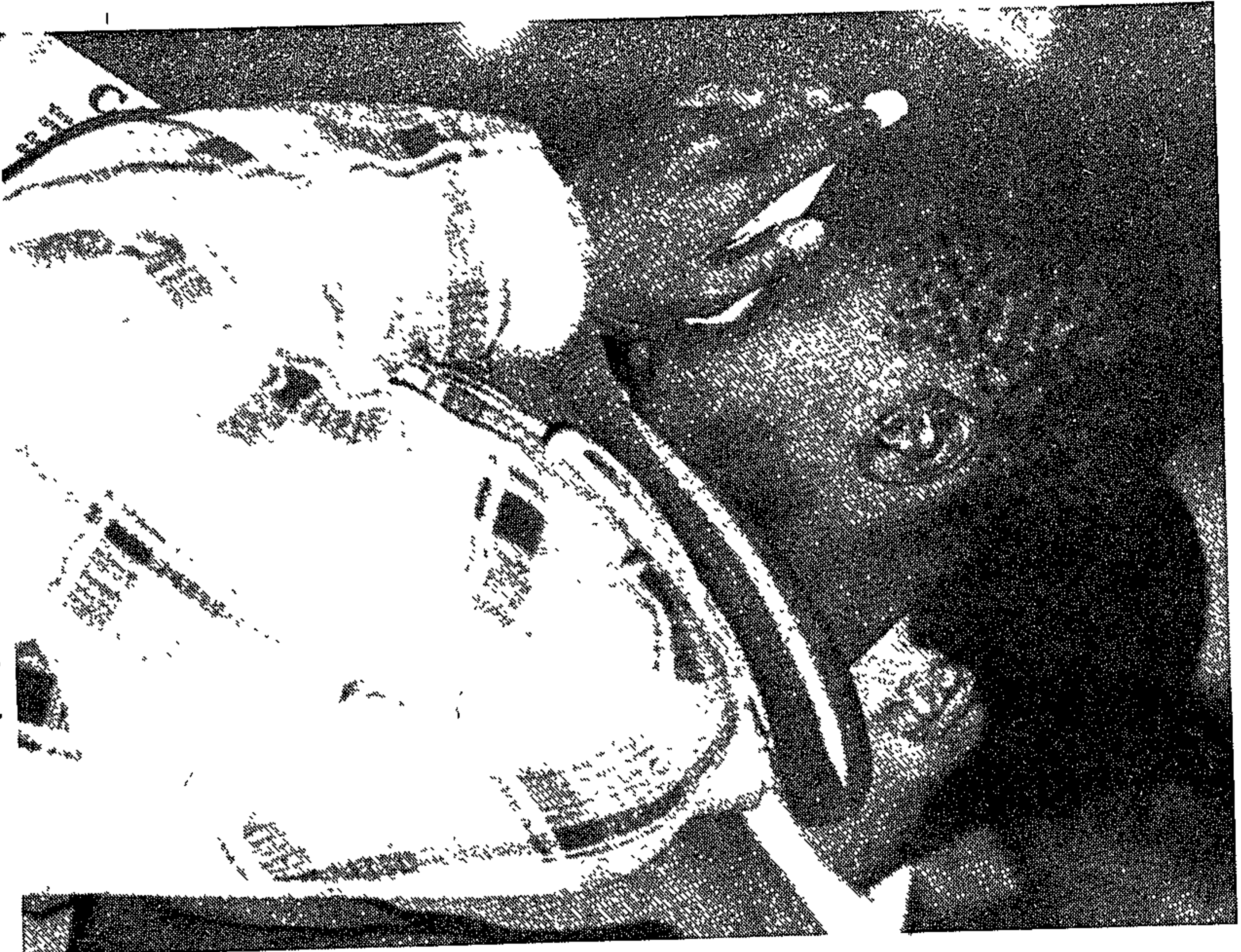
Bread spread with peanut butter fills the remaining gaps.

The food is prepared by volunteers from St John's

Roll up for soup and sandwiches



Even second helpings are forgotten when there's a cameraman around. **MOIRA POLLARD (left) and COLLEEN HOPGOOD** serve the boys with soup. Photograph by courtesy of General Motors



Hats off for the short prayer time before going home. Photographs by DALE GRAVETT



Bible stories and songs



The boys listen eagerly to an exciting Bible story told by one of the helpers.

through gifts from church members and from members of the public, in particular the Lions.

"We try to give them Christian teaching. So we pray together and have Bible stories, and occasionally, when a musician visits us, cheerful, religious songs," a volunteer said.

"Our main aim is to help the boys realise their unique worth as people whom God loves.

"But often that message comes from them to us.

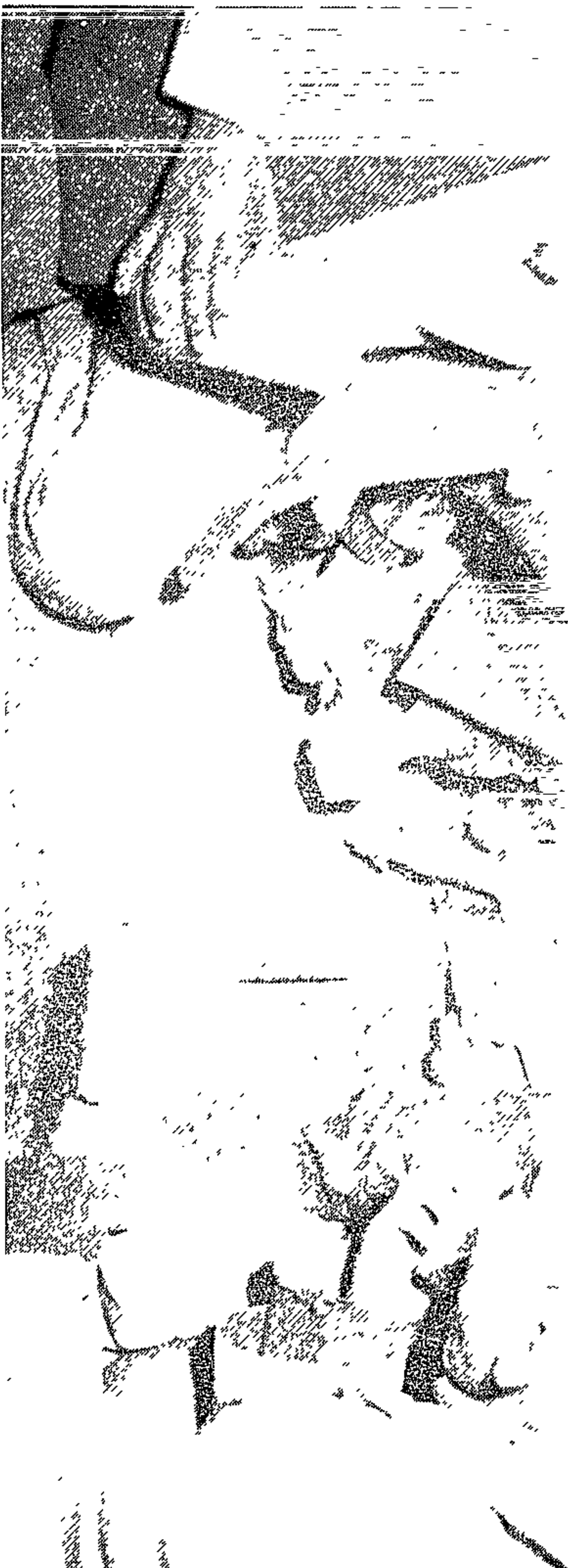
"One of our helpers, who has recently had much personal sadness, says her contact with the boys keeps her from deep depression.

"And when another of our helpers left for Johannesburg, Mr Hendricks and the boys collected money and gave her one of the biggest bouquets I have ever seen.

"However, they are by no means angels.

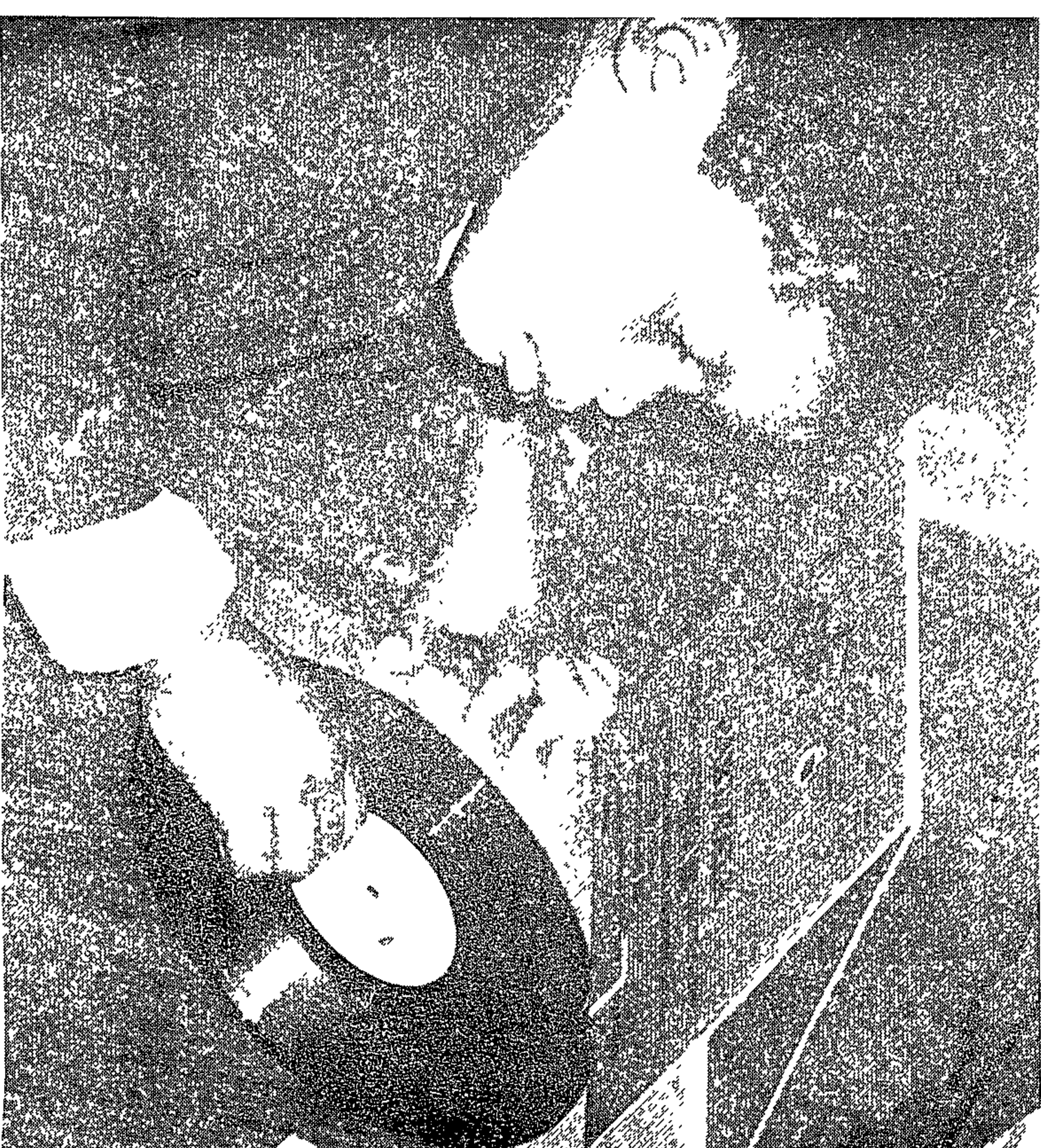
"We have had a number of discipline problems ranging from soup-bones in the loo to bloody noses and fights," she says.

Yet there has been growth in discipline, the boys now line up in an orderly way when food is served.



Some of the younger boys manage to eat, drink and play pick-up-sticks all at the same time. Thanks to a motor firm all the boys have plastic-covered name tags so you can know your newspaper-seller by name.

And at every corner



These Bible story records, which talk when turned on a card, are treasured possessions.

But the occasional treat of pies can cause pushing and fighting.

"We have to remind them that whenever we have something for them, there is enough for each child," the volunteer says.

"That you grab in order to survive is so much part of their lives."

The most exciting progress has been in relationships.

"We are on first-name terms and the helpers enjoy having friends all over town.

"It's good to be greeted by cheery waves and smiles at every robot.

"And, talking of names, we have, through the generosity of a local motor firm, been able to give the boys plastic-covered name-tags — so now the public can get to know their newspaper-sellers' names as well.

"These friendships have their heart-stopping moments — such as when my sling-bag was tugged violently in Rink Street.

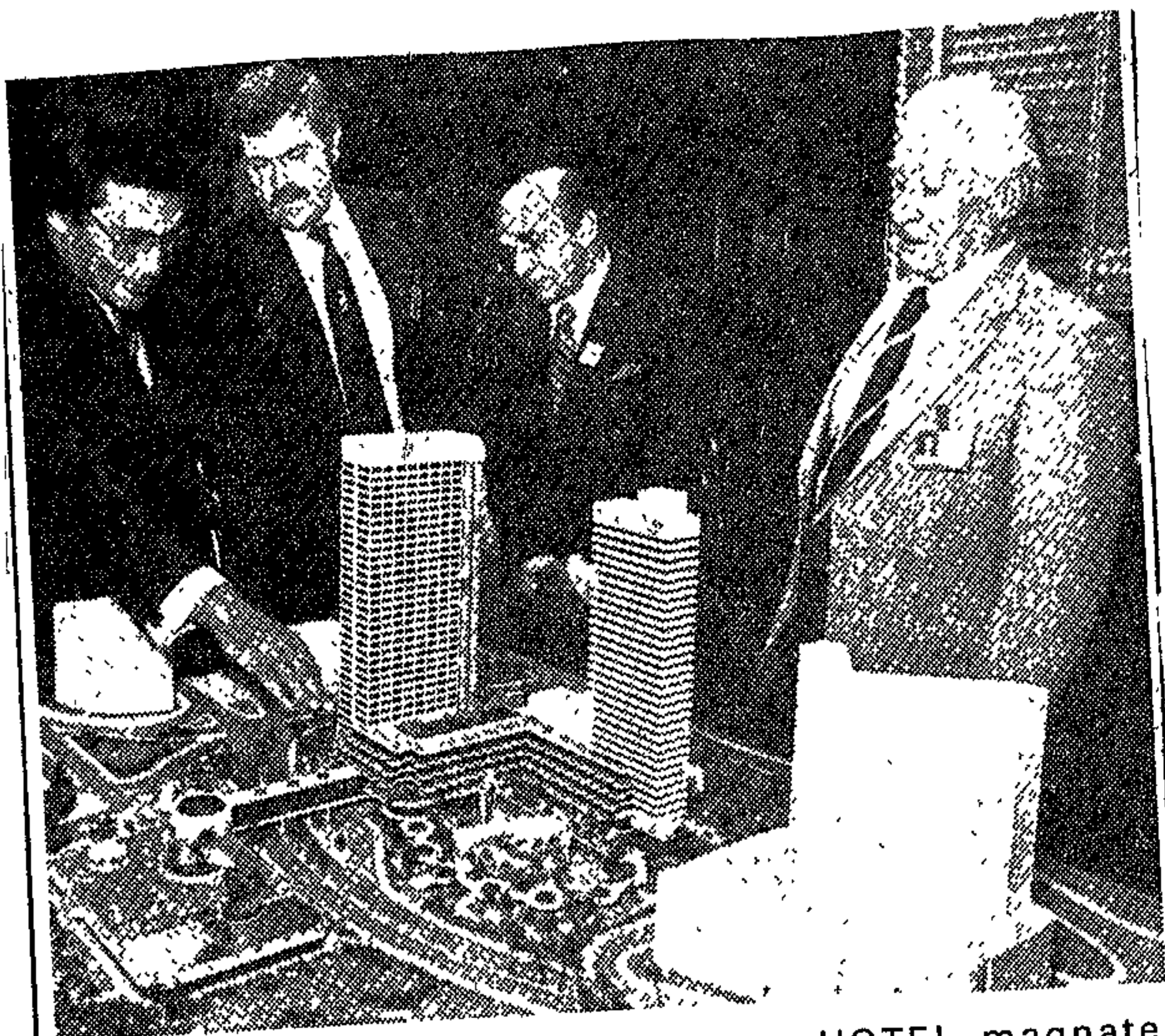
"I thought my time to be robbed had come!

"What relief to find 'Boyjie' grinning at my elbow, obviously wanting a friendly chat.

"We thoroughly enjoy ourselves on Monday nights and the boys appear to do so, too.

"We are grateful to all who make the club possible."

"Bombs overhead, all fall down" ... Shipwreck is a popular group game at the Newspaperboys' Club, vibrating the floors and producing a deafening din.



R120 m 'Sol City' plan for Durban

Municipal Reporter

SOUTHERN SUNS has offered to build a unique conference centre costing more than R120 million on Durban's pavilion site.

Plans for the massive project — which will extend across Marine Parade — include a high-rise hotel, a separate high-rise apartment block and a marketplace and conference hall to seat 2 000 — but Mr Sol Kerzner has emphasised that the hotel group would go ahead only if the council met certain conditions.

Although at least 40 developers expressed an interest in the site, Southern Suns was the only one to submit a tender by yesterday's 11-a.m. deadline.

At the tender meeting Mr Kerzner said 'The hotel will have 600 luxury rooms and will be linked to a pool deck area by a walkway over the realigned Marine Parade

'Beneath the pool deck we have planned a tourist marketplace as opposed to a shopping centre with glass frontages.'

The marketplace would be a focal point, with colourful stalls reminiscent of the old Indian market.

This would have to remain open well beyond normal trading hours and Southern Suns would insist that all race groups be permitted to trade there.

A major feature of the project would be a lake stocked with porpoises, turtles and other sea life.

The lake would be taken into a lobby in an 18 m high atrium. There would be parking for 900 vehicles and the conference centre would be of international standard and unlike any other in the world.

But, Mr Kerzner warned, the scheme would not be viable without tremendous co-operation from the Durban City Council and those promoting tourism.

HOTEL magnate Sol Kerzner points out special features on a model of the proposed conference centre to Durban Director of Publicity Terry Toohey, architect Ica Selsick and the Management Committee chairman Neil MacLennan.

Bankrupt

Unless Durban went all out to upgrade its beaches and entertainment facilities, it could find itself in the same difficulties as Miami, once America's holiday mecca but now a city where hotels were going bankrupt one after another.

Miami had not kept up with holiday entertainment trends and had lost ground to places such as Disneyland, the Bahamas and Acapulco.

Mr Kerzner said the hotel and conference centre alone would cost about R120 million. The apartment block and shopping centre would not be costed out until detailed plans were available.

The group would want a 90-year lease, with two renewal options of 20 years each.

The council would receive a nominal annual land rental for the first three years and after that a formula would be worked out for an economical rental to enable the council to participate in the growth of the project.

Planning would take two or three years and the

'Sol City'
FROM PAGE 1

centre would probably not open until 1988.

The city's Management Committee chairman, Mr Neil MacLennan, said: 'The project has tremendous possibilities but will obviously need a lot of negotiation and discussion to determine exactly how it will be financed and developed.

'I believe it is of the utmost importance to Durban to proceed with this. It is the sort of ambitious programme needed to save our endangered tourist industry.'

Durban's Director of Publicity, Mr Terry Toohey, said 'It's taken us 32 years to get a conference centre but the wait was probably worthwhile. I don't know what the Southern Suns conditions are but we will certainly do our best to play our part.'

Security

association

Argus 387

replies on 16/6/82 complaints

THE South African National Security Employers' Association, Western Cape branch,

which represents the bulk of the security firms in the Western Cape, has released a statement in response to the complaints of night-watchmen.

"We should point out that a rather poor 'sample' of employee can be drawn from a beer hall. The really good night-watchmen normally sleep during the day in their rooms, and in their spare time attend lectures of study to improve themselves.

The association (Santsea) said it would at a later date, when its associate members had a chance to study the claims, release a more detailed response to the complaints.

STATEMENT

The statement reads: "Companies who are members of the above association are repub-

lished, some with international connections. The objective of this association is, in fact, to improve working conditions of all employees in the industry. The objective is written into our constitution.

"As a labour intensive industry, we are governed by the Wage Act,

INVESTED

"The company concerned at Langa has invested large sums of money on the provision of hostels and facilities. These funds are irre-

coverable from any source. "Provision of food is able and well established, some with international connections. The objective of this association is, in fact, to improve working conditions of all employees in the industry. The objective is written into our constitution.

"With regard to the complaints, about wages, working conditions, these are attended to by manage-



NIGHTWATCHMEN have a lonely and often dangerous job, frequently without shelter — and their pay is often below subsistence level.

ment and senior personnel, and for this reason an office is maintained on the property. In addition, liaison committees would assist. If no satisfaction is obtained, black employees have recourse to the Commissioner's office.

EARNING

"The wage of R34 specified in the report relates to the minimum wage. However, it should be noted that large numbers of night-watchmen are employed earning as much as R80 a week.

"The question of contract labourers being dismissed and not being able to return to the Cape is not true. Many Cape employers recruit in the Transkei. So where an employee is not suited for guard work, he will be recruited by other industries.

"It is apparent from the report submitted to us by The Argus, that there are numerous inaccuracies. We thus request that a more factual report be drawn up."

Later, Mr E M Tappan, chairman of the

association said that Santsa had a meeting on June 11 but was still not able to comment fully on the complaints of the watchmen.

However he urged the "individual" night-watchmen who had grievances to visit their company.

The complainants would be rectified, he said. Companies also had liaison committees through which complaints could be directed.

In answer to Santsa's statement that a "rather

RESEARCH workers at the Legal Resources Centre in Johannesburg and the Centre for Applied Legal Studies (CALS) at the University of the Witwatersrand have proposed extensive improvements to the "appalling" conditions under which night-watchmen work and their rate of pay.

The two studies, done independently at the time of the Wage Board hearings into the pay of night-watchmen, recommend that:

● Watchmen should be required to work no longer than 12 hours on any one day.

● A formalised hourly record be introduced in the industry so that employers would have a complete record of watchmen hours plus overtime and could pay them accordingly.

● Watchmen should, in turn, be able to check that the wages they receive are correctly computed.

● In addition to the night-watchmen in the beer hall, reporters spoke to about 15 night-watchmen at the Langa station, who were on their way to work. The men had essentially the same grievances.

OVERTIME

● No employee should work for more than three hours overtime on any one day.

Can legal bodies to improve job, wage structures

Employers should provide employees with a meal at a reasonable price.

● Watchmen should be paid according to length of service, those with up to one year of experience earning a minimum of R50 a week; two years, R55; three years, R60.50; four years, R72 and five years R87.12.

The centres argue that differential wage categories will offer an incentive for watchmen to remain in the security industry and in the employment of one person for longer periods.

WAGES

Other recommendations are that:

● The wage structure should take into account the consumer price index.

● In addition wages should be increased by 10 percent at six-month intervals until the next determination is made.

The Federation of

The lonely

Reports by Henry Ludski

NIGHTWATCHMEN in the Western Cape claim they are working under "appalling conditions with low pay and are totally at the mercy of our bosses."

They have a long list of grievances to back up their claims, but are reluctant to approach their employers personally because they fear they will be fired and forced to return to the homelands.

With the Western Cape being a coloured labour preference area and jobs for blacks "very scarce", the chances of their getting contract jobs and being able to return are minimal.

An Argus reporter spent several hours in the beerhalls of Langa, where the men congregate for part of the day, interviewing the watchmen who claim that:

nightbeat — at R34 a week

- Many of them work 120 hours a week but are paid for only 84.
- Most work 14-hour shifts from 5 pm to 7 am.
- At weekends most work 62 hours non-stop from 5 pm on Friday to 7 am on Monday.
- They receive R45 for a seven-night week and R34 if they work a six-night week.
- Inspectors from the security firms check them several times a night and if they are found asleep, R11 is deducted from their wages.
- Often there is no work and they are not paid, which sometimes amount to a large part of their wages.
- They have to pay for their own food and are given no food allowance.
- Sometimes they do not receive overtime pay.
- They are not paid when they are sick and have to stay home, even if they have a doctor's certificate.
- Some are forced to work as long as two months without being given time off. If they complain, they are often fired.
- Often they have to work in the rain and no shelter is provided.
- Watchmen will receive an increase in August, but the increase is only 8,8 percent (R3 a week) and little more than half the rate of inflation.
- The increase will mean that the minimum wage of watchmen in major urban areas will be increased from R34 to R37 a week (R147,33 to R160,33 a month). It is calculated that the minimum subsistence wage for Africans in Cape

Town is R233,16 a month. This figure is for a family of six.

The new determination gazetted last year also reduces the watchmen's maximum working hours from 84 hours a week to 72.

The increases have been criticised by several bodies, including the Federation of South African Trade Unions (Fosatu) and the University of the Witwatersrand's Centre for Applied Legal Studies (CALIS).

The centre has attacked the increase as being below the national household subsistence level (HSL). It says watchmen are denied "the opportunity of earning a livable wage."

A Fosatu spokesman said about the present determination that it "is the most disgusting determination that I have ever seen in my life."

16/6/82
Argus
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Companies blamed for low wages paid to night-watchmen

Mercury Reporter

DURBAN companies which insist on using the services of security guards at the lowest tariffs possible are largely responsible for the low wages paid to these men by security firms according to Mr Tom Connolly, chairman of the Natal Branch of the South African National Security Employers' Association.

Security firms have been severely criticised for the low wages they pay their staff, which often is only slightly above the Government's wage determination.

The wage determination is presently R 147.33 for the lowest grade of night-watchmen. According to the Government Gazette of July 17 1981, the minimum wage level will be increased to R 160.33 from July 27.

Labour organisations and the Black Sash have criticised the wages paid to night-watchmen saying it is impossible for them to live adequately on such small amounts of money. They also say their remuneration is insufficient when their long working hours and the responsibility of their jobs is taken into account.

Mr Connolly said at the weekend that these wages were forced on the security industry because some clients insisted on paying the lowest possible fees for night watchmen.

The company I direct endeavours as much as anybody else to give men a just wage but when clients play security firms off against each other we are forced to keep our wages low to remain competitive.

Subsidise

Mr Connolly said however that certain companies insisted that the night-watchmen they hired received a decent wage, and in these cases they would subsidise their wages.

Certain firms, after they have accepted our initial quote, insist that the men watching over their premises earn a decent wage. In these cases they subsidise them for an amount over and above what we pay them.

The National Security Employers' Association has advised its customers that because of the wage determination which comes into effect next month, their tariffs will have to be raised accordingly.

Amalgamated Society of Woodworkers of S.A.
Amalgamated Union of Building Trade Workers
Amalgamated Engineering Union of S.A.

MINING AND QUARRYING

Black Allied Workers Union
Farmworkers Union
Food and Canning Workers Union
National Certified Fishing Officers Association
Orange-Vaal General Workers Union
Trawler and Line Fishermen's Union

AGRICULTURE, FORESTRY AND FISHING

National Federation of Workers
Orange-Vaal General Workers Union
General and Allied Workers Union

Unions have been classified according to the Standard Industrial Classification of All Economic Activities. The full extent of the operation of the following general workers unions has not been established:

UNIONS OPERATING IN 1981 GROUPED ACCORDING TO INDUSTRIAL CLASSIFICATION

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National Federation of Workers
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AGRICULTURE, FORESTRY AND FISHING

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Trawler and Line Fishermen's Union

MINING AND QUARRYING

Amalgamated Engineering Union of S.A.

Amalgamated Union of Building Trade Workers

Amalgamated Society of Woodworkers of S.A.

Black Allied Workers Union

Black Mineworkers Union

Federated Mining Explosives and Chemical Employees Union

Iron Moulders Society of S.A.

Mine Coloured Staff Association of South Africa

Mine Surface Officials Association of South Africa

Mine Workers Union

S.A. Boilermakers, Iron and Steel Workers Shipbuilders and Welders Society

S.A. Electrical Workers Association

S.A. Engine Drivers, Firemen and Operators Association

S.A. Technical Officials Association

Underground Officials Association of S.A.

MANUFACTURING

Food & Beverages

African Food and Canning Workers Union

Amalgamated Engineering Union of South Africa

Bakery Employees Industrial Union

Black Allied Workers Union

Boland Inmaakwerkersvereniging (Paarl)

Brewery Employees Union (Cape Peninsula)

Cadbury Ir-Camp

East London Meat

Food and Canning

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and then we could reach a reasonable compromise, but they refused."

He said he was now employing 20 women window cleaners to do the men's work.

The women will be paid R35. This wage is R8 more than the minimum stipulated for women employees, but R5 less than the men were getting.

Mr Long said the men could return if they wished, but he could not pay them more than R40.

The workers are not represented by a union.

Long, said today he could not afford to pay the workers what they were asking.

"I told them that they should continue to work

TWENTY-FOUR workers at Suburban Window Cleaning in Lansdowne who went on strike last week have vowed not to return unless their wages are increased.

The window cleaners, who are paid R40 a week, are demanding R50.

A spokesman for the workers said that although they were receiving R5 above the stipulated minimum, they were unable to cope with the cost of living.

The manager of the company, Mr Raymond

Cleaners
strike for
more pay

Weekend Post
Correspondent

GRAHAMSTOWN — On an initial budget of R1.500, a Rhodes anthropology doctorate student, Mrs Mercia Wilsworth, aims to promote tourism in Grahamstown.

The development project is based on an intensive study of the demand for handicraft, pottery and other Afro craft, and through it Mrs Wilsworth aims to create 500 new jobs for blacks in Grahamstown over the next five years.

"Instead of trying to attract industry — which is unviable and impossible — I looked at what was available and tried to make what I could out of that, she said.

After a five-month battle to obtain premises, Mrs Wilsworth has rented the historic Temlett House in Beaufort Street to get her craft training and resources centre off the ground.

"Temlett House will provide a centre for displaying the craft available in other places in town," she said.

She stressed that the scheme was not aimed at competing with other Grahamstown entrepreneurs who market African crafts on a small scale but rather to promote and exploit the market for these goods.

The scheme needs the support of the local authorities.

Idea ²⁸⁷ may ^{E1 post} create 500 ^{22/5/82} jobs

"I am having signs painted for each end of Grahamstown promoting it as a tourist area in a novel and exciting way, but this still needs to be passed by the City Council."

The viability of the project was tested in 1980 when she organised a successful folk art exhibition held at Rhodes University.

The new project will aim at promoting not only Xhosa craft but any craft unique to Africa.

Mrs Wilsworth, who has put up most of the initial fund herself, hopes that the development scheme will have a snowball effect in Grahamstown but says the scheme could fit any rural area.

"The quality of life in townships could be improved through a low cost co-operative community development programme."

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South African Allied Workers
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Non-Metallic Mineral Products

Building, Construction and Allied Workers Union
Glass & Allied Workers Union
Glass Workers Union
National Cement Employees Union
National Union of Brick and Allied Workers
Transport & General Workers Union

Base Metal Industries and Manufacture of Fabricated Metal Products Machinery and Equipment

Amalgamated Engineering Union of South Africa
Amalgamated Society of Woodworkers
Black Allied Workers Union
Electrical and Allied Trade Union of S.A.
Electrical and Allied Workers Union of S.A.
Engineering and Allied Workers Union
Engineering Industrial Workers Union of S.A.
General Workers Union
General Workers Union of South Africa
Iron Moulders Society of South Africa
Metal and Allied Workers Union
Motor Assembly Components Workers Union of South Africa
Motor Industry Employees Union of South Africa
Motor Industry Combined Workers Union
Motor Industry Staff Association
National Union of Engineering, Industrial and Allied Workers
National Union of Motor Assembly & Rubber Workers of S.A.
Radio Television, Electronic and Allied Workers Union
S.A. Boilermakers, Iron and Steelworkers, Shipbuilders and Welders
S.A. Electrical Workers Union
S.A. Iron, Steel and Allied Industries Union
S.A. Tin Workers Union
South African Allied Workers Union (SAAWU)
Steel, Engineering and Allied Workers Union
Transvaal, Radio, Television and Allied Workers Union
United African Motor and Allied Workers Union

(245) (287)
'Red tape'
slow 1/15/82
curbs jobs

Several Johannesburg
flat blocks are re-
placing men cleaners
with women because of
problems flat-owners
encounter in register-
ing men from home-
lands.

Spokesmen for estate
agents say it is now
taking months to get
labour from outside
Johannesburg.

But West Rand Ad-
ministration Board
labour chief, Mr. A. E.
Steenhuizen denied this.

First preference was
given to local people,
"but if there is nobody
here to do the job there
is nothing to stop
people from recruiting
from outside," he said.

Men are paid R90 a
month and women R72
a month.

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of South Africa

Court told of attack on security guard

Staff Reporter

A BLOMBERG-STRAND man drew a gun and hit a security guard in the mouth with the butt after being asked to leave the premises of the Heeren-gracht Hotel on April 17, a Cape Town magistrate heard yesterday.

Mr George Daniels was testifying at the trial of Jean Louis Pelissier 41 who pleaded not guilty to a charge of assault with the intent to do grievous bodily harm and a further charge of pointing a firearm.

Mr Daniels told the court he was on duty at the hotel and about 7 30pm he went to the fifth floor to check for loiterers.

"I saw Mr Pelissier and two other people in the corridor and I asked them what they were doing there as all the bars and restaurants were closed. Mr Pelissier then became very aggressive and as we got to the lift he pushed me into the doors and then he drew a revolver from his bag and hit me in the mouth with the butt."

Two police reservists were summoned and Mr Pelissier was taken to a mobile police post on the Grand Parade.

Constable P M du Toit testified that he arrived at the caravan and asked Mr Pelissier to hand him the bag with the gun.

"When I tried to reach for the bag he drew the revolver and pointed it at my head. His finger was on the trigger and I was very scared. I lunged forward and took the gun away from him and emptied the chambers," Constable Du Toit said.

Birthday celebration

Mr Pelissier said he could not remember the incident as he and a few friends had gone to a restaurant to celebrate a birthday and had been drinking all afternoon.

He also said he carried the gun with him for self-defence as he had been assaulted four times.

The hearing was adjourned to May 10.

Mr D Cronje was the magistrate. Mr S Shrock prosecuted. Mr G P J Crawford appeared for Mr Pelissier.

Commercial, Catering & East London Liquor & Catering and Accommodation

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S.A. Electrical Workers Steel, Engineering and S.A. Woodworkers S.A. Operative Masons Port Elizabeth Operat National Union of Eng Metal and Allied Work General Workers Union Engineering Industrial Engineering and Allied Electrical and Allied Building Workers Union

Building, Construction and Allied Workers Union Blankenbrouwerkersvakbond Black Allied Workers Union Amalgamated Union of Building Trade Workers Amalgamated Engineering Union of South Africa Amalgamated Society of Woodworkers

CONSTRUCTION

Cape Town Gas Workers Union Escam (Cape Western Undertaking) Salaried Staff Association Escam Salaried Staff Association Escam Workers Association General Workers Union Johannesburg Municipal Water Work Mechanics Union

ELECTRICITY, GAS AND WATER

Diamond Cutters Union of South Africa Jewellers and Goldsmiths Union Optical Workers Union S.A. Association of Dental Mechanicians S.A. Diamond Workers Union

Other

'Agents' spying on workers for the bosses

Weekend Post
Correspondent

JOHANNESBURG — "Secret agents" are infiltrating workers' unions at large industrial companies in South Africa

Their task is to inform the employers of any labour unrest and to name the ringleaders

This was revealed this week by Mr Archie Griffiths, managing director of Security Service Consultants, who disclosed that black agents he had employed had been very successful

He also warned that labour unions with strong ANC links moved into companies where there was unrest or dissatisfaction.

He said that much of the unrest went on without the knowledge of the managements

"Our job is also to identify the real trouble-makers, not the front men who are usually stooges.

"The trouble-makers can create grievances out of nothing. Workers may be happy and there will be a demand that they strike, and they strike.

"Often grievances are inter-related with sab-

otage. We found in one case that workers were overpacking soft goods for export, and on another occasion a quality controller was rejecting goods which were perfectly good. These goods were destroyed at a great loss to the company.

"Strong-arm tactics have also been used. We uncovered evidence of a blackleg in Germiston being murdered.

"Many companies have workers' councils, but true grievances are not raised by them. They are not taken seriously by the workers who consider them just one step above a suggestion box. They have no teeth. The first knowledge the managements have is when there is a strike.

"Our investigations reveal the grievances, and the ringleaders and we have managed to pre-empt some of the strikes. In other cases managements have refused to accept our assessment and then been hit with a strike.

"Once there is a strike or other labour unrest unions move in and take

over. Managements have been forced to accept these unions to break the strikes, but often these unions are not too concerned about the workers. They are after political power — and they want the grievances to continue."

Mr Griffiths said his company's recommendations were always to solve the grievances.

"Sometimes managements have promoted the trouble-makers or transferred them, but that does not solve the problem.

"The workers at one company demanded an increase of R2 an hour, but they settled for an increase of only 7c an hour just so that the union could be recognised.

"Managements must treat staff in a responsible way and find out the causes of their grievances. The old system of labour exploitation is past, and unless managements keep themselves fully in the picture they are going to have serious political problems."

Mr Griffiths said that managements often underestimated the sophistication of their workers.

24/4/82

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Wrab sacks Sowetan guards

By LEN KALANE

MORE than 20 men employed as security guards at the Vocational Training Centre in Soweto are said to have been sacked by Wrab to be replaced by people from the homelands

One of the sacked men, Mr Joel Mabongo (56), was allegedly told by a white personnel officer that migrant workers were being recruited to be taught how to handle guns and guard Wrab buildings

Mr Mabongo said he tried to discuss his dismissal with the personnel officer at Wrab's Jubilee Centre offices in Johannesburg.

He said: "The man said I was being political when I asked him why they didn't teach us to handle the guns instead so that we should keep our jobs"

The old man, who stays in Pinville, said: "I worked for them since 1977 as a security guard based at the Vocational. They have fired us to be replaced by people who come from KwaZulu, the Transkei and Ciskei"

But Wrab denied his story and chairman Mr John Knoetsee said Mr Mabongo lost his job because they were reducing staff.

On April 7, Mr Knoetsee said, the sacked man was called in by Mr Marius Vermeulen who offered him a job to work night shift or as labourer and Mr Mabongo refused the job

Mr Knoetsee said: "Perhaps Mr Mabongo does not understand. We have preference to employ people from Soweto and not from the homelands. All this is absolutely untrue."



UNFAIR: Mr Joel Mabongo . . . fired by Wrab.

Telephone: (031) 69215

& Hansen

erring

ITS

Fosatu Annual Report Nov. 1980/81

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6 700	*	
3 900	*	
3 900	+	
Total		

Mr Mabongo said when they were fired, he went to Mr Knoetsee's office to state his case and the chairman seemed to give him consideration before he referred him to Jubilee Centre. There he was told to take up a job at Kagiso as a labourer and was told he would earn R208 instead of the R225 a month he got at the Vocational

Mr Mabongo claims that their positions at the Vocational have already started being filled by the migrant workers

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QPL Times 15/3/82

Factory security man shot

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Crime Reporter

POLICE are investigating a possible murder charge after a Philipp factory security guard was killed early yesterday after a suspicious colleague fired a shot from his 12 bore shotgun.

A police spokesman said Mr Gideon Knight, 26 of Marais Street Parow, died of serious injuries inflicted by a shotgun blast.

A security guard at the same firm told police he was on duty at 1.55am when he heard a "suspicious noise" in nearby bushes. He approached the spot and shone his flashlight on a man who was standing there.

Challenged

The security guard challenged the man and asked him to identify himself but received no reply although the suspected intruder remained where he was.

The security guard then fired a shot from his 12-bore shotgun in the man's direction and hurried back to his superior officer to report what had happened.

The police spokesman said they returned to the spot from where the shot was fired and later found their colleague, Mr Knight lying on the ground about 170 metres away and bleeding heavily from a gunshot wound.

An ambulance was called and the injured security guard was carried back to the main building where he died shortly afterwards.

The police spokesman said a murder docket had been opened but no arrests had yet been made.

Fed up picking up garbage, another eight drop dustbins

(287) (2#) Sweetam 11/3/82

SOSHANGUVE's garbage collector has threatened to pull out of business if he fails to overcome his labour problems.

Mr C Masina's threat followed desertions by eight of his employees. Recruited from

KaNgwane, they left after collecting their first weekly wage.

The eight men were the third group of recruits to desert Mr Masina within a year.

The exasperated Mr Masina is now setting eyes on the Transkei,

where he hopes to recruit labour from the Baca clan as a last ditch to save his business.

Mr Masina became the centre of controversy since he took over the rubbish collection business two years ago. Local residents continu-

By NORMAN NGALE

ously complain about the piling of rubbish.

He said that since the beginning of the year he had failed to gather a fully complemented staff of 22. He denied

that the R26 per week he paid his employees was the cause for their desertion.

Mr Masina moaned that Soshanguve residents did not love their township as for even the unemployed were ashamed to be seen car-

rying dustbins in the streets.

"The local people are not prepared to clean their own township, but prefer to have it cleaned by people from outside."

"If homeland workers are not prepared to do this job this leaves me

without ideas."

A talk with the remaining employees yesterday revealed that they were dissatisfied with the R26 per week wage and were not happy with the treatment they received from Mr Masina.

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11/1/82

calm. One expects those large floppy dogs beloved of the northern suburbs to come bounding out from behind the bushes and, perhaps, carelessly munching in the distance, the odd horse.

Instead there is rural quiet, and Gerard Ludi's study - a stylish glass box attached to the main house - emphasises this aspect of retreat and contemplation. But at 43, Ludi - formerly agent O 513, the man whose State's evidence in 1964 sent Brian Fischer and the Ravonia plotters to prison - is neither retreating nor overtly contemplative. He has a vision of the terrorist onslaught against SA which he expresses vividly and, it must be said, authoritatively.

After a long, though interrupted, career in Republican Intelligence (later BOSS, later DONS, later NIS), Ludi retired in mid-May and formed a security consultancy, Gerard Ludi & Associates. Principal associate is Millard Shirley, a former senior CIA officer. The others, recruited locally but not yet in service, he would prefer not to name at this stage.

Trim, his silvering hair framing boyish features, Ludi is intelligent and charming. But, in dealing with journalists, there is a certain watchfulness. Many of his former colleagues do not love him well and he seems concerned to underplay his double role in the radical circles of the early Sixties. To underplay, but not to deny his printed CV lists, firstly, the fact that he completed the Argus course for cadet journalists and then, secondly, that he was trained by the KGB in advanced intelligence work as 'our man in Moscow'.

His company's services are being marketed on the basis that he - and his associates - can provide threat analysis of a very high order indeed. A group, he says, will be interviewed from top to bottom and finally presented with a comprehensive security programme tailored to its needs.

"This isn't a question of so many square metres of fencing, so many locks - the priority is to get a company's employees involved in security, for them to see their security interests as totally bound up with those of their employer."

The risk, he says, must be quantified - realistically and scientifically. Some companies may, in fact, have no threat, or be overcapitalised in terms of perceived threat. If that's the case, we'll tell them. Our aim is to provide corporate security policies for companies whereby they can implement their own security measures. Get the typist to know what a limpet mine looks like."

He points to in-company measures which alienate staff - the growth of security

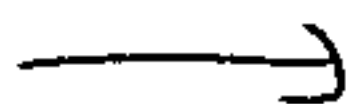
11/1/82

A farmer at heart

The driveway to his low ranch-style home in Witkoppen is neat - gravel and flowerbed. Ludi out to suggest expense and

FM 11/1/82

WAGE ACT



forces up price of security

Industrial
Wage
9/2/82

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The new Wage Act has forced up the price of security services provided by the large security companies.

The impact will be greatest where customers rely on commercial cash carrying services such as those supplied by Fidelity Guards - the largest - and Securitas - second largest on the Reef.

While the South African National Security Employers Association welcomes the wage increases, certain aspects have been cause for concern. Where drivers of armed vehicles were previously termed "drivers", they have been reclassified as "security officer Grade A" - the most senior grade.

Overnight, this has added 30 % to such and similar salaries. As the payroll comprises 60 % of most security companies overheads, the impact is significant. Fidelity Guards, for example, have 800 people on the road of which 400 were classified as drivers and now earn the higher rate.

"As most security companies work on a very tight profit margin, they have had to pass on most of the increases to the client," says John McBrearty, Chairman of TEASS, the Transvaal arm of the National Association. "Despite the increases, however, rates still compare favourably with Europe, the United Kingdom and Australia."

Ironically, the introduction of GST has played an important part in increasing cash carry business, because of the 500 % upswing in demand for additional coinage. Also, boom conditions have increased payroll dimensions.

The cost of commercial security guard services will also rise for similar reasons - security company profit margins do not allow much absorption.

"Watch out," says McBrearty, "if you're paying an unusually attractive and low rate for your security service. Ten-to-one the security firm you employ is breaking the law and you are making this possible. Frankly, we have little sympathy for such operations and will report malpractices immediately."

"As members of an association dedicated to instilling professionalism throughout the service, we can no longer tolerate the operations of shyster companies that are outside the law!"

SANSEA sets out a table of recommended minimum fees for various security guard grades. This scale makes allowance for salary, bonus, leave replacement, sick leave replacement, 7th day replacement, medical aid contributions (average R31), pension contributions (5% of salary), uniform costs, uniform allowance, vehicle costs, subsistence, training, supervisor and control costs and a management fee. A minimum acceptable standard of service cannot be offered for less than these rates - and even these rates presuppose that employer companies are paying no more than the legal minimum rates of pay.

Per Month	Natal	Transvaal
— Watchman	R314	R340
— Security Guard II	R344	R372
— Security Guard I	R418	R445
— Security Guard B	R675	R705
— Security Officer A	R845	R870

Failure by security companies to pay the gazetted wages is punishable by law and SANSEA invites any incidents of this nature to be reported to its relevant provincial arm.

• Transvaal Employers Association of Security Services

Chairman: John McBrearty
Box 29140, Melville 2109

• Natal Employers Association of Security Guard Services

Chairman: Tom Connolly
Box 2282, Durban 4000

• Western Cape Security Services Association
Chairman: John Lennett
Box 78, Woltemade 7445

Sowetan 28/1/82
287

'Unfair dismissal'

By NKOPANE MAKOBANE

A woman was told she was sacked from her job because she was unable to stand on a dust-bin and clean a high window of a building.

Mrs Linah Mhlanga (49) of Chiawelo who was employed by Prestige Building and Office Cleaners company says she lost her job after she was given a choice on whether to perform what she considered a difficult task or quit.

The incident, she said, happened on November 30 at IBM where she was placed. Although she did not choose to quit, she says, she was surprised when they were getting paid to hear her white supervisor tell the paymaster to "scratch her off".

Mrs Mhlanga says her "unfair dismissal" arose when she told the supervisor, a Mrs L Haasbroek, she would be unable to clean a high window by standing on a dustbin as she feared she may fall and hurt herself.

"I tried to reason with her that I could not make it since earlier in the month I fell and broke my hip. And for this, I had to pay for my own medical treatment because even if one gets injured on duty and comes with a letter from a doctor, the company always claims it is not genuine," she says.

Mrs Tozi Mngqibisa of the Commercial Catering and Allied Workers Union of SA who are handling Mrs Mhlanga's case, said after she approached them for help they contacted the Prestige company to try and get her notice and leave pay money.

She said a Mrs Coetze, a personnel manager, told her she received a letter from Mrs Haasbroek saying Mrs Mhlanga terminated her services with the company by walking out.

Mrs Mhlanga also told them she started working for the company in January last year but her pay slips indicated she was only engaged on May 1. Also puzzling was that her reference book says she was employed on November 26 and discharged on October 31.

"It is interesting that she was discharged even before she was engaged. This shows there are a lot of questions to be answered by the Prestige people and we are going to do just that," Mrs Mngqibisa said.

When The SOWETAN contacted the company for a comment, Mr A Morton, a manager, said he knew about Mrs Mhlanga's case. He said according to a letter they received from Mrs Haasbroek, Mrs Mhlanga was fired for being drunk on duty. He said she can come to see them to discuss her outstanding monies.

departments which stamp up and down like little gestapos, searching people, showing off their guns. You know the kind of thing. That puts people's backs up. They might even find a bit of fun in duping the guards, rocking the system. Make people feel their security is one with their group's and the situation is much healthier. You don't have a situation which can be exploited by the ANC."

An overall approach to threat analysis also means making employers aware of the extent to which they can be targets. "Take an equal opportunity employer. He may think he's safe. But in fact the ANC may see him as a prime target. The ANC is very selective. Anything that defuses racial tensions doesn't serve its purposes." One of Ludi's three major clients at the moment is, in fact, such an employer.

The workforce can be infiltrated by communist agents; black unions are particularly susceptible. Ludi, however, denies that he is in the business of infiltrating unions to discover their "true" aims. He seems to mistrust informers. "Sooner or later they have a crisis of conscience. They want to bare themselves in public, write books."

But if the black workforce is not to be infiltrated, how is the employer to know whether or not it is ultimately controlled from Moscow? "Well, certain personalities are involved, there is some continuity between fronts. If a businessman wants it, I let him look at this."

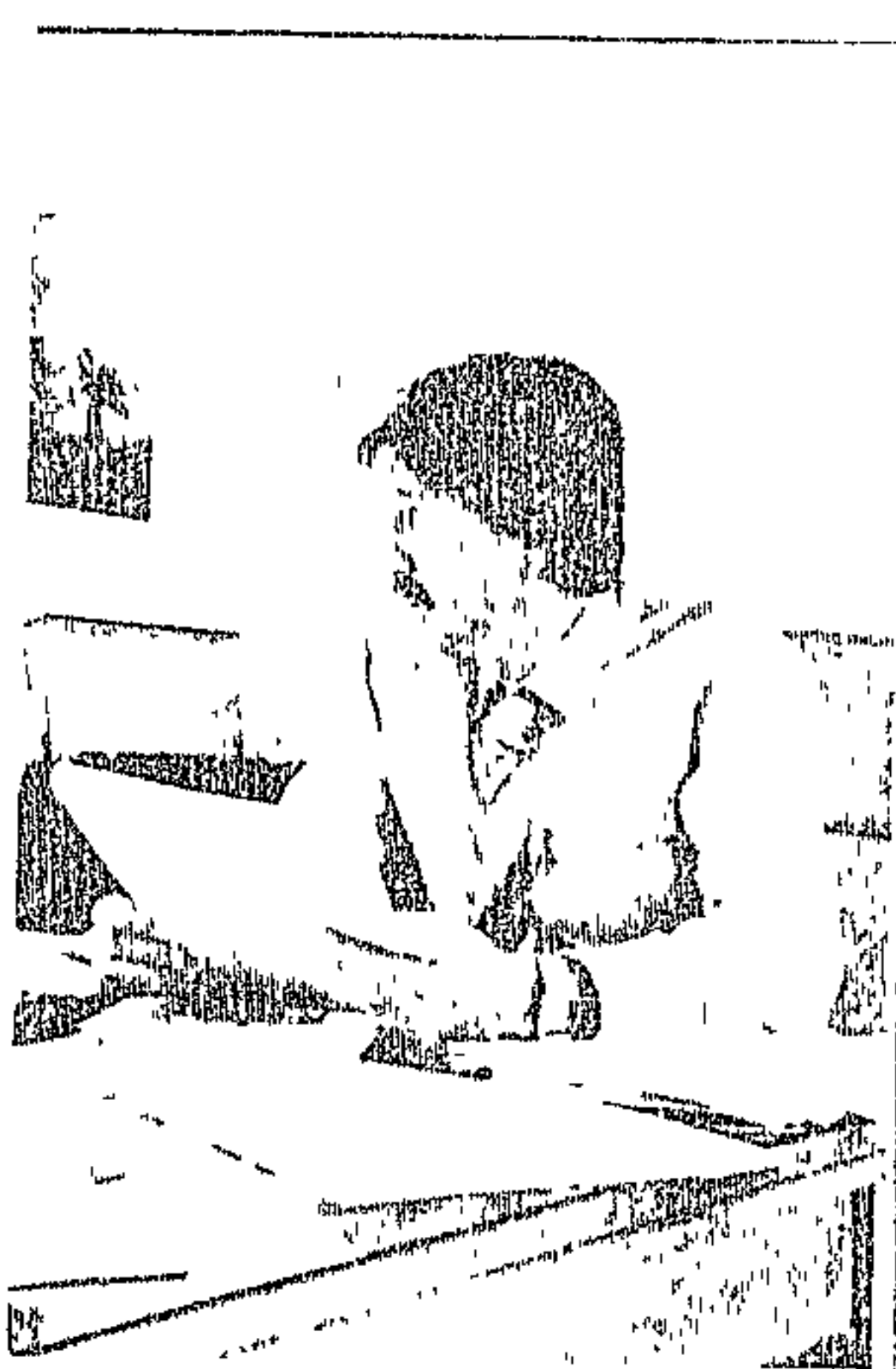
"This" is *A Short History Of the South African Communist Party* by Gerard Ludi — a document labelled "confidential," and which has accumulated over the years, including the ones when Ludi operated a massive network of agents throughout Africa. That is one piece of evidence in

Ludi's threat analysis; another is the fact that "I know the *modus vivendi* of the ANC. After all, I was a member of it until my cover was blown at the (Fischer) trial."

What of the suggestion that Gerard Ludi & Associates is, in its turn, a front? A ruse to get a security-force handle on the black unions with the concurrence of employers? Ludi smiles, skirts around the question, but does eventually reply to the charge. "The National Intelligence Service is worried about bigger things — what's happening in Maputo, and so on. Let me just say that the NIS has its problems, I've left it, this is my trade now."

He will not say exactly why he left the NIS, but feels impelled to add: "People have a misconception about intelligence work. At any one moment there's a spy film showing to add to that misconception. When we trained agents, there were only a few books and films that presented intelligence work in an authentic manner."

But can an agent ever stop thinking like one, living like one, always looking over his shoulder? He shrugs. "Let me just say, if I inherited a fortune, I'd be only too glad to give it all up and go farming. That's what I'd really like to be doing. I'm a farmer at heart."



Security man Ludi . . . providing threat analysis

(287) ROM 5/1/82

Staff sacked for taking an extra two-day break

TEN workers at a Johannesburg company were sacked yesterday for taking a pre-New Year break — which, they claim, the firm had given them permission to take.

By STEVEN FRIEDMAN

But a spokesman for the company, Metro Management Services, yesterday denied the workers had been given permission to take last Wednesday and Thursday off.

"In fact, they were told explicitly that they would be dismissed if they took the two days off," he said.

A worker source claimed yesterday that the 10 — who worked in the company's filing department — had been told they could take off the two days before the New Year weekend.

But when the workers returned yesterday, they

were sacked, the source said, "for taking off the days which the company said they could have".

However, Metro's spokesman said the workers in the department had "been under a misapprehension".

He said they had believed they were to be given the two days off, but had never been told this by management. "A rumour appears to have spread that all workers would be given the days off, perhaps because some were, in fact, given them off."

Explained

But workers in the department concerned had been told by management on Tuesday evening that they would not be given the days off. "It was explained to them that we needed the work the department offers on those two days and that they would have to work."

"It was also explained that those who did not come to work on Wednesday and Thursday would have serious action taken against them," he said.

Only a few of the workers in the department had reported for work on Wednesday morning.

The 10 had not

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Star 5/11/82
Workers²⁸⁷
fired for
staying
at home

Ten workers at Metro Management Services Limited were summarily dismissed yesterday after failing to report for duty in the last week of December.

A worker at the firm claimed some white workers were absent on the same days but were not dismissed.

The credit manager, Mr J Lourens, denied the charge, saying people in certain departments took their work home and for that reason were given time off. This was not so in the case of the dismissed workers.

"There is no politics involved here," Mr Lourens said. He added the dismissed workers were told last Tuesday to report for work but did not.

"We have since replaced them with good people from Soweto and we hope we will not have a repeat performance," he said.

A spokesman for the Commercial, Catering and Allied Workers' Union pledged that if the dismissed workers were to bring their case to the attention of the union the matter would be taken up.

Row over sackings

AT LEAST 10 employees of Metro Management Services yesterday refused to work after they learnt that 11 of their colleagues have been fired for staying away from duty.

They told The SOWETAN that unless their colleagues — nine males including a supervisor and two females — are reinstated unconditionally they have resolved to resign.

They said their coloured supervisor had told them before Christmas that he had spoken to management and it had been agreed that everyone would be given two days off, which could be chosen by an individual as he wished.

Those fired had chosen December 30 and 31, but to their surprise when they arrived at work yesterday morning they were called to the manager's office and told they had been sacked.

On learning this, 15 colleagues had demanded an explanation from the chairman of the board of directors, Mr Lionel Katz, who promised to see them at the canteen but had failed to turn up.

Instead one of their managers came and said those who were not involved in the matter should return to work and only those affected remain, to be given their cheques.

With their demand not being met, 10 of them decided to down tools while the other five returned to work.

Those who have decided not to work were found by The SOWETAN seated outside the company's premises. They said they also have a lot of other grievances against their management.

By NKOPANE
MAKOBANE

They said since Mr Johan Lourens and Mr A van Heerden took charge of management in the creditors department many employees have become disgruntled, resulting in mass resignations and walk-outs.

Black employees in particular have been sacked for petty things like eating a sandwich or just looking at one of the managers, they said. There was also a lot of discrimination within the company against blacks in the promotion and hiring of staff, they said.

They added that on the sacking of their colleagues they had pleaded with management to only deduct two days from their leave, but their employers had remained adamant.

As a result, they have resolved not to back down until these people are reinstated and have threatened that should they all resign they would approach Soweto traders to boycott products of Metro Cash and Carry.

Contacted for comment yesterday on the dismissal, Mr Lourens refuted their claims and said nine and not 11 people were fired. He gave the reason as that of ignoring instructions of a departmental head that those in the filing department should not take any days off.

As far as he knew there were no employees who were on strike and everybody was at work.

resources allocated to health services, since the growth rate of the supply of hospital beds was considerably slower than the growth rate

The Racial Distribution.

In 1970, Blacks accounted for 83 per cent of the population, and Africans accounted for 84 per cent of all Black people. At the same time Whites

72 per cent of personal income, and Africans 19 per cent. The disparity of 15:1 in the ratio of White to African income, 5,1:1 and 6:1 for the ratios of White to Asian income, per capita incomes (15). Rural African incomes are the average and the Homeland economies are the poorest. Even when these the remittances of migrant workers. Even when these had 1970 per capita incomes in the Homelands (16), 75 per cent of the national average. Even in urban areas are considerably higher, a sub-urban families are in poverty; for example, 50 per cent of African families in the Durban area are below the Poverty Datum Line (17). The incomes of Blacks have two immediate effects on the lower level of health which results from poor nutrition and this is clearly illustrated in Table 8.

1. Income Distribution in South Africa, Black/White Project, Report No. 2, University of Natal, 1977. National Accounts of the Bantu Homelands 1969/70. Department of Statistics, Report no. 09-17-01. Table 1.1 and 2.1. Incomes of commuters are included, as well as one-third of the incomes of migrants. (17) C. Masodorp and A.S.B. Humphreys (eds), From Shantytown to Township, Juta, 1978, pp. 109 and 110.

Swetani Azapo warns the bosses: Be fair!

287
By NKOPANE
MAKOBANE

THE Azanian Peoples Organisation (Azapo) yesterday warned all managements in South Africa that no further exploitative and unfair practices would be tolerated by blacks.

Mr Jefferson Lengane, Azapo secretary for Labour said in a statement Azapo pledged solidarity with 11 employees of Metro Managing Services in Booyens who were fired this week for allegedly staying away from work and with their colleagues who went on strike. Azapo demanded their reinstatement

"We warn Metro and her allies that they should not forget we can use our economic power to bring them down. They should scratch their heads a few years back and remember the Fatties and Monies and the ongoing Wilson and Rowntree boycotts," he said.

He added that labour strife and unfair practices were common for black workers in the preceding year and it appears Metro is geared to repeating the unfortunate and abhorrent practice by being the first company to take action against employees

SERVICE SECTOR-GENERAL

1983-1985



Underground undertakers

TOUTING was rife among some undertakers in Soweto and it should be stopped, according to the secretary of the African Funeral Undertakers.

Speaking at a luncheon organised for the Press, Mr Sello Mophiring (above), the association's secretary, condemned toutting in the strongest terms and called for its elimination. He said that some of their members were practicing this "evil".

He also highlighted the problem faced by professional undertakers whose numbers were growing at an alarming rate everyday and this, he said, led to "scrambling for bodies".

Undertakers turned to unprofessional tactics to get business, he said. Mr Mophiring, a veteran businessman in the field, said he believed some undertakers were paying hospital attendants and police to get information about bodies.

He said recent stories about strange undertakers calling on the bereaved families immediately after the death was enough to prove "foul" play.

People who operated in this manner did not share the family's grief and were doing it simply for business. Quoting recent incidents involving some of their members, Mr Mophiring said it was "regrettable" that the association did not have the power to discipline unscrupulous dealers.

13/1
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Nov 3/3/83 (286) (1050)

Central body for security on the cards

By Sue Leeman,
Pretoria Bureau

Legislation which will bring South Africa's ailing security industry under one controlling authority could be on the cards.

Addressing the University of Pretoria's Institute for Strategic Studies last night, Mr Leon Neethling, the national president of the Security Association of South Africa (Sasa), said the South African Police accepted in principle legislation which would require all security professionals and suppliers of equipment to be licensed by a central council.

The council would be controlled by the SAP and would aim to promote professionalism as well as the co-ordination of activities and standardisation of equipment, he said.

While Sasa welcomed the introduction of the National Key Points Act — which regulates the

protection of South Africa's most strategic installations — it felt a similar Act should be introduced to Parliament by the police to cover other areas, particularly the field of commerce and industry.

Sasa officials and representatives of other security organisations had had discussions with senior members of the police force who were studying possible legislation.

Mr Neethling said compulsory registration with a central council would raise the status of the profession by excluding those who were poorly qualified. The council would hopefully also attract more skilled people into the profession by prescribing more acceptable minimum salaries.

However he feared that the higher standards brought about by legislation would create more job vacancies in an industry already in the grip of a critical manpower shortage.



● Julius Douglas (left) with Bophuthatswana businessman William Dube after clinching of the hair products deal at Sun City.

By SIPHO JACOBS

ANOTHER major breakthrough was made for the Tswana homeland last week at the entertainment mecca of Sun City when visiting black American Julius C Douglas, international sales manager of M and M International Ltd of Atlanta, Georgia, clinched a deal with local businessman William Dube in the marketing of M and M products in Bophuthatswana.

Julius Douglas's visit is in fact the returning of a courtesy call first taken by Mr Dube and Mr Nathan Moja, owners and di-

International hair care deal

rectors of General Agency and African Marketing, based in Bophuthatswana, on their visit to Atlanta, last year where they were both welcomed by the mayor and former United States ambassador to the United Nations, Andrew Young.

Mr Douglas's company is the largest manufacturer of black hair products in the States, dealing in various types of hair

problems in which he feels the local market has a lot to gain from his company and its products.

Presently stocked by hundreds of outlets throughout the PWV area, the two businessmen feel the products have a lot for blacks in the styling and care of different types of hair as this is regarded as the 'year of the hair' in many parts of Africa.

10/4/83 City Press 286

City firms plan to step up security

EAST LONDON — Businesses in the city say they have stepped up their security in the wake of the recent increase in urban unrest.

This was backed by security advisers in the city who said there had been a "marked increase" in security awareness, particularly since the Pretoria bomb blast last Friday in which 17 people died.

"People seem to have woken up to the fact that they have to take precautions," said one security adviser. "Protective curtaining and safety glass is no longer a gimmick for them... they realise it's the kind of thing they can't do without."

Another security adviser, Mr Rob Wilson, said local banks and shops had shown "concerned interest" in the protection services offered by companies such as his.

"They seem confused by the different systems on offer, but generally keen on stepping up security," he said yesterday.

"Bomb-proof curtaining, in particular, is something the banks have shown an interest in."

Mr Wilson said security services in the city had been stepped up after the August 1981 bomb explosion in what

was then Oxford Square.

"However interest seemed to tail off and it was back to the old situation until the Pretoria blast," he said.

As it was the security situation was "virtually non-existent" in the city centre, he said, and there was a definite need for tighter precautions.

Store owners and bank personnel spoken to yesterday said they were "earnestly looking at our security" in the light of recent bomb attacks.

"We can't disclose exact details, but we are definitely tightening up," said the manager of one department store. "Things have been fairly efficient since the Oxford Square blast but they're going to be even better now."

Another store manager said there was going to be stricter control on entry and exit from his store, and parcels handed in at parcels counters would probably be searched.

"I wouldn't like to say exactly how we're tightening up, but it's definitely going to happen."

A bank manager said there were "regular patrols" of the building his bank occupied "and anyone who can't explain their presence is asked to leave". — DDR

Star 30/5/83

Industrial espionage easy in SA, says expert

By J Manuel Correia

South Africa is not equipped to deal with sophisticated industrial espionage such as is experienced overseas, says a security expert, Mr A J Hammill.

"At the moment, industrial espionage is relatively low-level in South Africa but it will certainly increase," Mr Hammill said.

"It does exist but it's not very sophisticated. And it's also very expensive."

Asked if the country was equipped to deal with foreign espionage on South African firms and products in the future, he said: "No, it is not."

Mr Hammill said that industrial espionage, which was relatively hard to prove, was not a crime on the Statute Book.

"The most people can do, if industrial espionage can be proved, is to institute a civil action," he said.

He believed attention should be given to making industrial espionage a crime in law.

The boardroom bugging syndrome was not extensive in South Africa even though bugging

equipment could be bought at specialised shops.

"We are called on to do sweeps of boardrooms believed to be bugged and there are also firms which undertake de-bugging operations," he said.

The main difficulty of industrial espionage was that it could happen in many ways.

In a recent case, a firm suspected that its competitor was obtaining information about its designs. Although the person responsible was not caught, evidence was found that someone had been listening through a thin wall.

Many firms were, regrettably, not security conscious, Mr Hammill said. Sensitive material on printouts, or in other forms, was merely thrown into wastepaper baskets instead of being shredded. This made life easy for industrial spies.

Attitudes and awareness in South African industry and commerce about security would have to undergo urgent change, not only to cope with industrial espionage but also with other security hazards such as sabotage and bombings, Mr Hammill said.

PROTECTION

Grip on information leads to security

AFTER the Pretoria car bomb blast, how many people said: "What's the use, we can never exterminate them all."

This is but one of the aftermaths which occur, and upon which terrorists depend, because they need to inspire fear among the people.

They have to inspire such fear, unhappiness and disbelief among the people that their hearts and minds cannot be won.

I think all the people were psychologically devastated by this act of sabotage

When this same type of incident occurred soon afterwards even more people became disillusioned.

The success of any "operation" largely depends on information and it therefore plays a major role in any type of terrorist attack

It may seem as if attacks come at random but

behind the scenes the "bosses" are carefully planning each step based on the information at hand. We are fortunate to have counter forces such as the police and defence force to protect our interests

Now let's revert this situation back to the business sphere. Industrial espionage is a subject of much controversy and intricacy.

It is impossible to estimate the extent to which industrial espionage is practised in SA, but the knowledge is that it must occur, and the scope must be unlimited

Economic espionage by the Russians occurs on a daily basis. Remember that this may be the prelude to acts of sabotage, subversion or other forms of terrorist activities

By Val Purves

Information may be gathered from various seemingly innocent sources such as

- advertising
- balance sheets
- contractual documents
- development plans
- new product research

Industrial espionage is not a crime in SA. If someone therefore removes a confidential document from an office he has access to in terms of his work, he will not be able to be charged with theft of a secret, but only for stealing the paper on which it is written - worth a few cents.

If such a person were photographing such do-

Val Purves is the marketing director of Sentinel Fencing Systems. This is the fourth in a series of articles he is writing on the security industry for Industrial Week.



- research and development
- security measures relating to executive policy statements
- stockpiling of raw materials
- long and short term planning.

When looking at the above, then, one may say "but everything leads to a breach in security." That is not exactly true. What is important is that you must ensure that only that which needs to be made known becomes circulated information.

The international spy will be well connected, well trained and will most probably have specialised equipment. One also cannot ignore the possibility of something being planted among members of staff.

Professional prostitution in this regard is also a well-known fact - a bit of pillow talk may go a long way. Another possibility is that of blackmail.

This makes personnel vetting an issue of utter importance. In the era of advanced electronics it is also to be expected that gadgets of all kinds will be used in this information-gathering process.

cuments he would be committing no offence

In some cases, however, the Prevention of Corruption Act no 6 of 1958, or various other acts, may have some bearing. It does not mean that each case has its own merits.

Preventing industrial espionage is a subject for the experts. Each business may have different criteria upon which preventive measures will be evaluated.

Each company's internal policy will be different from the next.

Management has to take the responsibility for curbing these events. Remember, today's mis-handling of sensitive informations or documents may lead to tomorrow's attack!

'Design for security' 286 Labour unrest is on the increase 287

Planners must give more attention to security in the design of new buildings, Brigadier Helm Roos, chairman of the board of governors of the SA Institute of Security said today.

"The importance of security must be impressed on architects before they even begin to design a building," Brigadier Roos told delegates at a security seminar in Johannesburg.

Security managers should be consulted in the early stages of planning because they have to ensure that security systems work, he added.

Labour unrest was on the increase and posed a great threat to the security of South Africa, Mr Roy MacFarlane, chairman and managing director of a security firm, said today.

"Although it would be wrong to attribute a majority of these incidents to terrorist influences, some may have been organised for more than just the apparent reason," he said at a security seminar in Johannesburg. "The ANC has helped plan strikes, as has the banned South African Communist Party and the Pan African Congress," said Mr MacFarlane.

Mr MacFarlane, who is also governor of the SA Institute of Security and chairman of the SA National Security Employers Association, warned that labour unrest could lead to the damage of company assets.

Pressure on the South African Police was increasing because of internal and external terrorism. The police had a strength of one to every 29 000 South Africans, he said.

Mercury 27/8/83
286
Security man sees
threat from labour

JOHANNESBURG—An increase in labour unrest poses a great threat to the security of South Africa, according to Mr Roy MacFarlane, chairman and managing director of 'Fidelity Guards

'Although it would be wrong to attribute a majority of these incidents to terrorist influences, some may have been organised for more than just the apparent reason,' he said at a security seminar here yesterday

The ANC had helped plan strikes, as had the banned South African Communist Party and the

Pan-Africanist Congress, Mr MacFarlane said

'Although serious unrest may only erupt spontaneously, security management must be ready,' he said

Pressures on the police were increasing because of internal and external terrorism

Commerce, industry and individuals should assess their security needs and attention should be given to the standard of 'in-house' security personnel and the training they received, Mr MacFarlane said — (Sapa)

'Aid schemes earned the Magician R1m'

EVIDENCE:

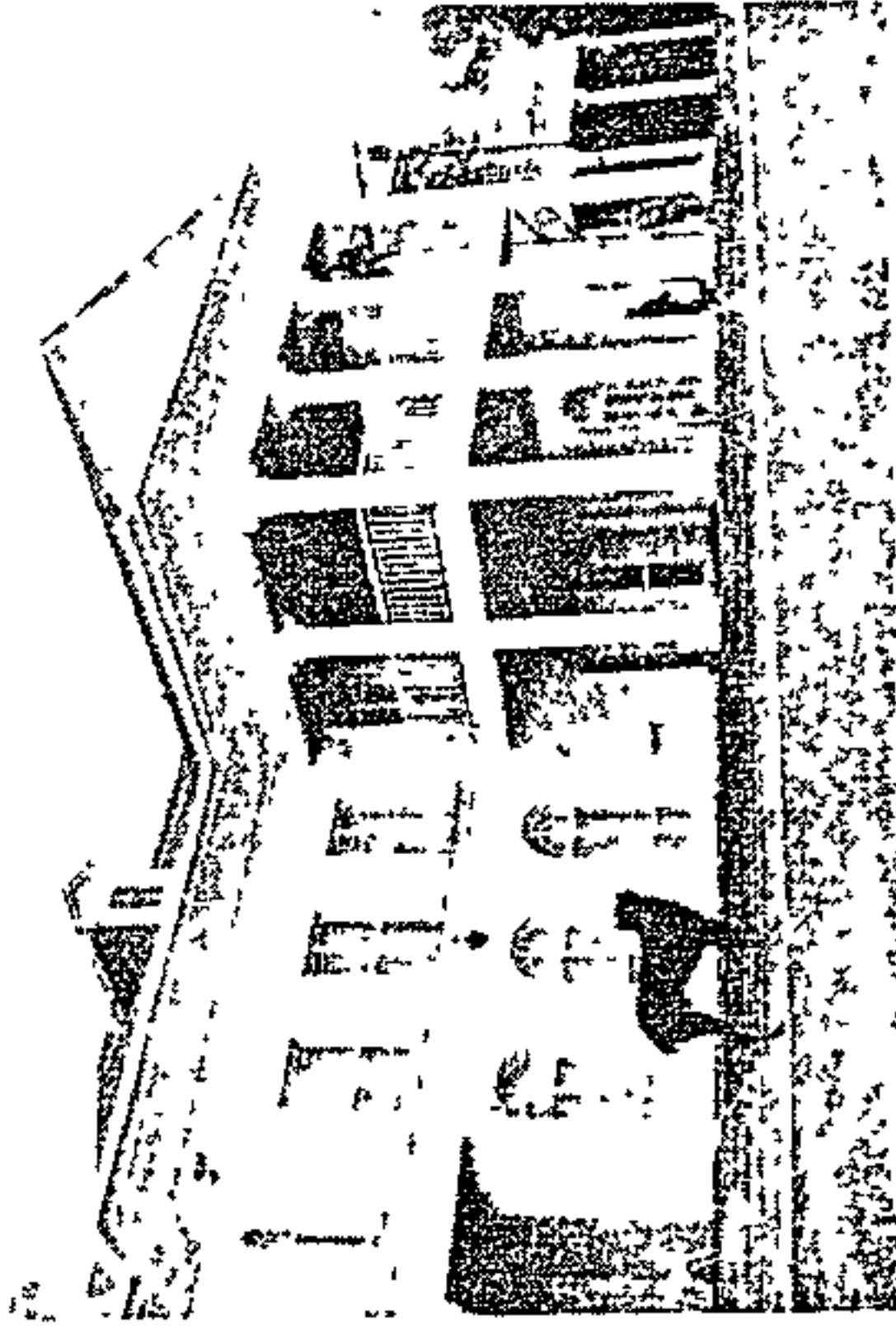
A PRETORIA Supreme Court action is threatening to blow the lid off the controversial black 'aid society' empire of Johannesburg millionaire Mr Sarel van Biljon.

Last year Mr van Biljon, his father-in-law Mr Jan Burger and various members of their families were the centre of Press, police and Insolvency Court investigations into a vast network of seemingly unrelated fly-by-night 'black aid' and funeral insurance businesses.

Mr van Biljon is known to business colleagues as 'die townenaar' — 'the magician'. Last year he promoted a course for country businessmen which he called 'Think and Grow Rich'.

Mr van Biljon claimed last year that he was no longer active in the black 'aid society' market. His major company, Golden Aid (Pty), which had operated 16 branches throughout the country, closed down in 1980.

A new series of companies launched by Mr van Biljon, called Golden Consultants, had all been sold to former employees and he no longer had any interest in them, he said.



● Mr Sarel Van Biljon's luxury house in the plush Sandton suburb of Morningside.

BLACKS WERE FINCHES TO BE PLUCKED

Employees has, however, now alleged in evidence to the Supreme Court that the sale of the Golden Consultants companies was a fraudulent ploy to foil investigations into Mr van Biljon's business activities, while he retained indirect control of the lucrative business.

He has also claimed that Mr van Biljon's business was conducted with the sole purpose of defrauding the black public.

In a court action that started in December last year, Mr van Biljon is claiming R414 000 from Mr Eddie Bekker, former manager of the Pretoria branch of Golden Aid.

Mr van

Setting out the history of the deal, Mr Bekker said that from 1979, when he was employed to run the Pretoria branch, until 1980 Golden Aid had collected possibly more than R1-million from its members.

In 1980 the 16 branches of Golden Aid had closed and in their place Mr van Biljon had established 16 separate new companies, called Golden Consultants, Pretoria, or Witbank or Ermelo or whatever, which effectively took over the business of the branches.

As Golden Aid's 'dishonest' activities increasingly became a troublesome issue, Mr van Biljon launched a scheme whereby he would sell all the shares in each of these new companies to former branch managers.

Former branch managers signed purchase agreements in which the 16 companies were priced at up to R500 000 each. This was to be paid in monthly instalments out of the monthly profits.

The business was to be run according to methods laid down by Mr van Biljon.

Mr Bekker bought the Pretoria branch for R480 000 in July 1980, hoping, he said, to put the business on an honest basis.

"However, the police had launched an intensive investigation and the Press gave



● Mr van Biljon — known to business colleagues as 'The Magician'

extensive publicity to these malpractices, resulting in a drastic decline in business," he said.

Last year he was persuaded by Mr van Biljon to sign an acknowledgment of debt for the outstanding amount.

Only later had he realised, Mr Bekker said, that the deal was illegal. Mr van Biljon had simply moved the assets of Golden Aid to Golden Consultants to avoid inquiries from the Receiver of Revenue. By selling the Golden Consultants companies to his managers at an average price of nearly R500 000, he was simply disguising the fact that he was still obtaining a large regular income from the business.

When another former branch manager successful-

ly challenged the legality of this contract, Mr van Biljon asked the buyers to replace the sale contract with an acknowledgment of debt to hide the illegal origins of the deal, Mr Bekker said.

Until earlier this year directors of several of the Golden Consultants companies met regularly with Mr van Biljon and his brother, Mr Fanie van Biljon every Wednesday at Golden Consultants in Johannesburg to co-ordinate policy and "exchange ideas", Mr Guillaume van der Spuy, owner of Golden Consultants, Rustenburg, told the Sunday Express this week.

van van van Mr van der

Spuy said he had resigned as

chairman of the weekly

meetings in December.

R.I.P. OFF

286
By KOOS COETZEE

City Press 7/8/83
FUNERAL policies are a rip-off, a commission of the Port Elizabeth Diocese of the Anglican Church has found.

And the Bishop of Port Elizabeth, the Right Reverend Bruce Evans, accepting the commission's report on the practice of undertakers and funerals, said Anglicans "should take a leaf out of the Jewish book where death levels everybody".

Encouraged

The commission recommended that churches be encouraged to purchase a suitable pall (a cloth to cover the coffin).

"It has already been shown that where this system operates much cheaper coffins are being used," the report said.

It expressed concern that PE clergy receive a fee (honorarium) from the estate of the deceased, which is collected by the undertaker.

Unfair

"The commission feels that in principle it is not right that undertakers charge the bereaved, on behalf of the clergy, to perform funerals which are part of their normal job. This seems particularly unfair to the poor."

The commission also recommended that excessive amounts of money sometimes spent on flowers could be better used for special projects.

Commenting on the suggestion of a pall, an undertaker said people should be allowed to choose their own coffins.

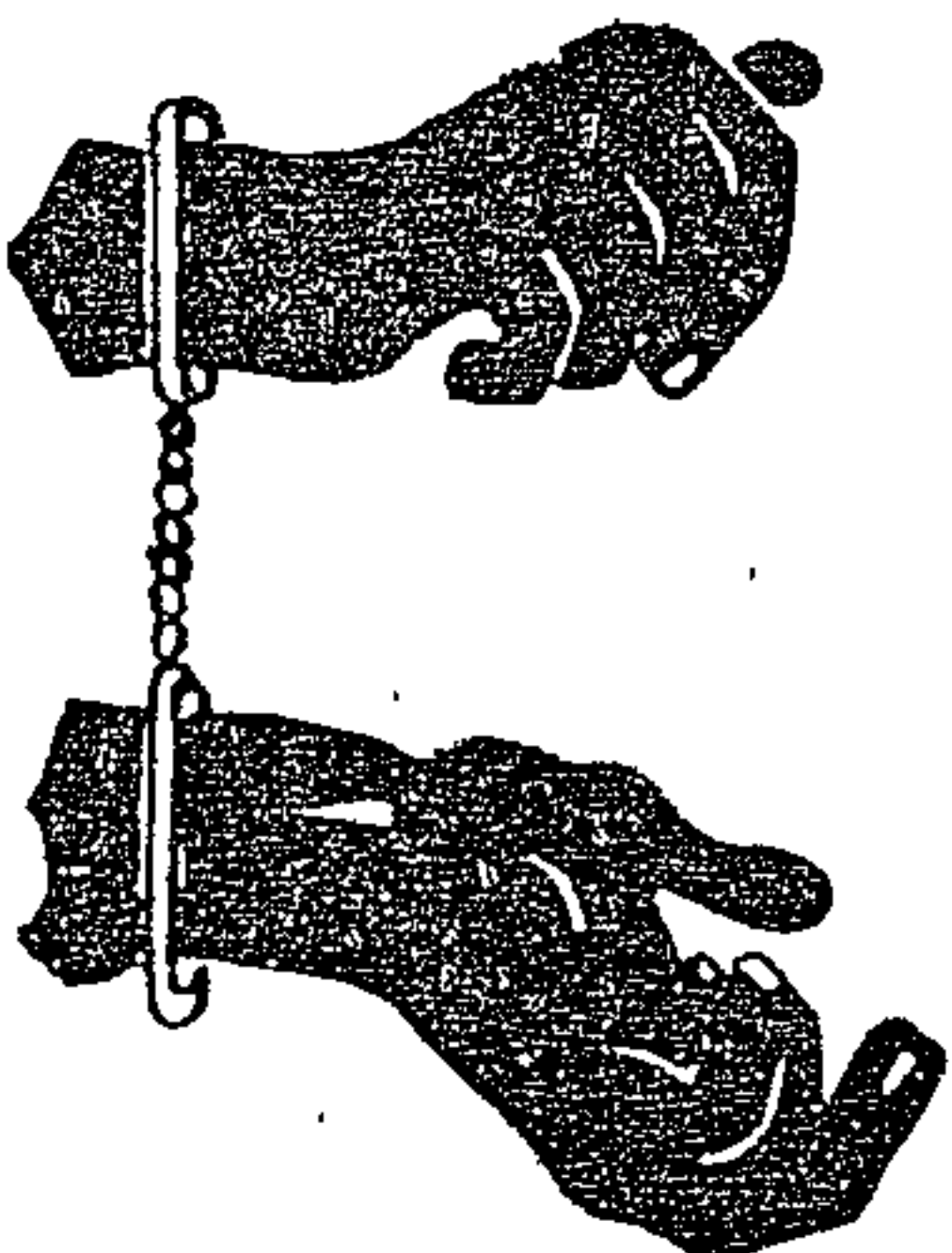
THIS BOOK COULD BE WORTH A
MILLION DOLLARS TO YOU

THE GROW UP

All for R12 a month.

A good investment, if promises of aid are kept, but a cruel confidence trick if they are not. MARTIN WELZ looks at the behind-the-scenes story of how one man saw his chance to make millions and how he went about it.

'You are arrested and require bail' — from the promotion material



5

As quickly as each R12 was paid into any one of 16 branches of Golden Aid it was pocketed by Mr Sarel van Biljon, mastermind of the enterprise, and his managers in an amazing quest for riches pursued with constant prayer and religious zeal.

None of Mr van Blijdonk's managers had any training in consultancy.

But Mr van Blijdonk did ensure that each one had put to paper a drawing of his dream mansion, the luxury motorcar he intended to own and, the spectacular bank balance he was sure to have if enough of those R125s would keep rolling in.

"When it came to the advice and services we were offering our clients, it was a pretty hit-and-miss business. We were left entirely to our own devices

"Let's face it, what help we were able to give, was simply because of our white



● Mr Sarel van Biljon — quest for wealth

[illegible]

● A history of payments made to Golden Aid

'Our advice services were hit and miss'

Others used money paid in by clients as deposits on secondhand cars to pay the office rent.

As the clamour of disgruntled clients grew, the Press, police and Registrar of Financial Institutions began to take an interest.

Early in 1980 Mr van Biljon established a new company for each branch. He had just bought his dream house in Woodburn Road, Morningside

When they arrived for their next "motivation" meeting in June that year each manager found a 50-page agreement at his place at the table.

The agreement provided for each manager to become the sole director and owner of 51% of the shares in the company that now owned his branch Golden

of cases against Golden Aid on behalf of defrauded clients, and had succeeded in having another company associated with Mr van Biljon put into liquidation.

*** Last year at an enquiry conducted by the Master of the Supreme Court in Pretoria Mr van Biljon said that the new Golden Consultants companies had not taken over Golden Aids liabilities. Golden Aid (pty) still existed, he said, but he "could not remember" at what address it might be found.**

"The Press exposés that followed had a devastating impact on our businesses," Mr van der Spuy said

In a desperate bid to save their businesses, the directors of Golden Consultants met in July last year to institute a code of ethics for their businesses

Throughout it all Mr van Biljon has continued to collect his 25% "cut".

was sure to have if enough of those R12s would keep rolling in.

"When it came to the advice and services we were offering our clients, it was a pretty hit-and-miss business. We were left entirely to our own devices

"Let's face it, what help we were able to give, was simply because of our white skins," a Golden Aid manager admitted.

Mr van Biljon would regularly summon his managers for a meeting in Johannesburg — to whip them up to new heights of fervour in pursuit of wealth and to check that they were paying his "cut" into the 16 savings accounts he controlled.

It was at one such meeting in 1979 that Mr van Biljon told his 12 managers each to draw a picture of their dream house.

At the same time Mr van Biljon proudly displayed a photograph of the house of his dreams: the Morningside mansion of housing magnate S M van Achterberg

● Mr Sarel van Biljon — quest for wealth

● A history of payments made to Golden Aid

'Our advice services were hit and miss'

The "motivation" days started with breakfast together at a five-star Johannesburg hotel and continued at Golden Aid's offices in Bible House.

After prayers Mr van Biljon would launch into a 45-minute lecture on the virtue of the pursuit of wealth. His texts came from the Bible and Napoleon Hill's "Think and Grow Rich".

Hill's book claims on its cover "This book could be worth a million dollars to you". Each manager was ordered to delete "could" and write "is" in its place.

They underlined passages such as "Success comes to those who are success con-

scious" and "A millionaire's greatest asset is the ability to know that he will succeed".

"We were not allowed to discuss our business problems," a Golden Aid manager said.

"He said that would bring about a negative frame of mind, fatal to the pursuit of success."

Instead Mr van Biljon quoted to them from Romans chapter 8 verse 31: "If God is on our side, who is against us?" — and told them to repeat it 10 times.

"All he would ask us was 'How much money have you made?' — one of the manag-

ers said "He would read out the amounts and we would clap for the man who had made the most."

Branches were expected to deposit 50% of their total daily takings in cash into a savings account nominated by Mr van Biljon. The manager was expected to take another 25% as his salary, while agents and office staff took the rest.

When some complained their takings were not large enough to pay Mr van Biljon and pay the rent, he sent them back to their Bibles to pay attention to Matthew on how faith can move mountains.

By the end of 1979 Mr van

Biljon was collecting up to R80 000 a month.

"He told us he was depositing some of it in a special reserve. We could tell prospective clients that if they remained members for 15 years they would get a refund of all their membership fees," Mr Gilliam van der Spuy, a former chairman of the manager's meetings told the Sunday Express. Other managers confirmed this.

But increasing numbers of clients were complaining or demanding their money back. In their eagerness to push up turnover some managers were persuading clients to pay their mem-

meeting in June that year, each manager found a 50-page agreement at his place at the table.

The agreement provided for each manager to become the sole director and owner of 51% of the shares in the company that now owned his branch, Golden Consultants. They were still to trade as Golden Aid.

They were to pay R6.5-million for their share in the 16 former branches of Golden Aid.

They were not daunted by the price, as they were not required to pay Mr van Biljon anything at once. They were to continue paying a proportion of their daily takings into his savings accounts as before.

Mr van Biljon had agreed to a lower proportion 25% of daily takings, so that there was now a chance of putting the businesses on a sound financial footing.

"But the bad reputation earned in previous years was only now catching up on us, just when we were preparing to put our house in order," Mr van der Spuy claimed this week.

When the Golden Consultants gathered for their Christmas party in 1980 Mr van Biljon announced that he was handing them his 49% of the shares as a gift. They were delighted.

But by 1981 The Legal Resources Centre in Johannesburg was pressing a number

Mr van der Spuy said. In a desperate bid to save their businesses, the directors of Golden Consultants met in July last year to institute a code of ethics for their businesses.

Throughout it all Mr van Biljon has continued to collect his 25% "cut".

In recent months several Golden Consultants companies have been abandoned by their directors, many of them unable to meet debts.

Some of the companies are believed to have reverted to Mr van Biljon. Others have closed. Others still have declared their independence.

Now Mr Eddie Bekker, former director of Golden Consultants in Pretoria (now closed), has challenged the entire Golden Consultants deal in the Pretoria Supreme Court as a fraud perpetrated by Mr van Biljon.

Mr van Biljon this week refused to comment on any of these developments.

At stake in the case (which is likely to come to trial later this year) is not only whether Mr Bekker, who bought Golden Consultants (Pretoria) in 1980, owes Mr van Biljon R414 000.

The case could also determine whether Mr van Biljon has, throughout, remained owner of all the Golden Consultants companies — and is therefore responsible for the conduct of its business

Mara's long wait in the agony of uncertainty

'I JUST WANTED TO DIE WHEN HE WAS TAKEN AWAY AGAIN'

MARA MINNAAR is a small woman whose fine-boned face shows the strain she has been under in the six weeks since her husband, Major-General Taillefer Minnaar, security adviser to the Ciskei Government, was detained by Ciskei security police.

She laughs frequently and nervously, and there are sudden quick movements of hands and head that betray the inner turmoil of a woman caught up in a situation which, she says, she does not understand.

But underneath there is a steely quality: her face can harden suddenly, showing great determination.

"Don't print photographs showing me laughing — I shouldn't be laughing. All I can do is wait — and pray," she said when I interviewed her at a relative's house in Johannesburg this week.

Throughout the interview Mrs Minnaar was on tenterhooks that she would say or do something that might prejudice her husband, whom she obviously adores.

She refused to say anything at all about her own or Gen Minnaar's backgrounds, except that he is "a South African born and bred — as I am".

"Tai's arrest came as a terrible shock to me," she said.

"I had no inkling that anything was brewing. I had always been under the impression that he was on very good terms with President Lennox Sebe."

Her husband never discussed his work with her, said Mrs Minnaar.

"I have my work in East London, where I run a freight company — it's a long way, 85km each way, to commute daily."

"He worked at his office from nine to five every day. But when we got home neither of us talked about our work."

Telling of her horror over the last six weeks, Mrs Minnaar recalled how she had reacted to the news of her husband's detention last month.

"When I heard from a ser-

vant that he had been taken away by police, I tried to find out what had happened. But nobody would tell me anything. In the end I heard on the radio he had been detained by Security Police."

"I could hardly wait for a relative to arrive from Johannesburg to help me. We went to a lawyer in East London and eventually brought an application in the Ciskei Supreme Court asking



● Mrs Mara Minnaar — her face shows the strain but she keeps a tight rein on her emotions.

Report: JEAN LE MAY

Picture: OWEN REES

for my husband to have access to me and to his lawyers, but that was refused."

"I was told he was being detained in prison in Mdantsane — the Ciskeian township outside East London — and it was agony not being able to see him."

"I was given a list of toiletries and clothing he was allowed to have, and was told they had been delivered to him."

"The next I heard of him was when our lawyer telephoned to say he had been taken to Weskoppies Hospital, for observation."

Mrs Minnaar said she — and the lawyers — were "absolutely in the dark" as to the reasons for Gen Minnaar's removal to Weskoppies, a state mental hospital in Pretoria.

"We were unable to find

out who had authorised it," she said, and quoted a newspaper report which said Gen Minnaar's removal "evoked shades of the Gulag".

"I immediately left for the Transvaal, and the first time I saw my husband since his detention was when the lawyers and I were allowed into Weskoppies."

"Then we brought the application in the Pretoria Supreme Court and he was released to us on Tuesday — and immediately re-arrested by South African police with a provisional warrant of arrest."

"I just wanted to die," she said, close to tears.

"I had planned that we would go on a second honeymoon the moment he got out."

Instead, Mara Minnaar had to watch her adored husband loaded into a police van and driven off to prison.

Gen Minnaar, who became Ciskei security consultant in 1980, was arrested on July 17 — the day after he arrived back from a trip to Israel with the Ciskei President.

The Ciskei's army chief, General Charles Sebe — a brother of the president — and eleven other men were detained at the same time.

No charges have yet been formally laid by Ciskei authorities, but when SA police arrested Gen Minnaar this week, nine counts under the Explosives Act and the Arms and Ammunition Act were cited.



Home-made bomb schoolboy in :

A 10-YEAR-OLD East London schoolboy is in hospital with third-degree burns over nearly two-thirds of the front of his body sustained when a home-made bomb exploded in his hands.

Doctors said it was a miracle that he was not killed or more seriously injured and

MAISH CAN TURN IT, GO

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Mrs Mara Minnaar — her face shows the strain but she keeps a tight rein on her emotions

Picture: OWEN REES

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Rhodesian links in the life of jailed Ciskei expert Minnaar...

By JEAN LE MAY

CLOSE business links were traced this week between Major-General Taillefer Minnaar, the former Ciskei security adviser now in Pretoria Central Prison, and a number of prominent ex-Rhodesians operating in the security field.

They include Mr Isaac Kaye, whose Rhodesian interests date back to Northern Rhodesia; Lieutenant-General Ron Reid-Daly, founder of the Selous Scouts and Mr John Erasmus, a former National Party candidate backed by Mr Kaye.

Gen Minnaar was managing director of a Johannesburg security company, Volksguard Security Pty Ltd, immediately before he went to Ciskei.

His wife, Mrs Mara Minnaar — who is bringing tomorrow's application for bail pending an extradition application by the Ciskei government — worked for the same security company as sales manager.

Other directors were Mr Erasmus, Mr John Bishop and Mr Peter Goldberg, former group accountant for Mr Kaye's Alumina drug empire.

A former employee of Volksguard confirmed to the Sunday Express that Mr Kaye, former chairman of

Greatermans as well as of the Alumina group and a board member of SA Druggists, was the majority shareholder in the company.

Volksguard operated for only nine months in 1979.

After the company collapsed another company, Security Specialists International, was formed, the majority shareholder being Mr Kaye's company Veritas Promotions International.

The Rhodesian link is obvious in this too, since among the directors of SSI are Mr Erasmus, Gen Reid-Daly now head of the Transkei armed forces and former Rhodesian war hero Mr Christopher John Gough.

Mr Erasmus had business links with Mr Kaye before the formation of Volksguard and SSI, since he was security consultant to Greatermans — now Checkers — of which Mr Kaye was then managing director, and to SA Druggists which over Mr Kaye's giant Alumina group.

Mr Kaye is overseas and could not be reached for comment.

Mr Peter Goldberg was accountant for the Alumina group at the time when he was a director of Volksguard.

He confirmed that he had been a director of Volksguard and that Mr Kaye was majority shareholder.

Mr Goldberg now runs a freight company, Adfreight.

Mr Bishop, who is with Coin Security Services of Pretoria, went to Volksguard from Fidelity Guards, the security arm of the Rennie's group.

A spokesman for Rennie's said the former Miss Mara Dyer — now Mrs Minnaar — had also worked for Fidelity Guards.

"Both Mrs Minnaar and Mr Bishop left when Volksguard was formed," he said.

Home-made bomb lands schoolboy in hospital

A 10-YEAR-OLD East London schoolboy is in hospital with third-degree burns over nearly two-thirds of the front of his body sustained when a home-made bomb exploded in his hands.

Doctors said it was a miracle that he was not killed or more seriously injured and

predicted his recovery will take at least three months.

The boy, a pupil at Selbourne Primary School, made his bomb by mixing household substances in an empty mineral bottle.

The bottle exploded, burning his chest, neck, abdomen, arms and face — Sapa.

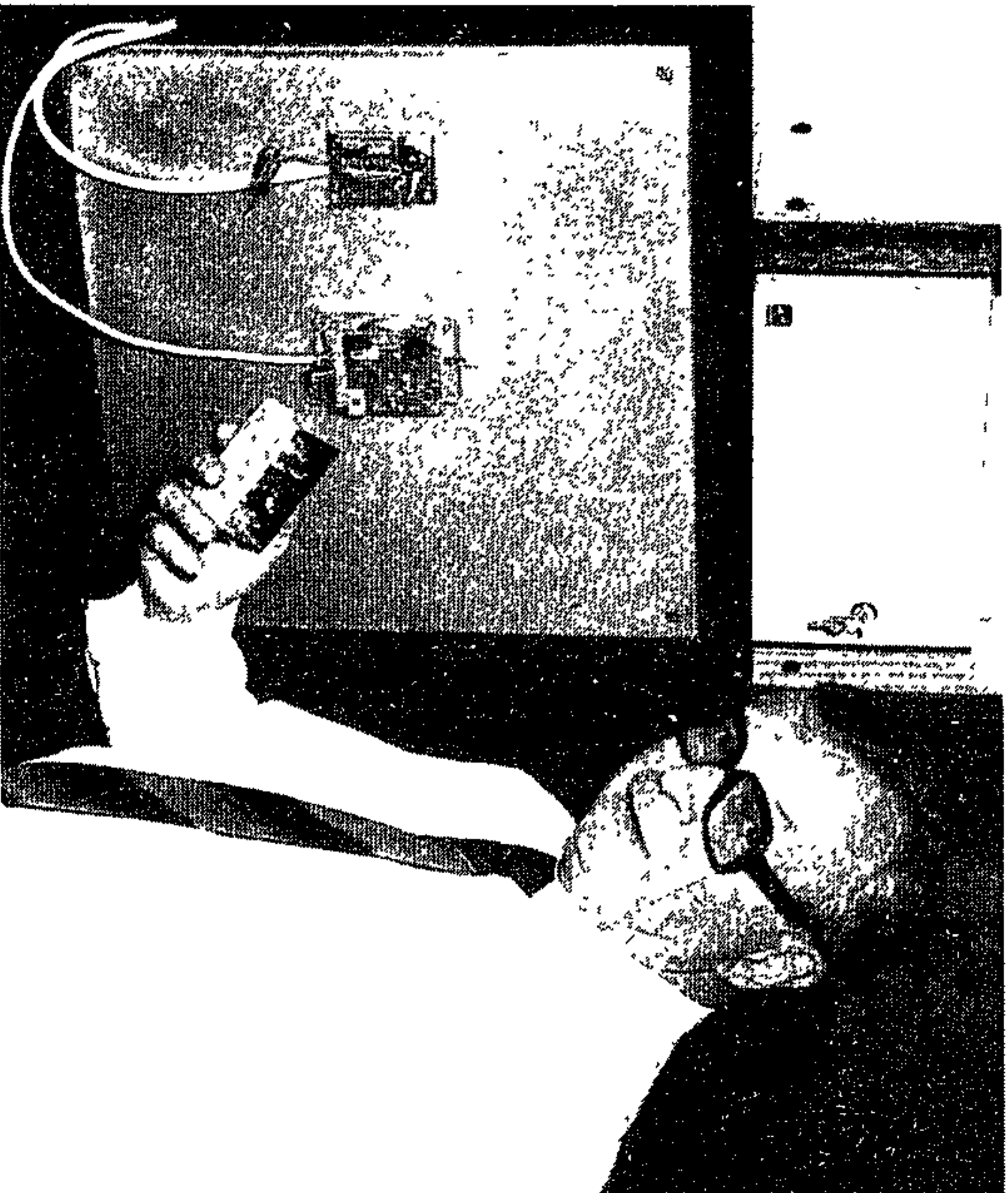


**MAISH CAN TAKE A BRICK AND BEND IT,
TURN IT, CORNER IT, TWIST IT
AND ANGLE IT**

The second in a helpful series of advertisements from Securitas. Look forward to monthly security hints concerning domestic, industrial and commercial situations.

Securitas — so much more than the guard at the gate

A quote from John Brett, Executive Director of Securitas, "Securitas is an honourable organisation. We are capable and willing to do the job of guarding our clients. Every member of my staff knows that there is back-up when it is needed. It is the quality of our endeavours that sets Securitas ahead of its competition".



This sensor microphone alarm is being tested for use on a strongroom. Here is Chairman Jean Louis Jaquet explaining its intricacies.

Jean Louis Jaquet — The Silent Crime Fighter

THE Queens Plate and the coin collection of the Oxford Museum were coming to South Africa. They were to be the central exhibit at the 1960 Rand Show and the Chamber of Mines Security men were in a flap. This irreplaceable collection of Royal gold and silver would receive more security than had ever been seen in South Africa. Armed guards, plainclothes men, tear gas... you name it and it was planned for. At the time, there was considerable anti-royalist feeling amongst the students of a Transvaal University. It was threatening to become a monumental headache for all concerned.

Then Jean Louis Jaquet arrived. He raised some good points. "What good will firearms do with a crowd of ten thousand unsuspecting public. And then there's the so-called specialist. To my mind, a sub-machine gun in the Rhodesian bush does not constitute a seasoned industrial security man.

Q: Where does Securitas fit into this industry then?

J. Securitas has more expertise in all spheres of security than our opposition. We show a maturity of thought when it comes to planning the features of a security installation. In short, we stop and think before we act. With our overseas connections, Securitas is constantly involved in the exchange of ideas and information. Senior management are often

Laminated glass had been used in Europe for some years, but in South

Here are some helpful hints to keep you safe on your travels.

GENERAL

* If you are a regular traveller, be sure to vary your departure times and modes of travel.

* Obtain all your necessary foreign currency/travellers cheques beforehand. Take care to avoid corner "money changers" and refrain from openly displaying your currency.

* Make a point of learning to operate the local public telephones — don't forget to carry the necessary small change. Draw up, and keep on your person at all times, a card listing the important local emergency telephone numbers (ie police, fire, hospital etc.) plus your local company representative/legal counsel.

* It is not advisable for you to transport the following:

- weapons/facsimiles thereof;
- alcohol (besides legally allowed beverages);
- narcotics (unless prescribed);
- prohibited books and publications;
- fireworks/other explosives;
- aerosol tear gas, even though it may be legal in certain areas.

PASSPORT

* Leaving your passport, credit cards, or other va-

Personal Security Guidelines for Travellers

the doorways and other features between your room and the emergency exits, to ensure they are usable. If your hotel has a fire alarm system, find the nearest alarm.

* There is always the possibility of smoke in the corridors cutting off your escape. So learn the layout of your room, know how to turn off your air conditioner, know where your room key is at all times, and practise opening and closing your windows.

* If you're sure there is a fire, carry out the following emergency procedures:

- Telephone the fire department, then notify the hotel operator (don't forget to give your room number).
- Check your guest room door; if you find it hot — DO NOT OPEN.
- If you leave your room, take your room key and go to the nearest fire exit, stay beneath any smoke that may be in the corridor, but DON'T USE THE LIFTS.

— Generally, fire exits lead to the stairwells, so enter the stairwell and close the door behind you. If possible, go downstairs and out of the building. If not, use your judgment — either go to the roof or

The guard at the gate is a familiar sight to all of us. You have seen him patrolling the major shopping centres and at the entrance to large office blocks. He is a visible deterrent to crime and is on the front line of any security operation. But if he is a Securitas guard or officer he is not alone. Behind him is the full weight of experience and security skills that have put Securitas at the forefront of security in South Africa. In real physical terms this means that all Securitas personnel can anticipate help within ten minutes of sounding an alarm. No Securitas guard works in a vacuum. Wherever his station, he can count on support, and it is this support that protects you.

The black security guard is only one facet of the Securitas Group. He is an integral part of a well-planned security operation which may include white security officers, an alarm system connected to an operations control room, an undercover operation within the organisation and an ongoing update by the Securitas management. He and the rest of the Securitas group are there to ensure client's peace of mind.

THE MANAGEMENT

This is a team of the most experienced security-minded men in South Africa. Each one an authority in his field, be it telecommunications, industrial sites or basic home protection. And when there is a gap in their knowledge they go out and learn.

Take hotel security for an example. This is a highly specialised area with a unique set of problems. When Securitas was approached to handle the security for a new five star Sandton hotel, they didn't just rush in with a system suitable for a manufacturing company. Instead, they approached the Hotel Security Association for advice and appointed a consultant to teach Securitas the tricks of this very specialised trade. And this is just one example of the integrity that goes into any security function handled by Securitas. Every situation has a different set of problems, be it the Stock Exchange buildings, a major rail link or a supplier of strategic electronics equipment.

THE OFFICER

Securitas boasts a division of highly-trained and motivated security officers who in most instances are placed in authority over the guards. These men are skilled in such divergent areas as crowd control, evacuation procedures and public relations. They work with a calm confidence to ensure that your premises remain safe, with a minimum amount of intrusion into the routines of your personnel.

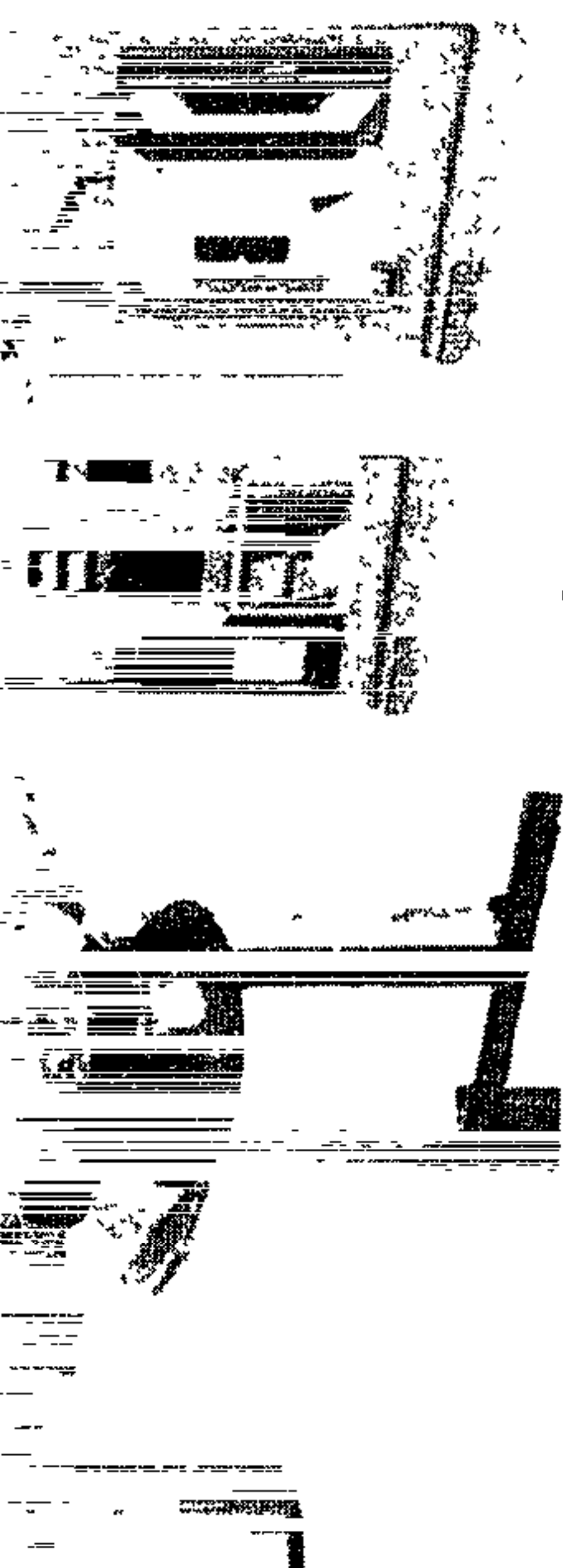
FEARLESS ALARMS

A quick glance at the sharp rise in the price of insurance should be sufficient to alert you to the need for household security. Housebreaking is becoming a minor industry and there is no need for you to become an addition to the growing list of victims.

A Fearless burglar alarm could make all the difference to your personal safety and to ensuring that those items of sentimental value remain within your home. We asked Ray Waspe to describe a typical household security system. "I'd start with the perimeter protection. All doors leading outside and windows would be fitted with vibrators. These are all attached to the control unit which has a built-in memory. If you were to check it six hours after an attempted break-in, it could tell you where the attempt was made. I would then install a small amount of passive infra red protection into the roof to cancel out that point of entry. Finally I would place a panic button at the front door, next to the bed in the master bedroom and possibly in the kitchen. This of course would be connected to the control unit which in turn would be connected to a siren, or if the client requested 24-hour cover, to the control room at Securitas Headquarters by means of a radio link. This is definitely recommended to ensure prompt help from either the police or Securitas personnel.

THE OPERATION CONTROL ROOM

In the heart of the Securitas headquarters, there is a room that is constantly manned. Protected by bullet-proof glass, video cameras and a double-door entrance. This is the nerve centre of the Securitas operation. It is



...to secur... from Europe and the exhibition was enjoyed by thousands who could gaze happily without fear of a stray bullet in the back.

Scientific security has always been the interest hobby and love affair of this enthusiastic Swiss specialist. A conversation with him soon reveals that were he to move to the other side, the police would have a real job on their hands. But fortunately he remains the Chairman of the most effective commercial security organisation in South Africa.

Jaquet will listen to your problems and suggestions but it will soon become obvious that he is the master. Quickly, gaps that were unfilled will be plugged. Areas that you thought were well covered will soon become wide open as he thinks through your problem.

Staff working at night will negate any fixed alarm system unless they are limited to a specific area. Pigeons landing on window sills will cause constant false alarms which will, in time, dull the urgency and reactions of guards. So many small points, but so obvious to this seasoned authority.

Jaquet attributes his awareness to a degree in Criminalistics from a Swiss University. Criminalistics is the study of scientific means to combat crime. Into this arena falls such varied activities as the application of remarkably sophisticated equipment, constant research into ways of fooling this equipment, and considering how it can be used by the police or armed forces. Basically, thinking like a criminal for the benefit of law and order.

Here are excerpts from a recent interview.

Q: How do you see the security situation in general?
J: The security business should be the most ethical business around. After all, life and property are involved. We are dealing with human beings and what price can one put on a life? How much care can one take to ensure that life is preserved? I think we should be honest with ourselves, and when we cannot guarantee safety and security, we should acknowledge this ... not just take the money and hold thumbs.
The market has been saturated. In South Africa we have every security gad-

...obliged to pass on the lessons they have learnt.

Q: Would you comment on the international security scene?

J: Swiss technology is head and shoulders above the rest. This is not just patriotic flagwaving but a fact.

The Americans are good on government level security situations but their normal industrial situations are a good look out for is the Japanese ... they are still coming to terms with the gadgetry but within a few years I see them doing for security what they did for cameras, cars and a whole host of other sophisticated electronic machinery. This is where South Africa is fortunate, in that we can take the best of what is available on the world market and put it to use in our own unique situations.

Q: Your personal approach to security situations?

J: A little foresight goes a long way. All too often I experience the "Ox wagon approach" to security. This is where the complete installation is wired up with a vast perimeter that requires guarding. Would it not be far more practical just to guard the specific high risk areas?

Take a security fence for example. All it takes is a few kids throwing stones and you are off on a wild-goose chase leaving the important areas unprotected. A fence alarm should only serve as a psychological barrier.

What is a strongroom? It certainly isn't the final answer to protecting valuables or cash. I see a strongroom as a means of buying time until a security force can be despatched. Any strongroom should be fitted with a system that alerts either the police or a security company if it is being tampered with. It all comes back to what is being protected. There is little need to protect a complete bank when we should be concentrating our effort on the cash that the bank holds.

As I said ... a little planning, a little foresight.

Q: A final comment?
J: I have learnt that no-one will give you a chocolate medal for a job well done — but God help you if you have made a mistake.

...nite "no-no".

* Always have extra passport photos available for immediate use.

* Carry a photocopy of your passport showing number, date and place of issue. Be sure to retain this copy, along with an extra passport photo and pertinent visa material, in a separate place from the original.

* A good safety check is to keep a photocopy of your current passport and credit cards at home and a duplicate at work.

HOTEL SECURITY

* It is important you steer clear of ground floor rooms; this reduces the possibility of unauthorized persons entering through the windows.

* Your door should be kept locked at all times, whether you are present or not. As a further deterrent, place the "Do not disturb" sign on your door.

* A simple alarm can be rigged by positioning a chair or piece of luggage by the door. Otherwise you own ship lock or portable alarm is a good safeguard.

* Remember to report any defective door or window locks to your hotel management immediately.

* Treat any unusual calls to your room with utmost caution, and don't admit visitors without first identifying them.

* All your valuables and excess cash should be locked in a hotel safe deposit box. It is vital you know where the fire exits are; a quick walk down the corridor should do the trick. Count

—If you stay in your room, turn off the air conditioner, fill the bathtub with water, wet all the sheets/towels and stuff them right around the door. Ensure you block vents that are emitting smoke, but open the window ONLY if you are sure fresh air is available. Call the fire department to inform them you are staying in your room (be sure to give your room number). Remember to hold wet towels over your nose and mouth, and if the doors and walls are hot, don't use them with water using an ice bucket.

—Your best bet is to remain calm and collected; don't quit.

TRANSPORTATION

Details of your itinerary should be restricted to your office and family. If you experience a change in plans, immediately notify your department and any department that may be expecting you.

Be sure to tag all your luggage — use your name and business address. Always keep your luggage locked and never leave it unattended.

Avoid using public transportation, such as the subway or bus. If you have no choice, select a busy, well-lit stop and travel with a companion, if possible. Hotel, airport, and well-advertised taxi cabs (avoid "private cabs" are your safest alternatives.

The Guard at the Gate. Because he is a Securitas guard he is in constant contact with his superiors and can expect armed support within ten minutes of sounding the alarm.

Practise good driving habits, especially the following:

— Always give yourself room to manoeuvre — don't tailgate.
— Use seatbelts and harness straps when available.

— Never drive under the influence of alcohol.

— Be cautious at all times! Treat hitchhikers, roadside "accident" scenes or requests for assistance with suspicion — use your discretion.

IF TROUBLE OCCURS:

Remain calm and attempt to withdraw without being noticed.

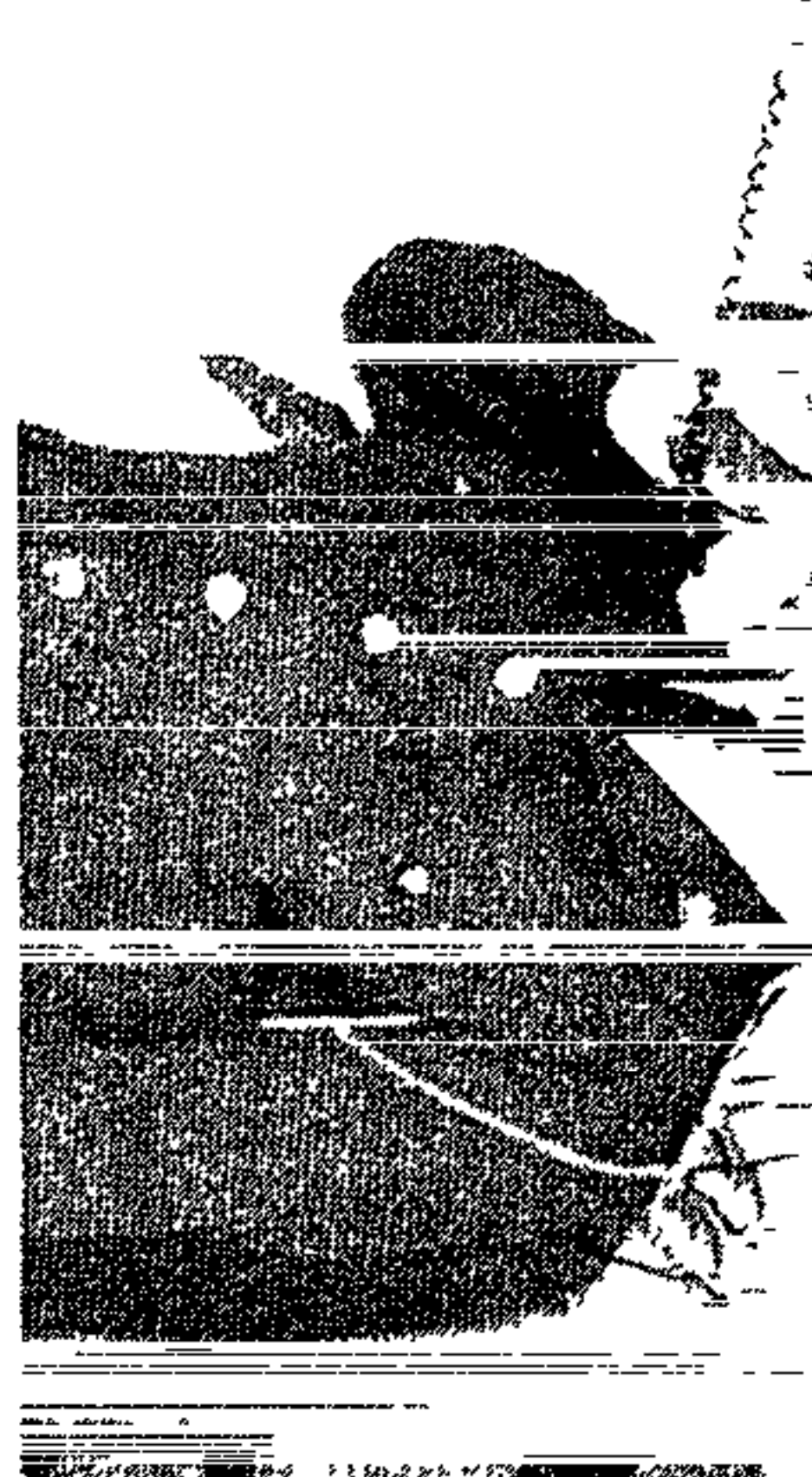
If you are in the RSA, contact the Police.

If you are abroad, abide by the following:

— Contact the South African embassy or consulate (if no official RSA representative is available, representatives from Australia, Canada, the United Kingdom, or another friendly country, will help you). If you are a crime victim or have been arrested by the authorities, or if you are injured/ill/hospitalised, ensure you contact a consulate.

— Contact the local authorities if deemed necessary by the official consulate representative.

— Contact your local legal counsel.



every guard and officer can expect assistance. Every household protected by a Fearless alarm knows that, although the occupants are asleep, there is someone keeping an eye on their home. It is from here that there is a direct telex connection to the Briton Murder and Robbery squad. The control room is what makes Securitas special, because with this control room, you are never alone ... armed support will be sent to you at a moment's notice, all day, all night, all year.

COMMERCIAL AND INDUSTRIAL SECURITY

Security for the shopkeeper or banker is similar to the household situation, but with some notable exceptions. The risk of a hold-up is far greater and for that reason Securitas brings numerous other devices into action. These will include a blend of active and passive infra-red beams, ultra-sonic beams and silent alarms connected to the main control room. In keeping with the Securitas philosophy, the most important areas will be most adequately protected. It could be the installation of a seismic microphone on the wall of a strongroom or a radar screen highlighting any movement in the vicinity. But it all adds up to keeping your staff, your stock, your property and your profits safe.

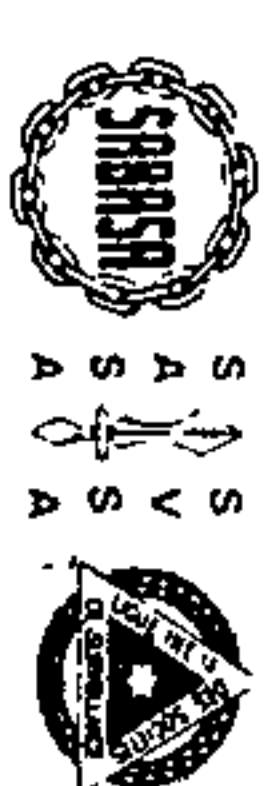
It was remarkable to find out that almost 90 percent of all thefts from industrial sites are committed by persons employed there. The classic case of the inside job. So, Securitas is geared to protect you from within. Not just through electronic means such as metal detectors and a screening of all personnel leaving your premises, but through special operators who will be introduced to your organisation as employees. They will work under cover and make monthly reports on when, where and how the thefts are occurring. And this does not just concern manufactured products. Industrial espionage is a reality today ... after all, it's far easier to steal a secret than to spend a fortune on research and development.

Perhaps now you have a better understanding of both security and the Securitas Group. Because security to cope with the criminal of the 'eighties' demands much more than the guard at the gate.

So there is your guard. Trained to react and protect your property. And remember, behind that man is a team of professionals who will stake their reputations on your security.

The most trusted name in security

In the security business you are only as good as your proven ability. We've been around a long time and we're one of the giants of security in Southern Africa. This tells you something about our ability.



We give a complete security service

SECURITAS
Sophisticated security systems supervised by highly-trained officers

SECURIPOL
Security guards and dogs

SECURITON
Electronic alarms and surveillance systems

FEARLESS
Electronic alarms and surveillance systems.

When you think security, think **SECURITAS**.

The home of Securitas and Fearless radio alarms. The building contains the control room, the Head Office and a host of electronic security equipment undergoing tests.

Oeda Annabala
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September 4, 1983

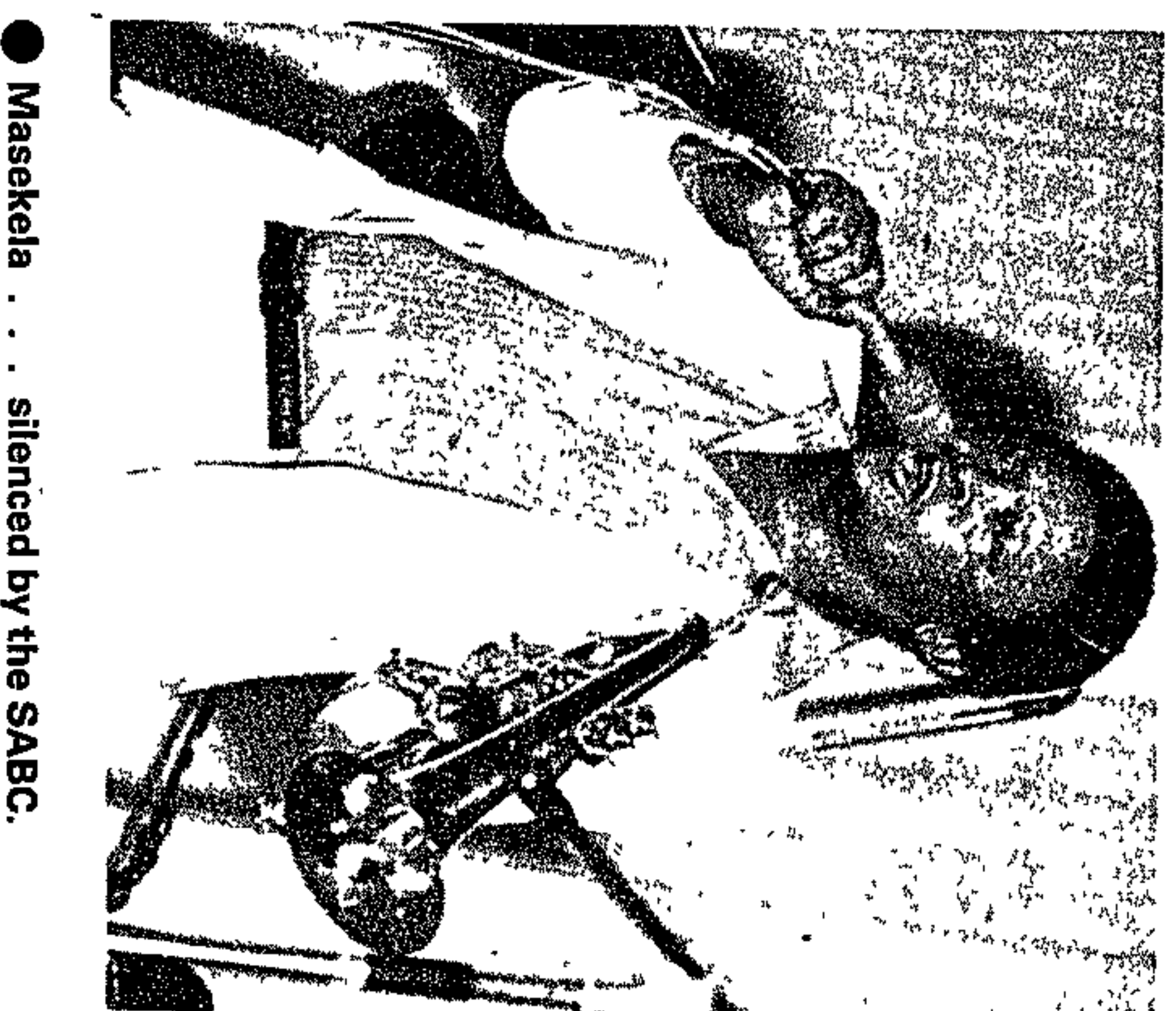
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● Masekela . . . silenced by the SABC.

SABC BANS MASEKELA

Hot enough to wake the dead
(286 City Press 4/9/83)

TWENTY BODIES in a Lenasia mortuary were saved from a blazing fire after the premises were petrol-bombed early yesterday morning.

The funeral parlour, one of the biggest in the West Rand, suffered damages estimated at R45 00 as the ravaging fire damaged 30 coffins and a hearse. But the bodies were



● Parlour owner Clive Guinness in the wreck of his parlour.

saved because they were stored in the cooling chambers. Parlour manager Clive Guinness accused "jealous opposition undertakers" of planning the bomb. "Thank God, we had just removed 50 bodies to our new premises."

His brother, Tony, told City Press he woke just after midnight on Thursday by a loud bang. No arrests have been made and the police are investigating.

Increase in funeral tariffs

786

C. T. T. 17/9/83

Municipal Reporter

THE RISE in all funeral tariffs from October 1 has made many people wonder whether the poor can still afford to die.

The cost of a public grave, digging fee and administration fee will in future be R190 instead of R120 for adults, and R140 instead of R80 for a child. These costs rise by R80 and R50 respectively on Saturdays, Sundays and public holidays.

The cost of a permit to erect any memorial work or grave-guard will from now on be R70 as opposed to the previous charge of R50. A permit to add an inscription to an already-erected gravestone now costs R35 instead of R25.

Besides these costs, anyone burying a relative also has to pay for the coffin — at about R250 or more — and the monumental mason's fees if they wish for a gravestone. Inscriptions cost about R2,50 a letter.

Cremation fees will in future be R80 for adults and R60 for children. These fees have until now been R60 and R50. These costs will rise by 50 percent on Saturdays and 100 percent on Sundays.

A charge of R180 is charged for a double niche and R110 for a

single niche. Memorial spaces cost R70, R80 and R90, depending on size.

The burial of paupers and anatomy subjects may not take place on Saturdays, Sundays and public holidays and now costs R80 for an adult and R50 for a child. These fees have risen from R60 and R30. The cremation fee for paupers and anatomy subjects is R20.

Mr Charles Goodall, a City funeral director, said the rise in fees would hit poor people very hard. "Many of these people don't even have the R200 to bury someone in a public grave — let alone the money they need to buy a coffin," he said.

A spokesman for the Divisional Council, which acts as the cemetery authority, said the price rise was made necessary by inflation and a decision taken by the council to make cemeteries self-supporting.

The idea of this policy was to phase out the subsidy paid to cemeteries from rates over a few years.

There were other options for people who could not afford a burial — the crematorium costs for indigents was only R20, he said.

Merger will expand major tour group

Mercury Reporter

TFC Tours has acquired the entire issued share capital of Associated Air Travel Bureau in a merger operation that will produce an annual turnover of about R100 million.

TFC Tours plans to sign up 15 000 for overseas

holidays in 1984 for a total turnover of R40 million.

Its shipping division expects to carry 12 000 people on its liner voyage service to Britain, adding about R15 million to its turnover.

Mr John Foggitt, TFC's chairman, foresees

rationalisation benefits from the AATB deal.

These include access by TFC to AATB's vast number of customers to whom TFC should be able to offer attractive competitive rates, because of its bulk-buying facilities, to tourists making their travel arrangements through AATB.

Court hears of sex and sabotage

SA firm in industrial spy scandal

286 RSM
7/10/83

By JEFF SHAPIRO
Financial Reporter

A MAJOR Johannesburg security firm — Fidelity Guards — is alleged to have paid an American spy to infiltrate a rival company and try to wreck its business by using sex, blackmail and sabotage.

Its alleged victim was Coin Security Group, which was said in papers before the Pretoria Supreme Court to have become a major rival to FG in the "guarded bank" services provided by security firms.

Fidelity Guards, while consenting to an order by Mr Justice O'Donovan to stop its alleged industrial espionage activities against Coin, has denied it was in possession of documents and photographs pertaining to Coin's business.

The court order restricts the respondents "from spying on the applicants and/or any employees". The court also ordered that vehicles not be interfered with, and prohibited the use of electronic devices.

Senior Counsel for Coin, Mr R S Rousouw, said yesterday FG did not contest any aspect of the order and "consented to every prayer except where Coin asked for return of documents and photographs".

The allegations against FG were made by an American private investigator, Mr Thomas Allen, in a short appearance before the court last Friday.

Mr Allen, dubbed "Spy 13" by Coin Security, told the court he had spilt the beans to his bosses at Coin, managing director Major John Bishop and marketing manager, Miss Yvonne Lottering, last March because, he said, his real employees were asking too much of him.

In an affidavit, he said that at the end of 1982 industrial espionage expert, Mr William Griffiths, who is the managing director of Security Services Consultants, and the managing director of Fidelity Guards, Mr Conroy Macfarlane, had asked him to work for FG as a private investigator.

His mission was to head an industrial espionage project named "Project Penny" against Coin.

Mr Allen said he was instructed to:

- Secure a position in the company, provide a complete list of employees and investigate each employee and their clients.

- Compile financial data, photograph employees and premises at 702 Church Street, Pretoria.

- Compile a list of tangible assets like trucks and equipment.

- Establish how Coin operated its banking services.

"Spy 13" said in his affidavit he was asked by Mr Griffiths to find out if there was any evidence of criminal activities or if the sexual behaviour of Major Bishop could be used to blackmail him.

Mr Allen said he was also asked by Mr Griffiths to arrange a social relationship with the secretary-receptionist in order to gather ammunition against Major Bishop and remove him from the security business scene.

He also claimed he was asked by Mr Griffiths to sabotage Coin's armoured vehicles by mixing the petrol with chemicals and puncturing their tyres.

He said he had every reason to believe the operation against Coin was still being aggressively pursued.

After telling his story, "Spy 13" left the court and has not been seen since.

Services' immunity to re

By Alec Hogg

9/10/83 (286) S. T. W.

THE recession has once more proved that South Africa's services sector is immune to virtually any deterioration in general economic conditions.

While the economy as a whole declined in each of the five quarters to end-June, the services sector recorded consecutive growth.

Rudolf Gouws, who heads the Nedbank group economic unit, suggests: "This could be telling us that there is a long-term shift towards services as the society develops."

Services, which form an integral part of private consumption expenditure, comprise businesses which deal with intangibles. In other words, money spent by the private sector on everything except goods, fixed investment and inventories.

This ranges from medical, legal, banking and motor-vehicle services to entertainment, insurance and even haircuts.

According to Kerneels Swanepoel of the Reserve Bank's economic department, the only sub-divisions of the services sector which suffered a shrinking market in the 15 months to end-June are luxury-oriented entertainment and recreation, and public transport.

Even sectors such as travel, which in the past has been considered highly cyclical, have enjoyed a mini-boom, while basic sectors such as manufacturing and even retailing have shrunk.

And the trend is set to continue. This has significant implications for businessmen

Keep on growing as rest decline

deciding either to expand or to diversify, and for entrepreneurs who are still deciding where to concentrate their efforts.

In 1970, the services sector's contribution to the whole economy — ie, gross domestic product, was 14.7% in real terms. At the end of June this year its share had risen to 16.6%.

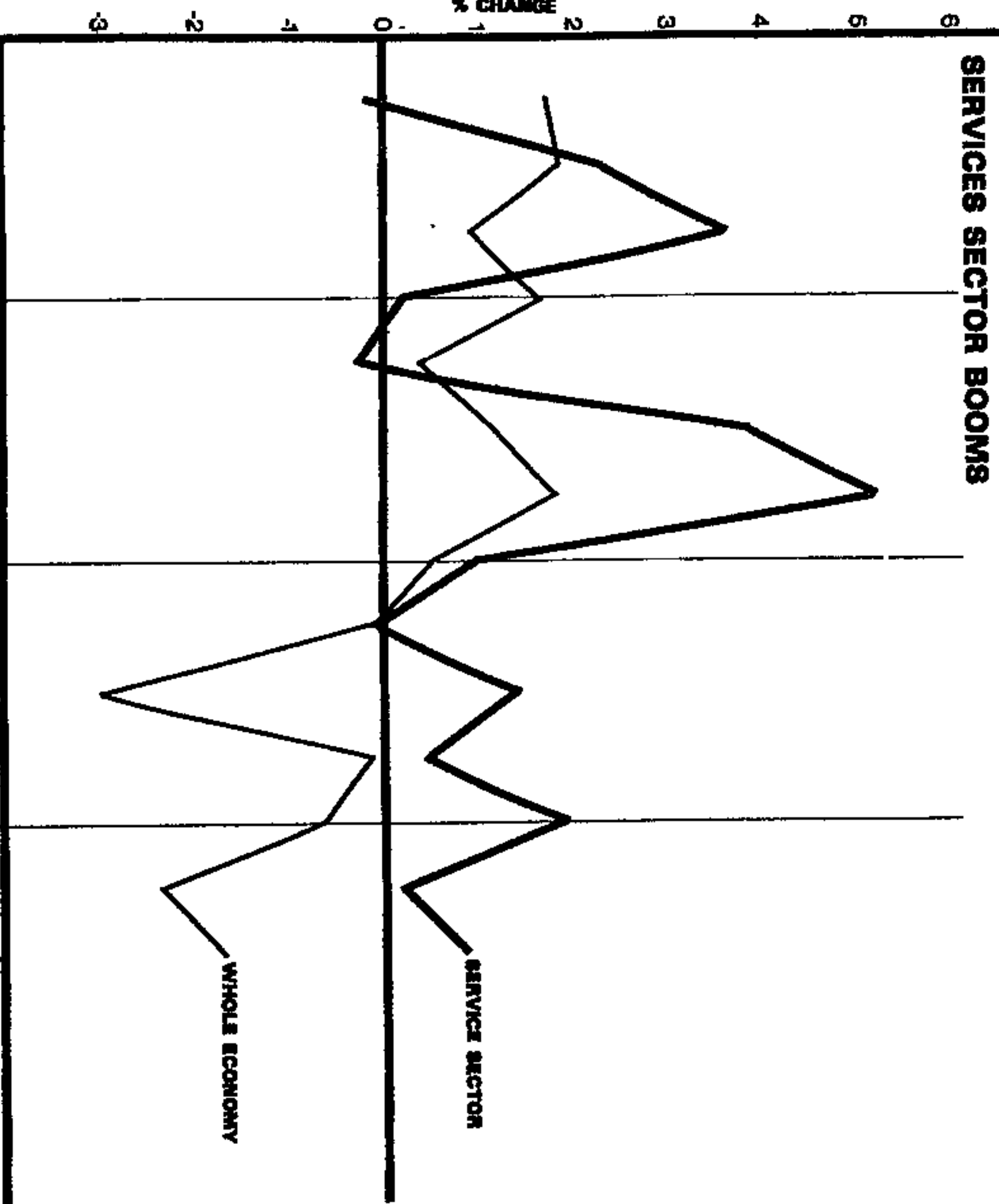
Ronnie Beithlehem, who heads the economic department at JCI, says: "It is inevitable that the services sector in this country will grow faster than the economy as a whole."

"Once people have satisfied their basic needs they move towards satisfying sociological needs."

Rob Lee, chief economist of the Old Mutual, agrees: "Internationally, in countries which have a mature economy, services has been the growth sector."

Mr Lee says that the recent economic upswing in the US has been enjoyed most by the services sector, while heavy industry has remained depressed.

The same experience is evident in Japan. Three separate household budget surveys showed that services ac-



counted for 26.9% of total consumption in 1971, more than 30% in 1977 and 34% in 1982.

The financial-services sector in South Africa has been a notable example of the recent growth in the services sector despite the recession.

Samuel economic head J T Louw says: "Banks and insurance companies have done

very well despite the recession. You can see this in the profits of banks and the growth in insurance companies' assets.

"But services as a whole are likely to continue to outperform other sectors. People will cut down on other things, but they won't stop spending on services."

The healthy environment for the local financial-services sector is shown in the employment figures released by the Central Statistical Services last week.

Employment by banks, building societies and insurance companies was 5.8% higher at the end of the first quarter of this year than at the same period in 1982.

By contrast, employment in the wholesale and retail trade was down 2.1%, and falls in other sectors were even larger.

Paul Rorlich of Barclays Bank economics department says: "The service sector is continually increasing its intake, particularly of blacks, as is reflected in the 7.3% increase in the first quarter of 1983 against the comparable period last year."

The Chamber of Commerce labour adviser, Andre Malherbe, agrees: "There are certainly no signs of the services sector being over-stuffed."

"If recruitment advertising is anything to go by, then employment in this sector will continue its upward trend."

"The relatively stable situation in the services sector compared with mining and manufacturing must be seen as an indication of the consistent demand for what is offered by this sector."

cession

FG hired American to spy on opposition

Now a call to stop
industrial espionage

By Leon Bekker

AN American spy has gone underground and the big-money business of bank security has suffered a serious loss of face following court revelations that South Africa's premier security organisation, Fidelity Guards, paid a spy to sabotage a rival company's operations and smear its managing director's sex life.

The American spy, Thomas Allen, told the Pretoria Supreme Court he was asked by Fidelity Guards and another security company, Security Services Consultants, to use sex, blackmail and sabotage against the Coin Security Group, which has offices in Durban and Pretoria.

Mr Allen's statements were not contested by Fidelity Guards, who told Mr Justice O'Donovan they would not spy on Coin Securities again.

When the Sunday Tribune visited Mr Allen's home in Randburg yesterday there was no reply and a neighbour said she had not seen him "for a few weeks now".

Spokesmen for the three security companies who employed him, as well as the state counsel who helped him prepare an affidavit, told the Tribune he had "disappeared", and was probably out of the country by now.

The Tribune has also established that:

- Coin Securities is being shouldered out of the South African Security Association (Sasa) an umbrella body which oversees private security operations in South Africa. Sasa claims Coin is not a member of the association, but Coin is in possession of a membership card.

The managing director of Fidelity Guards, Roy McFarlane, is vice-president of Sasa.

- Mr Allen was asked to sabotage trucks belonging to Coin by mixing chemicals with the petrol and damaging tyres, so that Coin would be unable to carry out its security contracts.

- Sasa suggested to Coin that Mr Allen should be employed by them. A Sasa official told Coin Mr Allen had been vetted by Sasa, and was "ideal for the job".

In an interview yesterday, Mr McFarlane said his attorneys were busy "looking into the matter".

When asked whether he felt Mr Allen's activities on Fidelity Guards' behalf against their rival were above the belt, Mr McFarlane replied by pointing to a number of other cases of industrial espionage which have hit the headlines recently, including one involving the Triomf organisation of Louis Luyt.

"History shows these things happen," he said.

The other major security organisation involved in the affair, Security Services Consultants, employed Mr Allen on Fidelity Guards' behalf.

Mr Allen said he had been briefed by Mr McFarlane and the managing director of Security Services, William Griffiths.

He said Mr Griffiths had asked him to look into the

sex life of Coin's managing director, Major John Bishop, to see if there was anything which could be used to blackmail him.

When interviewed by the Tribune, Mr Griffiths also said he was unable to say anything because his legal advisors were working on the dispute.

The state counsel who represented Coin in the court action, Advocate Johan Roussouw, said he was pleased Coin had succeeded in getting a court order against Fidelity Guards in terms of which FG must stop all its industrial espionage activities against Coin.

Mr Roussouw said there was a serious deficiency in industrial law in South Africa which allowed espionage to be practised without any criminal activity involved.

Industrial espionage itself was not apparently against the law, and this situation should be remedied, he said.

"The industrial situation in this country is getting very involved. Its a very competitive field and the law should make provision for the rights and privacy of commercial undertakings," he said.

The marketing manager of the aggrieved company, Yvonne Lottering, said she felt the police should take action against Fidelity Guards and found it difficult to accept that they had broken no law.

A spokesman for a major bank said yesterday the affair had left a "bitter taste" in the mouths of banking executives.

(286) D. Nopatch 11/10/83

Suspend chairman call by Border (123)

EAST LONDON — The Border branch of the South African National Security Employers Association (Sansea) is to call for the suspension of the national chairman, Mr Roy Macfarlane, following a Supreme Court case alleging industrial espionage.

The regional branch also plans to suspend the membership of the local branch of Fidelity Guards, the security firm headed by Mr Macfarlane.

The regional chairman of the commercial secur-

ity body, Mr Crusty Card, said the court action against the company had come as a "tremendous shock" to all members of Sansea.

Mr Card said his branch of Sansea would be calling for a special meeting of the national body to conduct their own investigation into the issue.

The company was alleged to have planted a spy in the employment of an opposition firm, Coin Security Group.

The case was heard by

Mr Justice O'Donovan in the Pretoria Supreme Court. Fidelity Guards consented to an order to stop its alleged espionage activities but denied it was in possession of documents and photographs pertaining to Coin.

An American private investigator, Mr Thomas Allen, was alleged to have been employed to work for Coin and obtain as much information as possible that could be used against senior officials and the company.

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Director of security firm admits 'covert operation'

By CHRIS OLCKERS
Chief Reporter

THE managing director of South Africa's biggest security company, Fidelity Guards, yesterday admitted that he had initiated a "routine covert operation" against a rival firm but said that many of the allegations contained in affidavits before the Pretoria Supreme Court, were incorrect.

Mr Roy Macfarlane, whose company operates country-wide, was named by a Pretoria firm, Coin Security Group, as the man who had employed an American, Mr Thomas Allen, dubbed Spy 13, to spy on them.

The industrial spy scandal has rocked the country's security business after it became known that Mr Justice B O'Donovan had ordered FG to stop their spying on Coin.

Yesterday Mr Macfarlane, a top member of South Africa's security community, said in a statement:

"I did initiate a routine covert inquiry into a competitor. I did not agree to any of the moves alleged by Allen and certainly did not employ, meet or brief him.

"Allen did not give evidence at the court hearing and I know that the majority of what he said in his affidavit is a tissue of lies.

"Fidelity Guards does not

employ the methods employed by Allen and never will," he said.

Mr Macfarlane stated he was constrained by his legal advisors from saying more. Sources in the security industry said yesterday Mr Macfarlane was still taking legal advice.

Coin claimed in papers before the Pretoria Supreme Court that FG had employed the services of industrial espionage expert, Mr Archie Griffiths, managing director of Security Services Consultants.

The spy who infiltrated their business, American Thomas Allen, who has since disappeared, said in an affidavit that he was instructed to:

- Secure a position in Coin, provide a complete list of employees and investigate each employee and their clients.

- Compile financial data, photograph employees and premises at 702 Church Street, Pretoria.

- Compile a list of tangible assets like trucks and equipment.

- Ascertain strengths and weaknesses of Coin.

- Establish how Coin operated its banking services and how many firearms the company used.

He further alleged that Mr Griffiths had asked him to

find out if there was any evidence of criminal activities or if the sexual behaviour of Coin's managing director, Major John Bishop, could be used to blackmail him.

Mr Allen further alleged that Mr Griffiths had instructed him to see to it that Coin lost OK Bazaars as a client.

The General Manager, Finance of OK Bazaars, Mr W J Chambers, told the Mail the chain store had in fact made use of the two rival companies' services.

"I am most upset that our company's name has been brought into this. From reports of the affidavits before the court it would appear as if Coin was handling all our security business. In fact it is only a small part.

"At least 80% of our security business is handled by FG with which we are very satisfied," Mr Chambers said.

Major Bishop was formerly employed by FG and worked under Mr Macfarlane. He was dismissed from FG in 1979 at which time he was forming an opposition security company, Volksguard, financed by Mr Isaac Kaye formerly of Greatermans.

A year later, Volksguard folded and Maj Bishop then formed Coin Security. Many of Volksguard's clients were taken over by FG.

Office for...

Walls urges bigger Govt security role

By J MANUEL CORREIA

THE FORMER military supremo of Rhodesia, General Peter Walls, yesterday called on the Government to play a greater role in planning and co-ordinating a security strategy for South African commerce and industry.

Addressing the Natal branch of the SA Security Association in Durban, Gen Walls, who is now a security systems consultant, said although specialised staff or agencies planned and implemented the physical aspects of security, ultimate responsibility for the success of security measures at all levels rested with company managements.

In the case of the nation, it rested with the Government.

Security personnel could not implement a plan without full participation of all people in the enterprise concerned.

It was management's responsibility to build the sort of human relationships which motivated such involvement.

Although commerce and industry were responsible for their own security arrangements, assisted by security consultants, the overall policy towards the nation's survival and development lay with the Government.

This included the development of a national policy on security.

Specialised agencies like the SADF, the SAP and associated organisations had their role to play but the security strategy had also to include the direction, encouragement, co-ordination and supervision of a security strategy for the private sector.

For this the Government was, or



GENERAL PETER WALLS
Government's role in security

should be, ultimately responsible if the country were to survive the pressures of the next few years.

Gen Walls urged the development of high-level training in security at university degree level to supplement lower-level training already available.

He also urged the provision of tax relief or subsidies to stimulate this form of training, the setting of standards and the establishment of a code of ethics for security work.

He said management at all levels should be encouraged to attend security seminars to listen and contribute to discussions.

"How often is it the case that management makes a decision on security matters based entirely on the advice of se-

curity advisers, without necessarily having the knowledge or experience to question that advice," he asked.

When the present spate of violent robberies on banks and building societies had been finally controlled by improved security measures, it was likely that the pattern of Europe and America would be followed — and robbery done by extortion.

Gen Walls warned that successful attacks on the private sector in future years would be "unfortunate and even disastrous" — and not only for the companies involved.

Damage would be measured not only in millions of rands and lost lives.

Of greater significance would be the psychological impact on the population groups in the country, on friends overseas and on the enemy.

"Management at all levels, including the Government — indeed mainly the Government — cannot afford to allow easy victories to our opponents," General Walls said.

Gen Walls said he was not gloomy about the future of the country.

Gen Walls said, however, that he foresaw sympathy or compassionate understanding for South Africa's problems and the hierarchy's approach to solving them waning in the coming years.

The reasons for this were:

- The coming US Presidential elections, when politicians needed to woo various sectors of the vote.
- The popularity of British Prime Minister Margaret Thatcher had peaked.
- "Rampant communist imperialism", seeking to exploit opportunities wherever possible.

The Natal Mercury, Friday, October 28, 1983

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Jobless trained to be security guards

A batch of 12 security guards formed a parade at the Port Natal Administration Board offices at Prospecton — and all already have jobs. Drawn from the work-seeking ranks by the PNAB, the men are trained in jobs the private sector needs. The first batch of 10 security guard recruits were trained in June. Mr Malcolm Begg, director of a security training company (left) inspects the men with the PNAB's district manager, Mr Alec Hunter. They are escorted by 'Sgt-Maj' P Shoba.



'Get South Africa's security policy right now'

31/10/83

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I have been quoted recently as saying time is not on our side, and that comment has been described as a story of doom.

There is what I might call the swing of the pendulum in democratic societies, which means that if there is a trend which seems to take the attitudes of a nation in a certain direction, you can bet your bottom dollar the pendulum will swing back again.

With the American president in the run-down year before the next election. With the British Prime Minister having peaked (to use a sportsman's term) at a landslide election victory and already beginning to lose ground. With rampant communist imperialism trying to exploit opportunities in Central and South America and throughout Africa, both of them parts of the world which are the markets of the immediate future, any sympathy or possible compassionate understanding of South Africa's problems, and the South African hierarchy's approach to solving those problems, can only wane as 1984 and the rest of the eighties get marked off the calendar.

It is, therefore, necessary for this country, and that includes the private sector, to take whatever steps are necessary to provide for our security at an early stage, rather than when the threat has developed against us to the point where measures become expensive, difficult to implement, and probably too late.

To illustrate that I don't consider the position entirely gloomy, let me just say that the potential enemy (or shall I call him marxism/socialism)? has shown that he is not infallible. His strategy, normally so well-conceived and executed with relentless determination, and has as its goal what he calls the "liberation of South Africa," is seriously threatened by at least one or two tremendous flaws.

He has done nothing about galloping over-population, and by virtue of ideological agricultural and economic policies, combined with natural factors, like poor rainfall, is producing less and less food, with even bleaker prospects for future years.

Lieutenant-General PETER WALLS, former head of the Rhodesian armed forces, told a security seminar last week that the Government and the private sector must become more security conscious. This is an edited version of his speech.

In any case, the main planks of his strategy and his sense of purpose could be made impotent by a South African pre-emptive national strategy.

The psychological threat to South Africa is the greatest we face, and we are in danger of losing this particular phase of the battle, just as we did in the former Rhodesia.

I can remember from those days, how my blood froze when I saw a private showing of a BBC film. Nearly all around me laughed and derided the film. They said: "Surely people will see through this propaganda? They need their heads read if they believe this rubbish."

I thought at the time that the rest of the world did not want to decide the propaganda against us was rubbish. They were more inclined to believe what they saw and heard.

The film I saw was a case in point. It had a devastatingly adverse influence on how people in America, Britain, France and the old Commonwealth looked at our political negotiations which, in the final stages, went so badly against us.

The responsibility for security at all levels of society is with management. Whether it is a company or any kind of commercial enterprise, a group, a ministry or a nation. But, of course, you might say, the Government, that is the nation's management, accepts responsibility for national security. But remember, we are concentrating on the question of security in commerce and industry, the private sector.

If I were to suddenly now clutch at my breast pocket and say that my money is missing and it must be the fault of the security people at this seminar, because one of them told me it would be safe to leave my money in my jacket while it was hanging up because the place is guarded, I would be apportioning the blame wrongly. The security of



General Walls ... "Don't leave it too late."

my money is my responsibility. The security in a company or a group is the responsibility of management.

Advice to the nation on security measures required in the private sector can be offered by competent security firms, and co-ordinated and presented by organisations like the South African Security Association and the security sub-committees of chambers of commerce and industry. But the Government should do much more to demonstrate responsibility for the nation's security in the private sector.

The Government decides on the overall policy towards the nation's existence, its survival, and its development, and as part of that overall policy there must be, and is, of course, a national security policy.

This naturally involves the departmental policies of defence and the maintenance of law and order, which are quite properly the responsibility of the SADF, the SAP and associated organisations. But there must be a part of the security strategy which is aimed at directing, encouraging, co-ordinating, and supervising the strategy of security in the private sector.

And it is the Government which is ultimately responsible for that private sector security strategy, or should be, if we are to survive the pressures of the next few years.

Government efforts should be directed towards increasing the understanding by management of the principles related to security. This can best be done by encouraging more university-level security training.

If management becomes thoroughly involved in the scrutiny and examination of security advice, and becomes knowledgeable on these issues, the opportunities for bribery and corruption will be considerably reduced.

Management at all levels, including the Government — indeed, mainly the Government — cannot afford to allow easy victories to our opponents.

It has been said that there is corruption in South Africa. If that is true, and I have no reason to disbelieve it, that makes us very vulnerable. When the present spate of robberies, crime by physical violence on building societies, banks and so on is finally controlled by improved security measures, it is likely the pattern of Europe and America will be followed and robbery will be done by extortion.

The deadly women who pad their bra's with lovers' pistols

By ELLIOT MAKHAYA

PREPRISE . . . surprisingly exclusively male job. Did you know that dangerous weapons including guns — including guns — at jazz and music festivals and soccer games are brought in by men?

This is the finding of Thulani Guards, one of few black security teams who man these events. This should not be a shock to many sports and music lovers. It's fact.

According to Thulani Guards, boys and/or men use their girls to carry these weapons. With the knowledge that men are seldom searched when entering these places.

But since the introduction of female guards Thulani most weapons are brought in by a 17-year-old Orlando East miss. "I started with Thulani this year. I love the job because it's of great help to my people. We make it a point that they enjoy their entertainment to the full."

Asked about potential

problems in searching other women for dangerous weapons, she pointed out: "They really don't give us much hell because our approach is polite. We talk to them nicely and make them see the necessity for a body-search. I once found a woman with a big knife in her bra and she was highly embarrassed and confessed that it be-

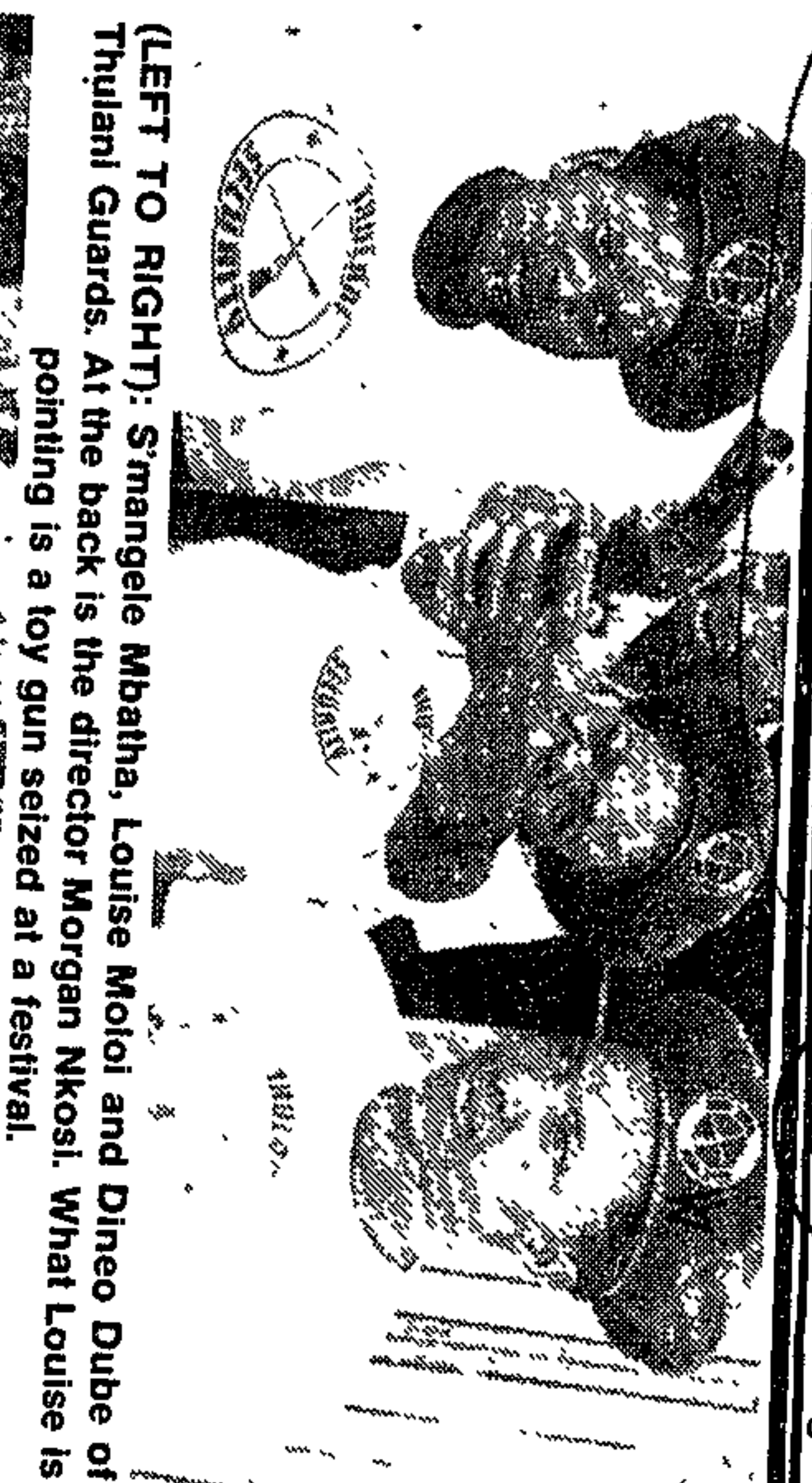


A member of Thulani Guards reprimands a trouble-shooter during a music festival.

and says that she did so after having had a chat with a man who lives up her street in Orlando East. "He told me how the security company helps people during music festivals and concerts. I got hooked. And for the fact that women were now carrying these dangerous weapons for their lovers, there was

trained and trained security man. And this I have passed down to my people, though some of them work on a part-time bases."

Thulani Guards covers events such as boxing, soccer, jazz festivals and concerts. And they have been to Umtata, Port Elizabeth and East



(LEFT TO RIGHT): S'mangele Mbatha, Louise Molo and Dineo Dube of Thulani Guards. At the back is the director Morgan Nkosi. What Louise is pointing is a toy gun seized at a festival.



Armed with a whip, one of the guards on duty.

ons were found hidden in bras or bags of women. During one recent festival at Kwa-Thema Stadium, Springs a woman was found in possession of a gun. And together with her "lover" they were handed over to the police. Questioned on the spot, the woman confessed to the guards that the gun belonged to her "lover".

Morgan Nkosi, who heads Thulani Guards, disclosed that they had to introduce women in their fold to deal with women culprits. "We were getting shocked each week. These young boys use their girls to carry weapons into the stadiums. We've since graduated in that and we are aiming to bring it to a halt... a complete halt."

Women guards are joining Thulani in numbers and we spoke to them about this pre-

longed to her man."

CONCERNED

Louise Moloi is from Orlando West and she joined the company two years ago. "When I took up the job," she says, "I wanted to give a helping hand. I am concerned. We search other women for dangerous weapons and when they refuse we show them reason. And when they still refuse, we summon the help of our seniors."

Asked about related problems, she said: "These happen when women refuse to be searched, as I pointed out, knowing that they are in possession of dangerous weapons. I have found numerous weapons on women I searched. And they all tell the same story — 'the knife belongs to my lover'."

Smangele Mbatha joined Thulani in 1983

no turning back. I decided I am going to give it a go."

Almost all the female guards interviewed echoed the sentiments of their colleagues. And were seemingly worried about other women who carry knives, guns and even toy guns into such occasions.

Morgan Nkosi is the director who founded Thulani Guards about three years ago, though the company was only registered a year ago.

What prompted Morgan to start the company? "Man," he points out, "we had seen many music and sporting events end up in utter chaos and decided to do something about it. We were sick to the gills about weapons they carry while innocent people simply come around for some enjoyment."

Are your guards fully trained? "I am a qual-

London while based in Soweto.

25/11/83
Sowetan
286

BY DONWALD PRESSLY

ALL three SABC-TV channels will broadcast educational programmes from next year.

Programmes for the black television channels — TV2 and TV3 — have already been announced.

Plans for the scheme on TV1 have not yet been drawn up but work will start in January and the programmes could be on the air after March.

Educational programming will also start on 'black' radio channels in January.

The plan was a result of the recommendations of the De Lange Commission into education, an SABC spokesman said this week.

Dr Pieter Erasmus, head of educational programming TV2 and TV3, said educational programmes on black TV channels and radio were divided into two categories: children's programmes to help pre-schoolers and adult programmes to assist in the understanding of many aspects of daily life.

He said: "One area of concern as far as black education is concerned is the high drop-out rate figure of students after Standard Three. This figure is directly

SABC-TV prepares education broadside

WE ARE CONCERNED ABOUT THE DROP-OUT RATE AMONGST BLACK SCHOOLCHILDREN

linked to the fact that these children are not ready to cope with the school situation.

"Cultural environment in black society does not always prepare them adequately for the demands made upon them by a Western-orientated school system."

The SABC had decided to introduce a series of programmes loosely based on the successful American series 'Sesame Street'. This has a "concept of fun" aimed at the gradual accumulation of basic knowledge necessary to equip the pre-schooler.

From January 9 these children's

programmes will be transmitted Mondays to Thursdays between 6pm and 6.10pm on TV2 and TV3.

The adult programmes are divided into four sections — manpower utilisation, community development, industrial development and literacy.

"In the case of the latter," Dr Erasmus said, "I am talking about social literacy — an example is the role that computers play in society. We will be showing people how to understand this technology."

The first few manpower utilisation programmes will concern the history of work and the beginning

of organised labour and its economic undercurrents.

Community development programming will revolve around issues such as housing and community health, he said.

A series of 26 programmes on the capitalist system will begin the programmes on industrial development.

Educational programmes for adults will be transmitted on TV2 and TV3 on Mondays to Thursdays between 7.20pm and 7.40pm and on the radio services from 9pm to 10pm.

All the television programmes,

for both adults and children, will be re-transmitted in an omnibus edition on Sundays between 3.45pm and 5.50pm.

The SABC has a research department for radio and television educational programmes. The aim is to use researchers as an "ear" to receive feedback.

"If we merely transmit these programmes without that feedback we will be left with a one-way only communication system and we will not know what effect they are having on the people they are beamed at," Dr Erasmus said.

SABC deputy manager of public relations, Mr Eric van der Merwe, said educational programmes on the white TV channel and radio programmes were likely to be introduced later.

Work had started earlier on black educational programming because Dr Erasmus — formerly the head of TV2 and TV3 — had been "on the spot." He had taken over his new position in June this year.

No planning had been done on the introduction of white educational television as Professor Petrus van Zyl, presently professor of education at the Rand Afrikaans University would start his work only in January.

dollars which has
of easier short-
expectations of a fall
a chasing market.
and no pauses to
buying of dollars
through several

that US interest rates might start to fall by
the end of 1984

One foreign exchange dealer said "The
dollar may be running out of steam somewhat
at the end of the week, but it is certainly not
set for a significant profit-taking-generated
downturn, and can be expected to continue
trading near its highs"

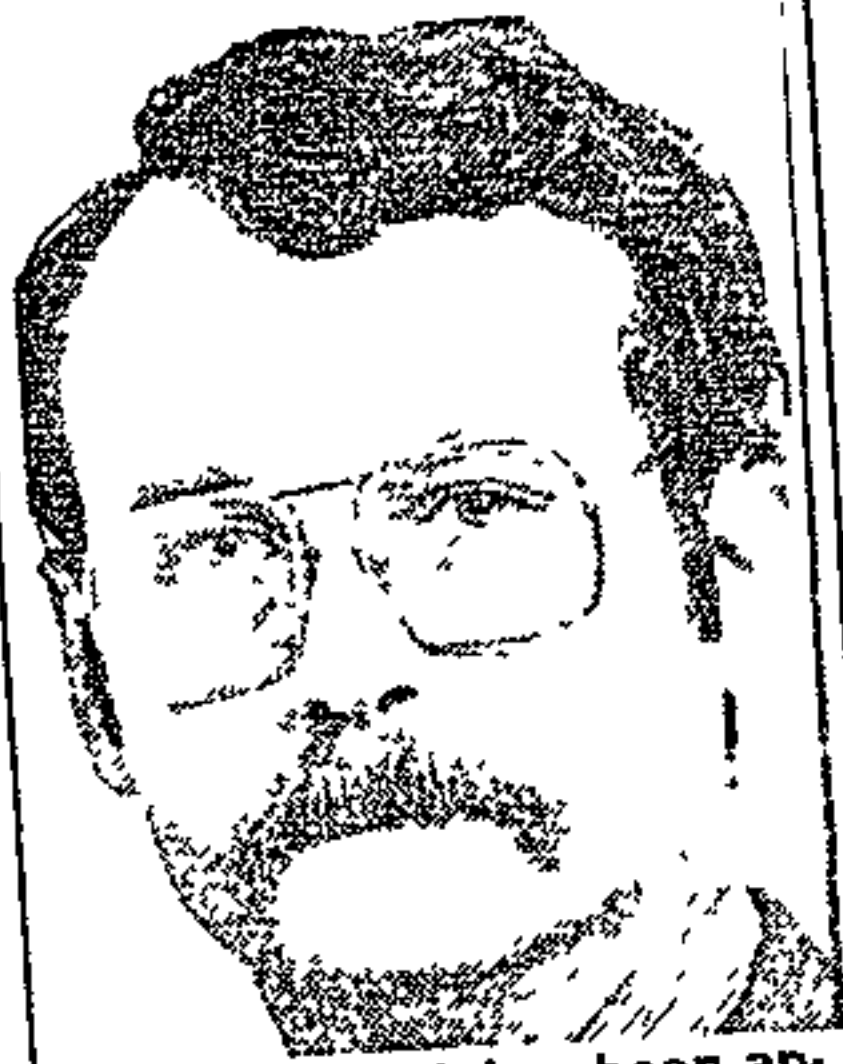
comes back

has
an-
sales
ly to

increase over 1982 Sales are
also up in West Germany, the
Middle East, Australia and
Japan

In Britain, Jaguar has had
its best sales year since 1979,
doing £120m worth of busi-
ness

Jaguar, which nearly faced
liquidation in 1980, is being
eyed as the first privatisation
candidate from the State-
owned British Leyland car
and truck business — UPI



Mr Chris Beck has been ap-
pointed senior manager
(marketing), Barclays In-
dustrial Bank, project
finance division

Fidelity Guards takes to Cape

Financial Reporter

FIDELITY Guards, a mem-
ber of the Rennies group, has
taken over the Cape Town
subsidiary of Callguard to ex-
pand its operating base in the
Cape, the last major centre
where its guarding services
have not been represented

Fidelity, which has about
90% of the cash-in-transit
market, with a countrywide
annual turnover of about
R40m, aims to increase its
share of the guarding ser-
vices sector

"We plan to capture 30% of
this market in Cape Town
within 18 months," says Mr
Colin Fourie, the financial di-

rector of Fidelity "We are go-
ing full tilt to develop this
area"

Fidelity, which employs
6 000 people, has taken over
Callguard's existing manage-
ment. With its own manage-
ment training and develop-
ment facilities, plus access to
Rennies' high level expertise,
Mr Fourie believes Fidelity's
marketing techniques will be
strengthened

Guarding services are used
by major oil companies and
key point industries as well
as by other businesses

Africans

HARARE. — More than 130
delegates from Southern
African Development Co-or-
dination Conference coun-
tries and donor agencies will
meet in Harare next week to
discuss industrial develop-
ment projects

Organised by SADCC's in-
dustrial co-ordination unit in
Tanzania and the Common-
wealth Secretariat, the three-
day workshop will be a fol-
low-up to the Maseru donors'

times looming for Opec

ducers
in the
1984 and
duction
and
a day
million
of 1983,
Agency

com-
on the
ly oil

weather in
the past
an abrupt
spot mar-
them
Opec
ker prices,

estimates
0.9-mil-
in the

fourth quarter 1983
Oil consumption by West-
ern industrialised countries
increased in the last two
quarters of 1983, boosted by
faster economic growth,
mainly in North America

However, the increase was
not as much as expected
Preliminary IEA estimates
now indicate consumption
only rose 0.6% in the fourth
quarter of 1983, compared
with the same period in 1982

Last month the agency
predicted a 2.2% rise Non-
Opec supplies in the same
period were 0.2-million bar-
rels a day higher than the
forecast 26.4 million

Meanwhile, Opec produc-
ers maintained output, ex-
cluding natural gas liquids,
at 18.8-million barrels a day
through the fourth quarter,

the report says

A month ago the IEA pre-
dicted Opec would cut back
output to an average of 18.2-
million barrels a day in the
fourth quarter of 1983 after
producing an average 18.8-
million in the third quarter

The resulting oversupply
problem was exacerbated by
oil companies running down
stocks at a rate of 0.3-million
barrels a day in the last three
months of 1983, the figures
show Company stocks on
hand in Western countries on
January 1, 1984, were esti-
mated at 79 days of forward
consumption, compared with
88 days at the start of 1983

The overall outlook for
Opec in 1984 is, however, less
alarming than a year ago
when spot market prices col-
lapsed and the organisation

was forced to cut its official
price by \$5 a barrel, IEA
sources say

Non-communist oil de-
mand is expected to grow in
the first quarter by 3.2%,
compared with the first three
months of 1983 to 46.4-million
barrels a day, as economic
activity quickens

Though demand for Opec
oil is likely to be reduced
sharply by a possible stock
draw down of as much as 2.5-
million to 3-million barrels a
day in the first three months
of 1984, it should pick up later
in the year, the sources say

In the first quarter of 1983,
Opec was forced to cut crude
output to an average of 15.3-
million barrels a day and cut
prices in a move to keep the
cartel together — Reuter

Japan leads in competitiveness

Geneva — Japan and Swit-
zerland have been named for
the fourth consecutive year
as the world's most competi-
tive industrial nations

The US and West Germany
yesterday retained third and
fourth place in the annual
survey conducted by the
European Management For-
um, a foundation promoting
contacts between world busi-
nessmen

It said the US would have
been first but for poor show-
ings in three fields — indus-
trial efficiency, state inter-
ference and outward
orientation

West Germany, although
retaining fourth place,
slipped back significantly in
its overall performance be-
cause of a poor showing in

labour costs, productivity
and profitability

The report listed 22 coun-
tries with ratings based on
284 criteria grouped in 10
principal factors Rankings
in order were

● Japan, Switzerland, the US
West Germany, Sweden,
Finland, Austria, Norway,
Denmark, the Netherlands,
Canada, Australia, Belgium-
/Luxembourg, the United
Kingdom, France, Ireland,
Italy, New Zealand, Spain,
Turkey, Greece and Portu-
gal

The survey said Japan and
Switzerland, which have to
compensate for poor indig-
enous resources, "have
proved the most able to wea-
ther the protracted economic
crisis"

New branch

Financial Reporter

Tokyo sets records

MARKETS AT A

Trade volume

A TOTAL of 2 266 035 shares
were traded on the Johannes-
burg Stock Exchange yester-
day, valued at R12 901 234
compared with 2 054 531
shares (R9 952 247) on Thurs-
day and 921 547 share
(R5 207 332) on Friday last
week

Sugar price

THE London daily raw suga
price fell to £124.50 (£126)
ton yesterday

Reuter's index

COMMODITIES 1 982
(1 977.7)

Metal prices

YESTERDAY'S London Metal Exch
prices a metric ton and quoted by Sa
Reuter (with previous prices in parenthes
were

Copper higher grade Cash buy
£1 018.50 (£1 003) Sellers £1 0
£1 003.50 Three months buy
£1 043.50 (£1 029) Sellers £1 0
£1 029.50 Turnover 11 450 tons
Republic copper price (for Ph
borval for January R1 721.80 (Decem
R1 650.10)
Tin (standard) Cash buyers £8
£8 560 Sellers £8 595 (£8 565) T
months buyers £8 760 (£8 735) S
£8 765 (£8 740) Turnover 320 ton
High grade Cash buyers £8
£8 595 Sellers £8 680 (£8 596) T
months buyers £8 790 (£8 750) S
£8 791 (£8 755) Turnover 265 ton
Lead Cash buyers £292.50 (£288)
£293 (£288.50) Three months b
£302.25 (£298) Sellers £30
£298.50 Turnover 2 675 tons
Zinc Cash buyers £668 (£676.50)
£669 (£677) Three months b
£670 (£674.50) Sellers £671 (£
Turnover 15 600 tons
Nickel Cash buyers £3 355 (£3
Sellers £3 357 (£3 335) Three m
buyers £3 432 (£3 422) Sellers £
£3 425 Turnover 198 tons
Brass and copper (Copalcor rep
basis price brass rod R2 73 a kg
rod R3 46 a kg rolled brass R3 61
rolled products R4 04 a kg denval
GP R4 56 a kg denval bronze PBI R



AR
where



R17,95



R17,95



R29,95



R17,95

SOCIETY

286
S. Time
12/2/84

South African way of death

The cost of getting buried or cremated rises every year. For many families, funerals are a greater expense than much of the daily business of life — but who is really to blame? And why do the most tight-fisted people still shy away from the thought of a discount funeral? It is an issue bound as much in ethics and emotion as exploitation and inflation.

GUS SILBER reports

DISCRETION is the name of the funeral parlour game. But valour runs a very close second. Stripped of emotion and taboo, the business of disposing of the dead is a highly professional and fiercely competitive one, with funeral directors required to combine the skills of the lawyer, the doctor, the priest, and the profit-minded executive.

Despite this, only one South African funeral group runs training programmes for its employees, and almost anyone who is able to meet the basic legal and bureaucratic requirements can open up a funeral parlour.

And almost anyone does. There is a thriving independent scene, often marked by crude gimmickry and a flair for attracting morbid publicity: *Discount coffins! Rock-bottom funerals!*

Still, the sober Metropolitan Homes Trust and AVBOB dominate, together controlling about 60 percent of the

white funeral market and almost all of the peripheral "coffin furnishings" sector, an aspect currently under investigation by the Competition Board.

Business is good. It will *always* be good. The cost of a funeral might be the ultimate rip-off, but it can also be the ultimate extravagance, and the ultimate status tribute, and the ultimate purging of guilt. A stylish send-off can help clear the most troubled conscience.

Religion, of course, also plays a part: Jewish funerals are simple by tradition, with the dead being buried in unadorned pine boxes, regardless of their earthly status. No flowers, no shiny black hearses.

A Christian cremation or burial can cost less than R100 or more than R3 000. The average is R750, which excludes a tombstone. It's up to you.

Death may be inevitable... but you can always negotiate a funeral.



Pictures: GUS SILBER and ANDRZEJ SAWA



Albert Coates, editor of Funeral Forum: "Funerals are for the living"

CADAVER? Corpse? Mortal remains? Cremains? The deceased? The late Mrs So-and-So? Albert Coates, training officer for the Dove Group and editor of the monthly Funeral Forum, sits back in his Braamfontein office and considers the euphemisms of the profession.

He speaks in carefully-rounded pulpit tones, allowing himself a wry smile as occasionally as a pinch of snuff from a small silver tin. He wears old-fashioned braces and a neat, rust-

coloured toupee. His manner is frank but cautious. He is the archetypal industry spokesman.

"Death is becoming more and more distant in our society. People don't want to talk about it. Of course, it becomes a problem for the funeral director . . . how does he refer to such a basic thing as the body of a deceased person? The wrong term could deeply offend the bereaved.

"We try to get our employees not to refer to the physical body at all, excepting by name . . . have you removed Mrs So-and-So? Did your late . . . suffer long? The important thing is not to lose our respect for the dead."

Perhaps more than anyone else in the industry, Albert Coates is concerned with the theory and ethics behind such issues. He has never been a funeral director, but his knowledge of the industry is broad, and his perspective is sharpened by the fact that he was formerly a Methodist minister.

Coates says few clergymen are adequately equipped to deal with bereavement. They are mostly ignorant of the "grief syndrome", according to which the bereaved tend to respond and behave along set emotional lines, ranging from wild rage to guilt to ultimate acceptance.

The well-trained funeral director, keenly attuned to such psychology, therefore performs a priestly function with tact and understanding. The trouble is, few funeral directors are that well-trained. The average pass rate for the Dove Group's basic training course is two out of 30.

The manpower problem is acute. Ambitious young people do not queue outside the doors of funeral parlours. School career officers and newspaper career guides do not enthuse about the profession. The industry, itself, does little to boost recruitment. There are no training centres, although the Dove Group's internal courses, including a six-week embalming course, are now officially recognised by the Department of Manpower.

Of course, not everybody could make it as a funeral director, anyway. The daily atmosphere of death and grief requires a strong emotional and physical constitution. Few funeral directors become so cynical and hardened that they can avoid crying while coffining a three-year-old victim of drowning.

Still, only 20 percent of the work of a funeral director is directly concerned with the handling of the dead, says Coates. The rest has to do with the handling of the living. What more can be done for the dead than decently preparing their remains and burying or cremating them?

Funerals, says Albert Coates, taking a pinch of snuff to both nostrils, are for the living.



YOU could call Thom Kight the Showman of the funeral industry. He wears silver sideburns and a striped silk shirt and a swallowtail coat, and he drives an Austin Princess hearse with a Rolls-Royce cowling.

He keeps a top hat and gloves on the dashboard.

Just a little touch of finesse. What the industry needs, says Thom Kight.

But when he cries at a funeral, it's for real. Even after 24 years in the business.

Those are years that include everything from grave-digging to coffin-making to cutting tombstones, and even though Thom Kight now runs an independent funeral parlour, he will still roll up his sleeves and knock up an outsize coffin if he needs one in a hurry.

Right now, Thom Kight is sitting in an office in the Johannesburg funeral parlour he converted from a church three years ago. Just by the way he stubs out a cigarette in an ashtray, you can tell he wouldn't hesitate to dig a double grave in a snowstorm.

"I learned my trade in the UK, where it was every man for himself. I've carried coffins on my shoulders and dug graves in tiny churchyards. You get a lot of people in this business who won't even look at a body, but I want to be able to do everything by myself if I have to."

This goes for his staff as well. With a relatively small turnover of 500 units a year, there are times when all is quiet at Thom Kight's parlour. But you can't lay off people because less people are dying. So Kight expects his staff to fill the slack periods by painting and renovating, and fixing tombstones, and checking stock: the keyword is *productivity*.

"It's a capital-intensified business. Just in the field of equipment alone — a coffin-lowering device costs you R1 800, a simple thing like an embalming table sets you back R500. You've got to cover your overheads.

"But if you can get decent productivity from your staff, you can pass it on to the consumer."

Kight gets up to fetch a thick green scrapbook from a cabinet. He leafs through the pages, which are filled with scraps of floral notebook paper: *Dear Mr Kight, I just wanted to say how much we appreciated what you did for Mom . . .*

I think the main thing is being able to understand people. To read a situation. I must admit, I like to get a smile out of people. It's a bad enough time as it is . . . even if a little thing can be said, like when the maid brings in tea, you say to the little daughter: 'Will you play Mom for us?'

"Anything to soften things a little." Not everybody in the business is a Uriah Heep, says Thom Kight.

Just the other day, his young assistant came in to say he wanted some advice. He'd been standing at the back of the church during the funeral of a road accident victim, a young woman. And when the husband came out and put his arms around the kid . . . he couldn't stop the tears.

So? So it wasn't right, was it? A funeral director isn't supposed to . . .

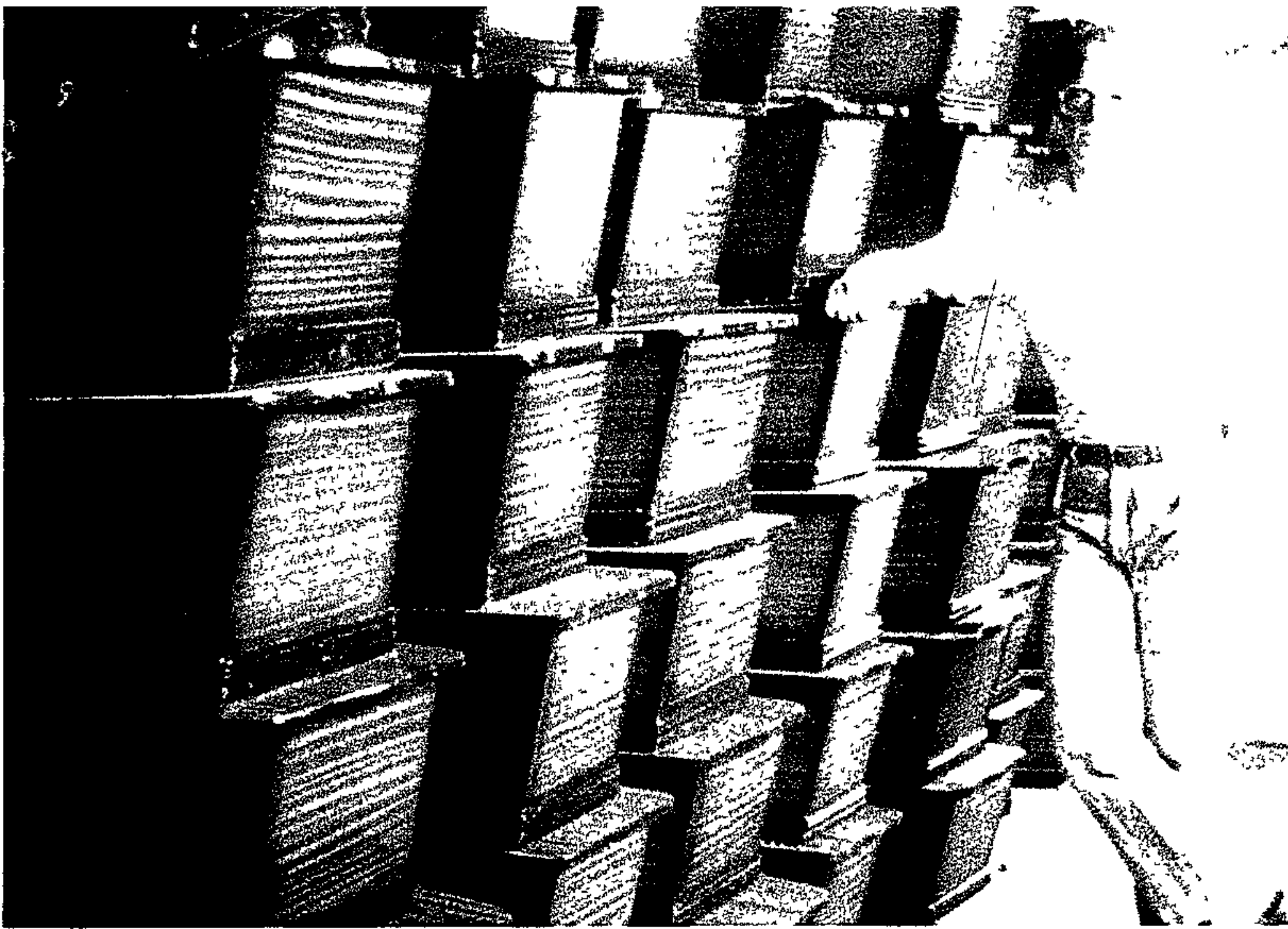
And Thom Kight said to the boy: *Never be ashamed. You're a human being. And if it ever happens that you don't feel a lump in your throat, get out.*

"I tell my staff, you handle that body with respect. Like it's your own mother or father. And when it comes to the family, you read it the way they would want it.

"Very often, you go into a house to arrange a funeral, and everyone is laughing and joking. You know, Mom was 92, she suffered for years, so it's a kind of relief. That's the perfect situation. No tears. Just fond memories.

"So you don't go in there to make them feel guilty about feeling happy. You don't want to turn it sour. But what happens when you're dealing with the death of a 23-year-old cancer victim? How do you explain why God wanted it that way? How do you explain why the doctor couldn't do more than he did?

"Squire, you're in the front line of fire. And if you can't take it, you may as well get out and join Tony Factor. You may as well just sell coffins."



Issy Green, MD of Transvaal Coffin Manufacturers: "I deal in boxes, not bodies"

'MY coffins are guaranteed for five years," says Issy Green, tapping his desk with a wood-marking pencil.

"Unconditional. They don't work right, or you don't like 'em, you bring 'em back to me personally. And I fix you up. Eighteen months, and I haven't had one comeback."

Issy Green smiles to himself. He takes a look at the wood samples on the wall (solid kiasat, solid imbuia, solid mahogany, *only* the best) and he bursts out laughing.

"Sheel! Ya, I tell you, the minute that happens, I'm outta here forever, hey."

And he gets up and leads me to the factory.

Issy Green is the managing director of Transvaal Coffin Manufacturers, one of many similar independent firms whose chief trade is with the black market. Of course, he'll sell to anybody, and for any body, and even for no body at all; by now, he's become used to the exotic jokers who want to know which coffins make the best hi-fi stands and bookcases and cocktail cabinets.

He also gets a neat little side-trade from film and TV companies making spook flicks, and he once supplied some American Embassy staff with a few coffins for a Halloween party. He has only one rule: no returns. Except for the unconditional guarantee, you understand.

That's the way Issy Green sees the business. You demand, he supplies. He stopped calling them "coffins" a long time ago. The sign outside his premises in the busy used-car district of Malvern, Johannesburg, says simply. TCM, Manufacturers of Quality Pro-

ducts.

"I'm making a top-quality box here. That's my business. People lag and tease, but why should I worry? I don't deal in bodies... I deal in boxes."

Issy Green's top-quality boxes are made in a small but busy factory on the premises. Much of the raw timber is imported from South American and Asian sources. Cheaper coffins are mass-produced from chipboard and pine; cremation coffins from pine only, because chipboard smokes too much.

Coffin accessories, such as handles and velvet lining, come from the only local suppliers, Polyflora and Wm Murdoch, both controlled by Homes Trust.

Inside Issy Green's factory, dozens of boxes, ranging from the standard 2m-length to tiny casings for still-born infants, lie stacked in various stages of manufacture. It is like any other small factory, except that the coffee-mugs and jerseys and Tupperware sandwich boxes are stored in a child-sized coffin.

Workers wearing blue overalls trim and saw and plane and mould, using metal frames to define the traditional sexagonal coffin shape. In another section, a masked worker sprays dark varnish over a viewing-lid model. The air is thick with sawdust and constant industry, and the soporific nasal whine of the jigsaw machines is enough to curtail any macabre thought.

This is no place to contemplate death. It is a place to contemplate wood. But Issy Green says the guys are happy in their work. He folds his arms and turns to me. He is not smiling.

Why should they worry? They get a free box when they die

TONY? yes, Tony! It was inevitable that the supreme business-mensch, the eager entrepreneur with the Godfather rasp and the kipper tie and the diamond eyes, would get down to it sooner or later.

Inevitable that he would take up the challenge and tackle the Big Boys. And also inevitable, considering the nature of the commodity, that the whole thing would bomb. It all began in October, 1979, when Factor, the media darling and guardian of the suffering consumer, was featured on a TV profile that was immediately followed by an in-depth look at the high cost of dying.

Hey! How about it, Tony!

Factor didn't need to advertise at all. The media went crazy. Reporters climbed into discount chipboard coffins for fun pix, and cartoons showed little old ladies taking their henpecked husbands into the store for a quick fitting.

It was a noble concept. But there is something about a discount funeral that settles uneasily on the conscience. Few people go around bragging about how they got someone buried less thirty-three-and-a-third.

Factor still sells coffins, sure. But hardly anyone goes crazy about the fact any more. Factor's name is no longer directly connected with the coffins he sells, although the mention of his name still raises a quiet chuckle among the Big Boys of the funeral industry. The small boys, even.

In his office at Downtown Furnishers, Johannesburg, Factor says: "I was, uh, kinda *loooored* into the setup. It just fell into my lap. The whole package. Uh, it's more for the mass-market, but you know, it's all done with great dignity. No coffins next to the

Survey reveals abuses among burial societies

286 ~~287~~ 13/84

By Sheryl Raine
Pretoria Bureau

Burial aid societies are exploiting elderly people and this will continue unless legal steps are taken, says the Human Sciences Research Council (HSRC).

A survey conducted by the HSRC among 840 elderly people in the Western Cape revealed that 80 percent of them were contributing to burial-aid societies.

Ninety people were interviewed in rural areas by HSRC researcher Mrs Monica Ferreira to establish whether there were malpractices and, if so, how widespread they were.

Among the prevalent abuses, she found:

- The cost of a burial was seldom referred to in burial-aid policies and there were few attempts to relate the cost of a burial to the value of a policy held by the client. Contributions to burial-aid societies varied and some burial-aid firms did not set a limit as to when the policy matured. Monthly contributions continued indefinitely.
- If clients missed three consecutive monthly payments the policy was cancelled and all contributions forfeited to the burial-aid firm. Some firms collect-

ed the monthly payments themselves but, if they failed to do so for three months, the policy still lapsed.

- The name of the burial-aid firm and its address seldom appeared in the policy books or "doodsboekies" held by the client. Conditions of the burial contract or what it guaranteed were not specified in the book.

- Some firms paid R50 for the funerals of policyholders who had made regular contributions for 12 years. According to those interviewed a respectable funeral cost about R600 and a R50 funeral was a gross undercalculation in terms of the paid-up policy.

SAVINGS FORFEITED

- Burial-aid firms supplied only low-quality pine coffins and the same type of coffin was supplied to every member of the society irrespective of the amount he had paid in. If his family wanted a better quality coffin they had to pay the difference to the same firm or forfeit the member's entire savings with that firm.

- Firms had closed without explanation and agents had vanished with clients' savings.

The HSRC, which investigated the need for burial-aid societies in the coloured community, found that there were powerful social pressures among elderly people to be "properly" buried. Not to be "properly" buried was associated with shame or loss of face within the community.

According to Mrs Ferreira, a combination of ignorance and poverty and a strong motivation to be "properly" buried created fertile ground for abuse.

Unless legal avenues for redress were created and legal restraints enforced, the exploitation of the community would continue, she said.

1983

TUESDAY, 10 JULY 1984

1984

(3) whether the application has been granted, if not, why not, if so, when?

The MINISTER OF LAW AND ORDER

(1) (a) Not in February, but on 8 March 1984 and again on 17 April 1984

(b) 8 March 1984—intimidation 17 April 1984—public violence

(c) In respect of the first arrest, between 12 March and 19 June 1984 ten times for a suitable date for trial in the regional court

In respect of the second arrest, between 17 April and 25 June 1984 seven times for a suitable date for trial in the regional court

(2) Yes, on 19 March 1984 and on 27 April 1984, respectively

(3) Yes, on 19 March 1984 and on 27 April 1984, respectively

Handwritten: Q. 6.1. 1984
Handwritten: Security guards
 1137. Mrs H SUZMAN asked the Minister of Law and Order

(1) Whether any firms employing security guards are entitled to obtain information from the South African Criminal Bureau regarding previous criminal records of aspirant employees, if not, why not, if so, which firms;

(2) whether he is contemplating legislation relating to control of the distribution of firearms to security guards who are not personally licensed to carry such firearms, if not, why not, if so, when is it anticipated that such legislation will be introduced?

The MINISTER OF LAW AND ORDER:

(1) No firm employing security guards is entitled to obtain information regarding previous criminal records *per se*

of aspirant employees Where the South African Criminal Bureau is, however, approached by instances in the public or private sector, clearance certificates are provided in a discreet manner

(2) No, because section 8 of the Arms and Ammunition Act, 1969, which provides for such distribution presents no difficulty

TUESDAY, 10 JULY 1984

Handwritten: Q. 6.1. 1984
 †Indicates translated version

For written reply:

Secondary schools in rural areas: pupils

732. Prof N J J OLIVIER asked the Minister of Education and Training

With reference to his reply to Question No 82 on 20 February 1984, how many pupils were enrolled in 1984 in each of the secondary schools for black pupils in the rural areas referred to in his reply to Question No 106 on 24 February 1983?

The MINISTER OF EDUCATION AND TRAINING.

NORTHERN TRANSVAAL

Name of school	Where situated	Enrolment
Ipelepeng	Schweizer-Reinecke	654
Musina	Messina	477
Vuxeni	Phalaborwa	229
Badirile	Carletonville	807
Mphe-Bona	Koster	287
Gatelopele	Wolmaransstad	531
Kanana	Orkney	841
Bothabelo	Brits	508
Mabogopedi	Thabazimbi	266
Bela-Bela	Warmbaths	794
Ditthamaga	Groblerdsdal	173
Kegatlou	Groblerdsdal	226
Kgothala	Groblerdsdal	566
Mabake	Groblerdsdal	463

1985

TUESDAY, 10 JULY 1984

1986

Name of school Where situated Enrolment

Mahlakodishe	Groblerdsdal	148
Mohlabetse	Groblerdsdal	751
Mohlammie	Groblerdsdal	557
Pezunga	Groblerdsdal	220
Refilwe	Groblerdsdal	676
St Josef	Groblerdsdal	317
Thejane	Groblerdsdal	391
Thakanang	Groblerdsdal	356
Malebo	Potgietersrus	532
Marumofase	Dendron	443
Mathupa	Dendron	103
Makgato	Dendron	1 007
V P Manthetha	Dendron	284
Rivubye	Louis Trichardt	182
Tshawelo	Louis Trichardt	527
Bethel	Lichtenburg	527

HIGH VELD

Name of school	Where situated	Enrolment
Cyril Clark	Nelspruit	285
Emjindini	Barberton	797
Imemeza	Waterval Boven	497
Memezile	Pelgrimsrus	200
Bonginsimbi	Witbank	974
Eukhanyisweni	Witbank	874
Kopanong	Witbank	947
Mabande	Witbank	543
Dan Kutumela	Bronkhorstspuit	250
Kgahlanong	Lindenburg	424
Mashushung	Lindenburg	496
Sozama	Middelburg	1 002
Khayalami	Belfast	272
Mphanama	Belfast	350
Namatshagalala	Groblerdsdal	328
Jandrell	Standerton	893
Mzimini	Bethal	633
Sizwakele	Evander	924
Gsonelweshile	Nigel	1 176
M O M Seboni	Nigel	811
Ratanda	Heidelberg	981
Botleng	Delmas	710

ORANGE VAAL

Name of school	Where situated	Enrolment
Harrismith	Harrismith	848
Ipondie	Warden	270
Ithabiseng	Senekal	910
Thabo-Thaoza	Bethlehem	1 419
Tutsetsang	Bethlehem	1 542

Name of school Where situated Enrolment

Leifo-Iziko	Reitz	652
Phritona	Heilbron	964
Phukalla	Lindley	469
Ikaheng-		
Zakheni	Petrus Steyn	220
Bodibeng	Kroonstad	1 387
Kananelo	Kroonstad	1 095
Mophate	Bothaville	1 165
Thabang	Viljoenskroon	769
Evungwini	Vrede	820
Falesizwe	Frankfort	569

ORANGE FREE STATE

Name of school Where situated Enrolment

Name of school	Where situated	Enrolment
Naledi Ya		
Botsjhabela	Winburg	645
Matjedisso	Brandfort	221
Kgatho	Botsjhabelo	685
Popano	Botsjhabelo	775
Kgorathuto	Botsjhabelo	549
Kgotholang	Botsjhabelo	504
Nemoseng	Botsjhabelo	494
Qibung	Wepener	403
Monwabisi	De Aar	547
Boresetse	Barkley West	219
Mogomotsi	Warrenton	477
Bopaganang	Vryburg	539
Postmasburg	Postmasburg	330
Pabellelo	Upington	291
Le Reng	Ladybrand	731
Tshepang	Clocolan	485
Marallaneng	Ficksburg	665
Tawe	Theunissen	665
Bahale	Hennenman	555
Mamello	Virginia	1 035
Lebogang	Welkom	838
Tero	Welkom	887
Thoragauta	Welkom	1 505
Leseding	Welkom	128
Ithabeleng	Wesselsbron	688
Phehelo	Odenaalsrus	775
Rearabetswe	Odenaalsrus	815
Repholositse	Bultfontein	598

NATAL

Name of school	Where situated	Enrolment
Nkosiomvu	Tongaat	888
Tshelenkosi	Stanger	475

Security Bill concern

By PAUL BELL

SECTIONS of the security community are disturbed over certain provisions in draft legislation published last month.

They fear that if it becomes law, the dominance of the major security companies will be given effective statutory backing — a suggestion which has been dismissed by a senior spokesman for the industry.

The Security Officers Draft Bill, presented by the SAP and published in the Government Gazette of August 10, provides for the establishment of a nine-member Security Officers Board.

Six of those members will be drawn from existing security associations deemed by the Minister of Law and Order to be "representative of security officers in the Republic".

The Board will have the power to:

- Maintain a register of security officers and issue or withdraw certificates of registration (the fulcrum of its authority);
- Vet prospective security officers — particularly with a view to past criminal offences;
- Levy an annual fee on registered members;
- Investigate charges of improper conduct and reprimand or impose fines of up to R1 000 on security officers.

Three senior and respected members of the security community say they believe such legislation will allow board members drawn from major security companies to "sit in judgment on

their peers".

They see the licensing power of the board possibly being subject to the dominance of the major companies and say their feedback from smaller members of the security community amounts to fear they could be wiped out — simply by the withholding of licences.

Or, if the board chooses, for example, to recommend minimum pay scales, these might be set at a rate affordable only by the major companies.

The eight professional security associations draw their senior membership from several of the major security companies, among them Fidelity Guards, Chubb Security, Securitas and Loss Control.

Other members are drawn from, among others, the in-house security chiefs of Anglo American, De Beers, JCI, Amcar (Anglo-owned), Hulett-Tongaat (Anglo-linked), Barlow-Rand, Nampak (Barlow-linked) and Shell. In-house security is not affected by the draft Bill.

One of Business Day's sources said of the major security companies: "These guys are writing themselves a blank cheque."

Another said: "While we expect the legislation, which is still very loose, to be tightened up, we're worried about the effect on the little guy. The proposed board looks very much like legal backing for vested interests."

The sources raise other points too, including:

- The prospect that licensing will raise the cost of security to the public;
- The possible lowering of stan-

dards in the event that commercial and industrial concerns opt for in-house security to avoid the higher costs associated with the effects of the legislation.

The three experts say that if legislation were required, the controlling board should include:

- Representatives of commerce and industry, whose opinions must be heard in defining security requirements;
- The insurance industry, which bears the losses caused by security breaches;
- Independent security consultants;
- The SADF.

Mr Leon Neethling, president of the South African Security Association (Sasa), said yesterday that he saw no danger that the activities of the board would be influenced by the major commercial companies.

While it was likely the board would draw its membership from the existing professional bodies, these members would be men of "very high moral and ethical standards".

Board members, he was sure, would act in a bona fide capacity to upgrade the profession.

"Anyway, these guys who're moaning now have never involved themselves in the work of the associations. Somebody's got to do it, so why not the people who already have the experience and skill?"

He said that while Sasa backed the Minister of Law and Order on the principle of the Bill, there were problems with it that made it impossible to back in its present form.

Security boss fears for lives of agents

By Fiona Macleod
The "cloak and dagger" operations of undercover agents who infiltrate industrial and retail businesses and "spy" on staff members have become the subject of an urgent application in the Rand Supreme Court.

The application was brought by two companies which call themselves "stock loss controllers", after a competitor had allegedly been endangering the lives of their agents by "blowing their cover".

In an affidavit filed by Mr Errol Ninow on behalf of the two companies — Alex Gintan Associates and Hamilton Whittan and Associates, both based at Tigrade House, Kerk Street, Johannesburg — it was revealed that the stock loss control business involved placing undercover agents in companies, stores and factories.

Agents report on problems in the businesses — concentrating on political activity and theft — at weekly "de-briefing sessions".

PROSECUTION

These reports include suggestions for prosecution of the culprits, traps, and follow-up operations.

"The two companies employ about 60 staff and they serve several hundred clients throughout South Africa. In one case, they had up to 24 agents working for one of their clients," said Mr Ninow, who is the sole proprietor of Alex Gintan Associates and a majority shareholder in Hamilton Whittan.

The companies applied for an interdict against Mr A Scholtz and his Randburg partnership, Cannon and Associates, after he allegedly approached some of their agents and attempted to entice them away from the companies' employ.

Mr Ninow said Mr Scholtz was formerly employed by his companies as a security manager for one of their major clients and later as the operations manager, recruiting, training and placing their agents.

After various staff members threatened to leave because of Mr Scholtz, he was fired in June.

Mr Ninow said two agents had disappeared after they had been approached by Mr Scholtz since he was fired, and he feared that the lives of other agents would be jeopardised by his actions.

The application was postponed to October 30 after Mr Scholtz and his partnership gave the undertaking not to contact or interfere with the companies' staff pending the outcome of the case.

286. D. Disputa 10/10/58

Industry spies cost rivals millions

DURBAN — There are more than 40 full-time "industrial spies" in South Africa, selling their services to companies on a country-wide basis.

Using sophisticated listening devices, telephone taps and other espionage equipment, the spies earn up to R10

000 per job, plus a fee of R200 a day to monitor the listening devices

These claims are made by Mr Ernest Robbertse, vice-president of the South African Council of Civil Investigators.

"These spies are costing rival companies millions in rands a year," said Mr Robbertse.

In a recent case, Mr Robbertse unearthed a huge industrial swindle at a Durban company where four employees had been on the payroll of a rival company.

"Most South African companies are not aware of the dangers. They spend thousands of

rands on the protection of their perimeter but very little on protecting intellectual property.

The companies usually smell a rat when they find that a rival company suddenly manages to win contracts that have been put out on tender.

"If the affected company decides to pursue

the matter a civil action is probably the worst thing that will happen to the offender," said Mr Robbertse

The SACCI has prepared draft legislation which will make it an offence for a private investigator to do trade if he is not registered with the council — DDC.

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No place for private armies: Commissioner

THE SA Police will not tolerate the formation of "private armies", no matter what guise they appear in or what noble purpose they serve, the senior Deputy Commissioner of Police warned yesterday.

An address by Major-General H J P van Zyl was given by Brigadier H C Muller, Divisional Inspector, Witwatersrand, at a conference on security in industry held at the Chamdor Training Centre, Krugersdorp.

The General was called to duty in the "rumour war", the organisers said.

Brig Muller said some

security firms, in efforts to attract better quality staff, promised careers full of action and excitement. "Pictures of tough guys armed to the teeth in the likes of the notorious 'A Team' are projected.

Assault

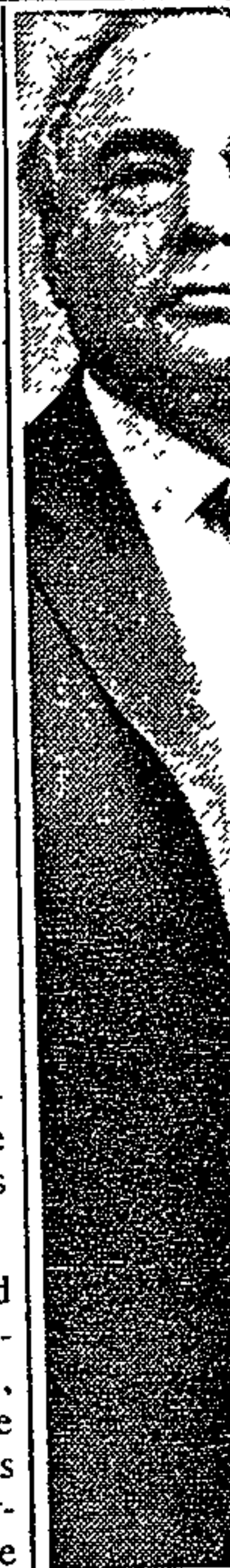
"They even see themselves as assault groups who will not only ward off attacks by terrorists, but who will hunt terrorists and in turn attack them.

"This I want to warn against very seriously." People who trained personnel to such heights that they regarded themselves as an attack

force should know that such a force could only be used at the order of the police, in which case they would be under direct police control.

Groups which became frustrated due to lack of action, and which exceeded the limits of protection services, were just as dangerous as poor security services.

The police welcomed assistance from well-trained security staff, who should not only be able to identify threats in time, but also determine what was to be done, by what means and with the right degree of force.



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Business Day / SECURITY

Bill on security industry delayed

By PAUL BELL

THE South African Police has decided to delay submitting the Security Officers Bill to Parliament while objections from the security industry are studied.

The Bill, gazetted in August, proposed to establish a Security Officers Board with extensive authority to license security personnel, and levy fees — and fines — where necessary.

In recent months, comments, objections and calls for clarification have been sent to the SAP by the various associations in the industry, organised commerce and individual security employers.

The SAP told Business Day: "The reaction to the publication of the draft legislation concerning security officials in the Government Gazette of August 10, is at present being scrutinised by the SAP."

"Since it is practically impossible to answer every individual representation, it is announced that it is intended to postpone the submission of the proposed legislation.

"In the interim, the draft is receiving further attention and it is intended that legislation be introduced which will be acceptable to the security profession.

"Appropriate steps will thus be taken to consult all the parties concerned in order to achieve this objective."

According to Mr Frank Sims, ad-

ministrative director of the Security Association of South Africa, two points need to be clarified:

- Are in-house security personnel included in the proposed legislation?
- Who will pay for the financing of the board?

Regarding the finances, the industry will have to pay to be legally policed. Employers could find it quite costly to pay a levy to the board according to, for example, the number of employees on their payrolls.

For that matter, security personnel — who are not among the most highly paid people around — will probably balk at paying for their licences.

And there are those who argue that the industry does not need legislation at all. Among them is Mr Ian Bruton-Simmonds, managing director of a major guard company, who says such legislation would be an erosion of the rights of free enterprise and the public.

Business should set standards, and stand or fall by those standards.

Another source in the industry says the "smaller security fish" will be happy that the Bill will not go through in its present form.

They will have an opportunity to present arguments that the Bill will entrench the dominance of the major security companies, by allowing these companies — through their heavy representation on existing security associations — to gain control of the board.

Funeral association slams municipalities

Municipal Reporter

The National Funeral Directors' Association has hit out at municipalities for charging high cemetery fees.

In a recent issue of *Funeral Forum*, the association challenges local authorities to justify the high cost of burials.

The association is particularly critical of municipalities who charge exorbitant rates for "non-residents".

The report says many people retire in smaller towns, but expect to be buried in towns where they paid rates and taxes for many years.

"But then their next-of-

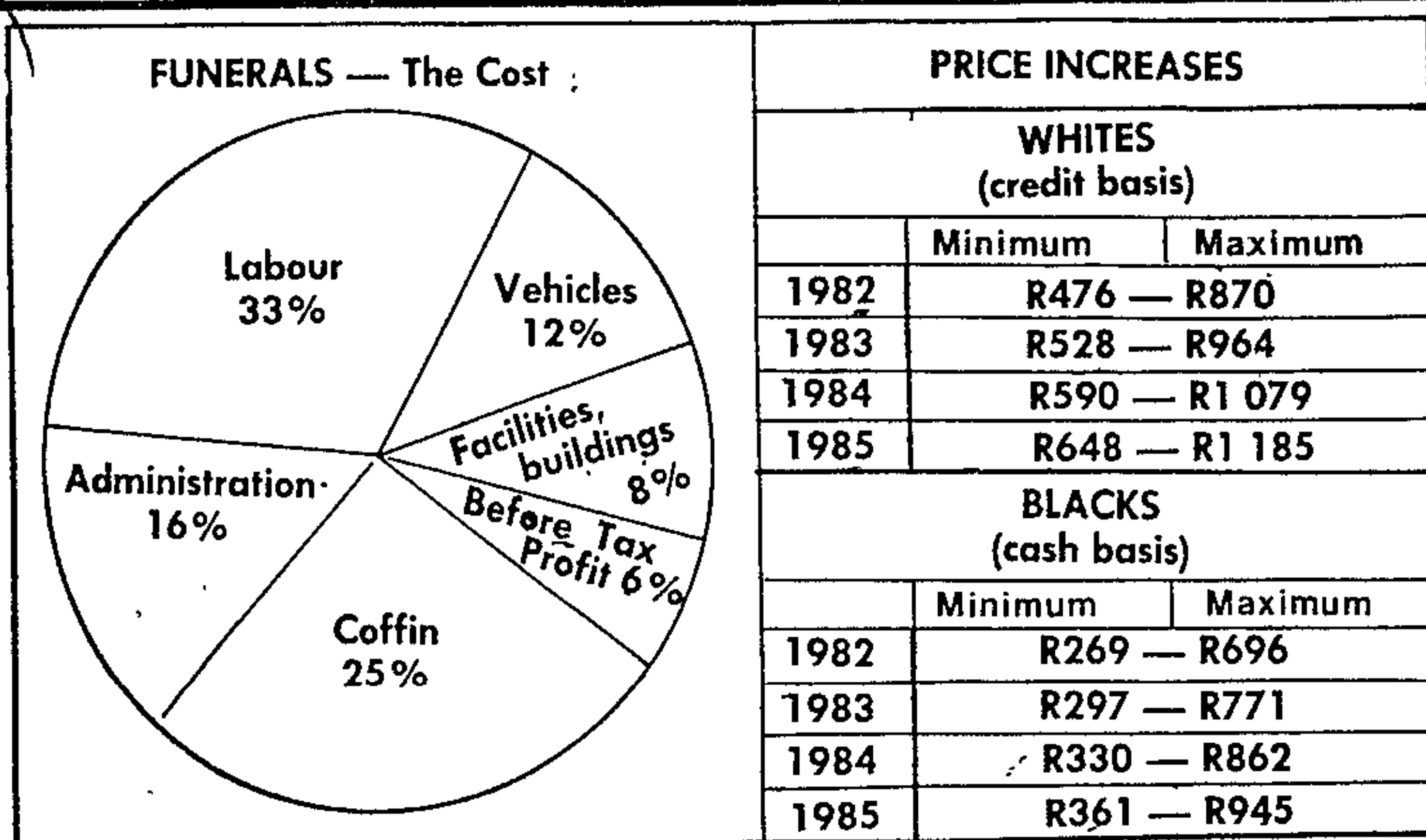
kin must bear enormous costs because they have become 'non-residents'.

"In contrast, a person who has been a resident of a town for only a few months qualifies for a lower grave cost."

The Johannesburg City Council recently increased burial fees in West Park Cemetery by more than 1 000 percent for non-residents.

Charges for non-residents increased from R66 to R800 for adults and from R40 to R500 for children.

Burial fees for residents increased from R28 to R70 for adults and from R17 to R45 for children.



Funeral costs up and about to increase again

286 Star 23/1/85

By Colleen Ryan

Funeral costs have increased by about 30 percent in the past three years and soaring inflation could force prices up again.

Mr Norman Wilmot, executive director of a large undertaker group in Johannesburg, said a moderate price increase was likely later in the year.

He said the Johannesburg City Council's cemetery fees would increase drastically from today.

Non-residents and pensioners would be hard hit by the price rises.

Burial fees in Westpark Cemetery are to increase by about R66 to R800 for adult non-residents and by R28 to R70 for adult residents.

Other factors which were con-

tributing to higher costs included

- The price of imported hardwoods used for some coffins had increased considerably because of the dollar-rand exchange rate.

- Imported hearses increased from R32 000 in 1984 to R58 000 in 1985.

- Labour costs had increased sharply.

He said a cremation or burial for whites on the Witwatersrand area cost between R648 and R1 185.

Costs varied, depending on the type of coffin selected, extra services rendered and the transport costs involved.

The price of a burial for blacks on the Witwatersrand was between R361 and R945.

Labour and vehicle costs

were generally lower for blacks' funerals, Mr Wilmot said.

"There has been a slight increase in cremations in the last few years because various religious denominations have relaxed their attitudes," he said.

About 60 percent of funerals in the Johannesburg area were cremations.

Mr Wilmot said labour was the biggest single funeral expense and accounted for about 33 percent of the total cost.

He said that metal fittings were removed from coffins before cremations — at the request of the Johannesburg Crematorium.

Other costs were transport, facilities such as chapels, doctors' fees, ministers' and organists' fees, flowers and administration charges.

Clicks in R1,5m deal Down Under

By MIKE JENSEN

CLICKS Stores has become the second major South African retail chain to move into the Australian market.

Following the lead set by Pik 'n Pay, Mr Jack Goldin, the chairman and managing director of Clicks, told Business Day yesterday a deal worth about R1,5m had been concluded with the prominent Australian businessman, Mr John Gandel, for the acquisition of a 50% interest in his retail toiletries and gift chain Operating under the name of Priceline, the business was similar

to the Clicks concept which had proved successful here, said Mr Gandel.

The group comprised six stores in major shopping centres, all but one of which were in the suburbs of Melbourne.

The acquisition was the outcome of extensive negotiations, which had started a number of years ago when Mr Gandel visited South Africa to discuss the possibility of starting a Clicks-type retail chain in Australia.

On the basis of the existing infrastructure, the investment was expected to prove profitable by the

end of the first year of Click's involvement, said Mr Goldin.

"Having looked closely at the group during a number of business trips to Australia, I feel satisfied that Priceline has considerable expansion and profit potential.

"The Australian economy has come out of a bad patch and the prospects for increased consumer spending are good," he added.

Clicks would have joint management of the chain and Mr Gandel and Mr Goldin were to be joint chairmen.

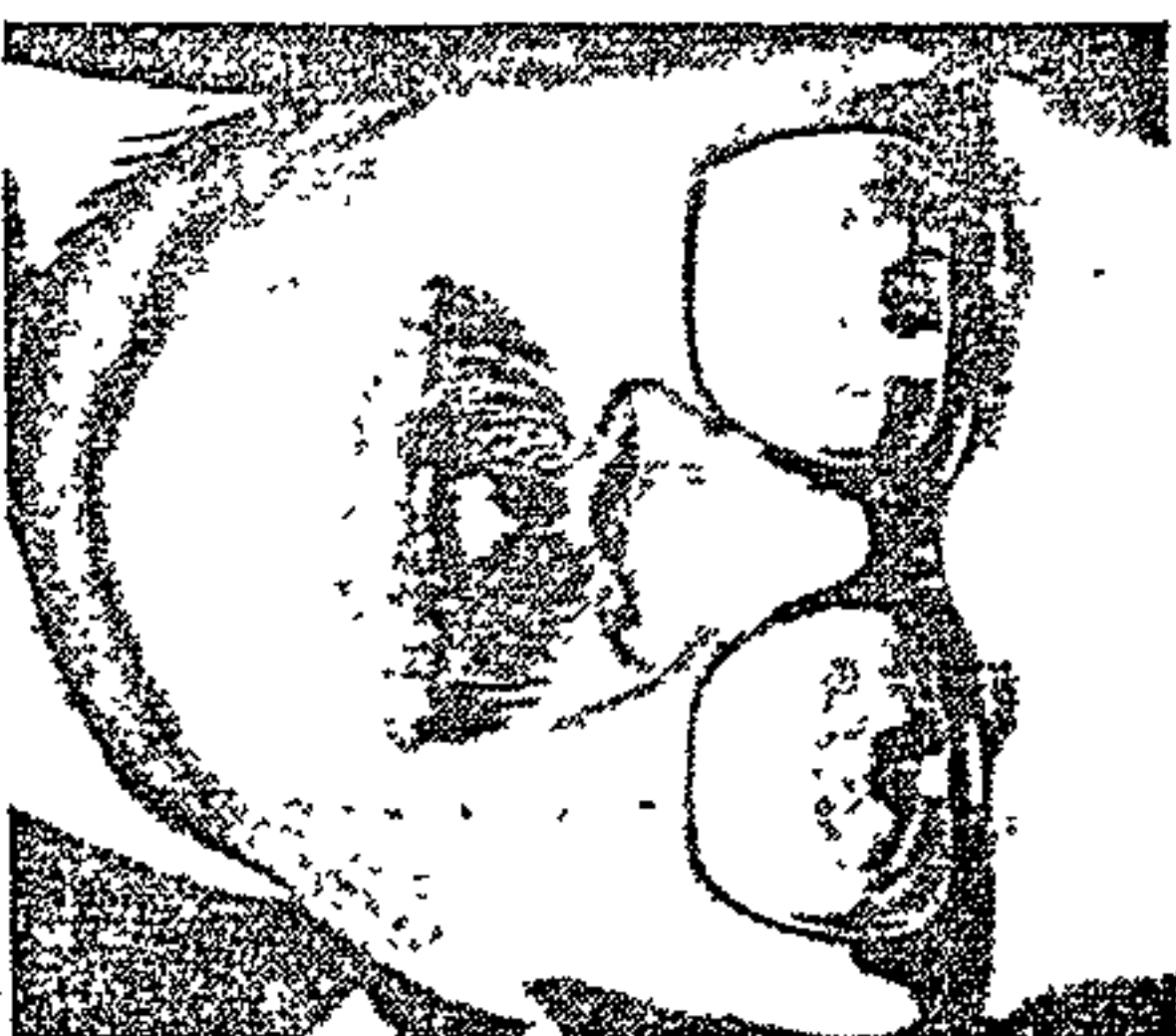
Clicks' senior marketing execu-

tive, Mr Martin Susskind, would act jointly with the Gandel family in the day-to-day running of the Australian corporation.

Mr Gandel had extensive property interests in Australia, particularly in shopping centres. His expertise in this area would assist Priceline in its endeavours to obtain suitable sites for expansion, said Mr Goldin.

Mr Gandel was also the joint chairman of Sussans, a ladies' fashion chain in Australia.

Mr Goldin said the new investment would in no way restrain the expansion plans of Clicks in South Africa or its new Diskom chain.



Mr J A Barbour has been appointed to the board of De Beers Consolidated Mines.

Kam 4/3/85 (286)

Time to control security firms?

HOW secure is South Africa's multi-million rand security industry?

Highly sophisticated technology is available to the industry ... but the quality and skills of the people employed to use it to protect clients and their property is often poor.

Recent court cases in which security guards have been charged with crimes ranging from theft to murder suggest that the industry needs legislation to control its standards.

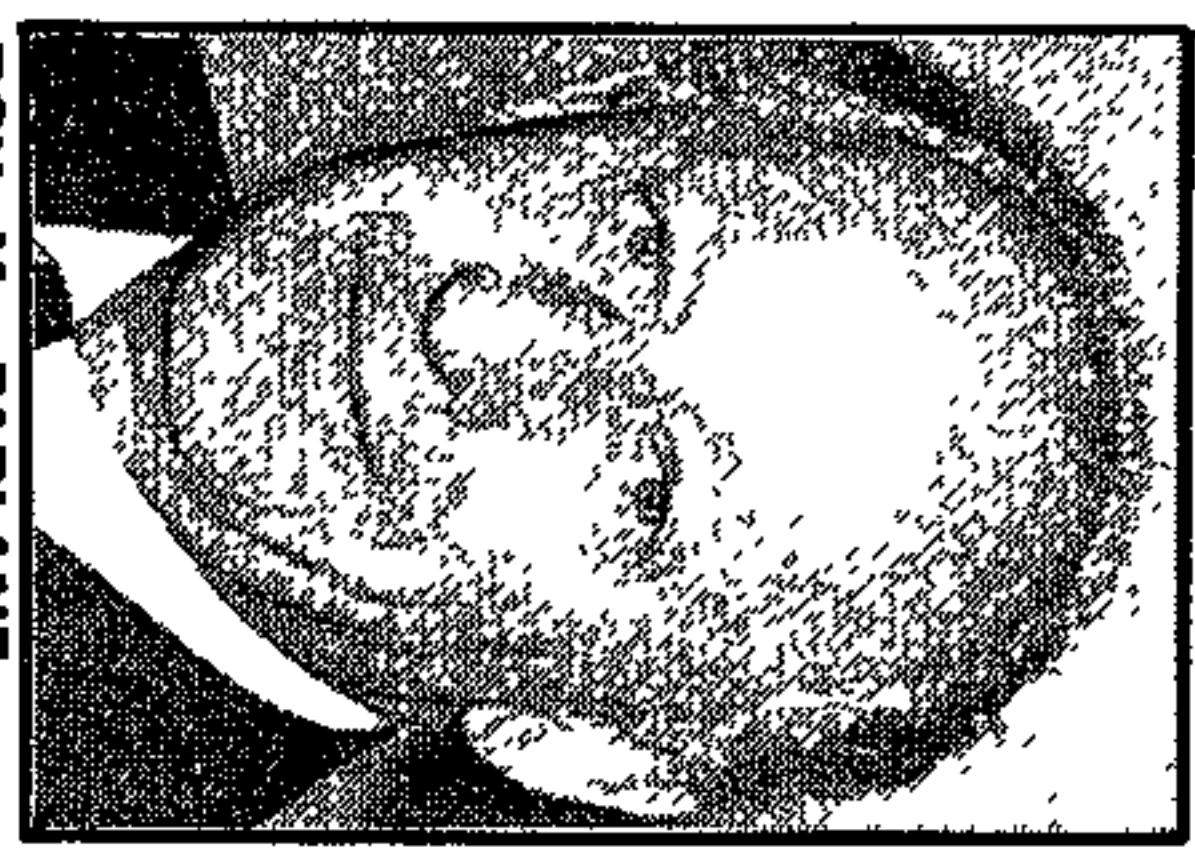
And the need for higher standards is highlighted by the fact that some security guards are employed although they have criminal records.

Three recent cases highlight this problem:

- A security guard, who shot and killed a nightwatchman, was found guilty of culpable homicide and sentenced to seven years jail. He had had no training with the gun with which he was issued.

- A security guard held up the client he was hired to protect and robbed him of R5 000.

- A security guard was convicted of stealing R12 320 from a Barclays National



DEBBIE REYNOLDS

Bank branch. He was sentenced to five years jail.

There are other cases, including jewel theft, which have not yet come to court.

Largely to blame for this situation is the lack of control exercised by security firms when hiring guards and nightwatchmen. Many people feel the absence of legislation is allowing both fly-by-night companies and large established firms to take the public for a ride.

The security industry's watchdog, the South African Security Association (Sasa), does not have a code of conduct.

"All we can do is try to make sure our members remain ethical," said Mr Frank Sims, Sasa's administration director.

"Obviously a company that applies for membership has to prove it has the highest standards and sometimes we check on the proprietors' credentials," he said.

But if Sasa finds a member is unethical, all it can do is expel the member from the association.

The Rand Daily Mail investigated the industry, speaking to eight security firms operating in Johannesburg.

All said that while they attempted to vet their staff before employing them, "bad apples" managed to get employed. And often untrained staff were sent into the field.

The companies don't have a common screening process but most check fingerprints or previous work

records of prospective employees.

This, however, is up to the companies and is not legally demanded. According to the firms interviewed, some companies do not even carry out the most simple checks.

The Mail has found that:

- Staff are picked from the street and put into uniforms without any training.

- Men are given firearms without being taught how to use them or are given only minimal training.

- Guards and nightwatchmen sometimes work double or even triple shifts and often fall asleep on the job.

- Companies often employ staff without thoroughly checking their backgrounds. These firms claim it takes from six to eight weeks to check on criminal records and companies are often short-staffed and needed men immediately.

- Companies which become too large are unable to exercise the necessary control over their staff.

- Staff are paid below minimum wages largely as a result of undercutting.

Mr Pieter Viljoen, operations director for Multi-guard and an ex-security guard, said undercutting was one of the most serious problems in the security business.



ON GUARD ... legislation to control standards?

Tighter checks abroad

IAN HOBBS in London and SIMON BARBER in Washington

THE SECURITY business in Britain is so strictly controlled by legislation that "regular" guards are not even permitted to carry weapons.

In the United States, however, there are no Federal regulations or standards governing the business and guards can be hired and trained at whim.

"Perhaps the ban on weapons of any kind, be they defensive or offensive, makes them better security guards," said Mr John Rice, spokesman for Group-4 (Securitas), Europe's biggest private security firm.

"If we are responsible for moving something exceptional or a known threat exists we can and do ask for police assistance."

Even in the comparatively gentle country of Britain the security industry has boomed and there are nearly 1 000 companies in the hands of 30 to 40 well established big companies ... all members of the British Security Industries Association (BSIA).

To obtain membership of the BSIA severe rules and standards must be met, with companies undergoing regular scrutiny.

Mr Rice said the laws varied enormously but vetting, training and supervision were the "sacred cornerstones".

cide, Mr Justice WN Phillips said that he had behaved as no reasonable man would have done.

The court also heard that while Swart was employed by Fidelity Guards he had a personality disorder, was of under-average intelligence and had a criminal record.

His previous convictions were:
● Attempted rape in 1978 (when he was 15 he attempted to rape an eight-year-old girl).

● Theft of a vehicle in 1981.
After the shooting incident he was also found guilty of attempted rape and sentenced to a further four years' jail.

Commenting on the case, Mr Roy MacFarlane, managing director of Fidelity Guards, said: "Security firms always get the odd bad apple."

"It takes a long time to check on new staff and often they commit crimes while we are still checking on their records".

armed nightwatchman.

Deon Swart, of Elsburg, was found guilty of culpable homicide by the Rand Supreme Court after he shot Mr Johnson Mashile, who later died in hospital.

The court heard that Swart was patrolling at Dions in Boksburg when he saw a black man and when he asked him what he was doing on the property, the man used a "crude phrase," indicating it had nothing to do with him.

Swart said the "crude phrase" bothered him and on his fourth patrol he chased the man.

He went on to the neighbouring property and saw Mr Mashile and another nightwatchman. Thinking one of these two was the man he had been chasing, Swart fired a shot at Mr Mashile, fatally wounding him.

In his evidence, Swart said he had used his revolver for the first time that night

"If a company is prepared to undercut it obviously has to make up for its losses somewhere else and will therefore cut the wages of its staff," he said.

"A guard or nightwatchman who is paid below the minimum set down by the Wages Determination Act will then not function to the best of his ability and the client will suffer."

"It is also more likely that the guard's loyalty will diminish and he might begin stealing to make up for his wage loss."

The South African National Security Employers Association (Sanseas) admitted that undercutting does occur.

Sanseas's secretary, Mr Jimmy Nuns, said: "It has come to our notice that certain companies are undercutting, and with the rates they are charging their clients it would be difficult for them to operate within the law."

"It is highly likely therefore that such a company would be paying its staff below the minimum wage prescribed."

But security firms also blame commerce and industry for security's bad image.

"Part of the problem is that the people don't like to pay for security," said Major Mark Adams, operations director for the Coin Security Group.

"Commerce and industry want to pay as little as possible for maximum service."

Mr Roy MacFarlane, managing director of Fidelity Guards and chairman of Sanseas, said: "Unfortunately, at the moment the market doesn't warrant paying more than it does and this is one of the major problems the industry is looking at."

"We are trying to educate commerce and industry into realising that if they pay more they will get a better service."

Mr Ian Bruton-Simmonds, proprietor of Nightwatchmen and Commissioners, said the public thought of security as a "bottom of the pit" business. "Because it is a profession that is not highly

thought of you will get a second-rate man applying for a post," Mr Bruton-Simmonds said.

"Often you will find it is the man who has nothing and is wanting status that becomes a security guard. The more worthless he is the more he scrounges for status in whatever way possible."

What can be done about these problems?

Several companies hope the Security Officers Draft Bill, which was gazetted in August last year, will improve the situation if it becomes law.

However, the Bill, which proposes to establish a security officers board with extensive authority to licence security personnel and levy fees and fines, has itself become contentious.

While Sanseas, Sasa and several experts including General Peter Walls, former commander of the Rhodesian combined forces, Rent-A-Guard's managing director, Mr Spencer Dawson, and Maj Adams, see it as the saving grace there

are many opposed to its principles.

Among its critics are Mr Bruton-Simmonds, Mr Viljoen and Mr Jim Holmes, general manager of Reef Security.

Some of their arguments are:
● If staff have to be licensed a company will take them on, train them, license them and then they will be lost to other companies for a higher wage.

● The Bill will allow for a monopoly of the industry because major security firms, through their major representation on existing security associations, will gain control of the board.

● That Government legislation will do away with free enterprise and the right to personal judgment.

According to a spokesman from Police Headquarters in Pretoria, the submission of the proposed legislation to Parliament has been postponed until all the objections, comments and calls for clarification from the industry have been studied.

played were 22 and, according to Mr Rice, 20 people were rejected for every one employed.

Yetting includes checking back over at least 20 years, or until the day they left school, and testimonials for every job ever held have to be supplied. They are not considered if there are any gaps.

In the United States anything goes. "You can go into a store in Arizona, buy a gun and a badge and hang out your shingle as a protective services executive," one former FBI agent put it.

Miss Maryann Angelus hires and supervises 600 guards in New Jersey for Burns International, one of the largest and most respected security firms.

The guards are hired to protect warehouses and banks and run anti-terrorist screening equipment at airports.

"To get hired," Miss Angelus explains, "you have to be over 18 and have a clean record. We send fingerprints to the state, but you can be working three to five months before we get any word back."

Burns is very proud of its training. The average warehouse nightwatchman gets about two hours worth, airport people get eight hours plus 14 hours on site supervision and the cream — who protect nuclear power stations — get two weeks.

Carrying a gun, however, is a little more complicated, particularly in states such as New Jersey and New York where the laws are tough.

In these cases the employee will be supplied with a letter which he takes to the local authorities.

He will then be fingerprinted, checked out by the state and will appear before a judge.

Some companies submit all employees to polygraph (lie detector) tests.

Low price for protection

A SECURITY guard will never earn much more than R673 a month, while a nightwatchman is likely to be earning only R210 a month.

The minimum salary scale for guards and nightwatchmen laid down by Wages Determination 421 is:

● Security guard Grade A: R673,83 a month. This will increase next year to R738,83.

Duties include advising and reporting on matters concerning guarding, guarding money and valuables, drawing money, taking possession of registered documents, assisting with staff training.

● Security guard Grade B: R504,83. Next year: R554,67.

Duties include supervising, training, and they may perform all duties

prescribed for Grade 1 guards.

● Security guard Grade 1: R314,17. Next year: R346,67.

Duties include supervising security guards Grade 2 and transporting guards, doing duties of guard Grade 2.

● Security guard Grade 2: R240,50. Next year: R264,33.

Duties include searching persons and guarding checkpoints or gates, supervising nightwatchmen. May be called upon to carry out the duties of a nightwatchman.

● Nightwatchman: R210,17. Next year: R231,83.

The South African National Security Employers Association (SANSEA) said some companies did not even pay these minimum wages.

Mrs J R Stocking, director of Anglo Personnel Services, said these wages were "despicable and unacceptable".

"Guards and nightwatchmen are grossly underpaid considering the risk they take," Mrs Stocking said.

"It is the unfortunate person who cannot finish school who has to take up this kind of job. A man with a family cannot even survive on those kind of wages."

A spokesman for Edilcom, an employment agency, said that for the risk and responsibility involved, guards and nightwatchmen were "poorly paid".

But she said that for the skill needed for the job it was a "fairly reasonable wage".

16/3/85
RDM

(286) RDM 16/1/85

'Destitute' guards appeal for aid

By JEANETTE MINNIE

EIGHT "destitute" former security guards of the Springbok Patrols security firm in Johannesburg yesterday appealed to the Black Sash for aid, saying they had worked practically without food, money or shelter.

The managing director of Springbok Patrols, Mr A A Bartmann, yesterday disputed their claims, which were that: ● They did not receive a promised monthly salary of R250 but got a few rands now and then.

● They worked from 3am to 8pm.

● They did not live in a hostel as promised, but in a garage.

● They received mouldy bread crusts for food.

The men, recruited through a labour bureau in Nqutu, Kwazulu, are Mr J Magudulela, Mr M C Ndlovu, Mr M M Mazibuko, Mr V Mazibuko, Mr N Hadebe, Mr T J Ngobese, Mr E T Khuzwayo and Mr B Ngobese.

They arrived at the Sash offices in Johannesburg saying they were hungry, destitute and penniless. They brought a bag of old bread crusts, covered in green mould, which they said they were given as food the previous day.

Mr Bartmann claimed yesterday that:

● The men were paid off because they had asked for leave to return home.

● They slept in an Alexandra hostel.

● They had not received a monthly wage because they had worked a few shifts only.

● They were either fed wholesome hot meals in the firm's kitchen before and after their 12-hour shifts or they received wholesome dried food supplies.

● They were transported to and from work.

The Rand Daily Mail examined some of their pay slips which showed that they were paid R8,08 for a 12-hour shift.

In two instances, R48,48 had been paid for six shifts but in one instance, R35,81 had been deducted, leaving a nett wage of R12,00 (67c short). In another instance, R30,30 was deducted leaving a nett wage of R18,00 (18c short).



Holding the mouldy bread crusts they claim they received for food from their employer are ex-Springbok Patrol security guards: (front from left), Mr Christopher Ndlovu, Mr James Ngobese, Mr Milton Mazibuko, Mr Johannes Magudulela and (back) Mr Enock Khuzwayo, Mr Nkosikhana Hadebe, Mr Bethiel Ngobese and Mr Vimbephi Mazibuko.

Picture: FAUL BOSMAN.

US battle lines over SA ready

AKG 45
25/4/85
286

By NEIL LURSEN
Argus Foreign Service

WASHINGTON. — In an attempt to head off bipartisan moves in the United States Congress to impose economic sanctions on South Africa this year, Republican Party leaders have introduced their own softer anti-apartheid legislation.

The move means that the battle lines have finally been drawn for the congressional clash over South Africa.

And the Secretary of State,

Mr George Shultz, has warned that the issue — which looks like being as divisive as the Nicaragua debate — could "tear the country apart".

The Bill, introduced in the Senate yesterday, seeks to:

- Increase aid to South Africa's blacks through a \$15-million (about R29-million) scholarship fund and grants of R1.5 million (about R3 million) to community organisations;

- Make adherence to the Sullivan code compulsory under threat of financial penalties;

- Promote the expansion of black-owned businesses through the Export-Import Bank and the Overseas Private Investment Corporation;

- Require the President to order economic sanctions if significant progress in eliminating apartheid has not been made by March, 1987.

The new Bill has a powerful set of sponsors — Senator Richard Lugar, chairman of the Foreign Relations committee, Senator Robert Dole, Senate majority leader, Senator Charles Mathias, whose own apartheid Bill has been incorporated, and Senator Nancy Kassebaum, chairman of the Senate's African Affairs subcommittee.

Whether it will win enough support to defeat Democratic Senator Edward Kennedy's much tougher Bill, which demands immediate economic sanctions, is not yet clear.

Signals that the confrontation will be fierce came yesterday when Senator Kennedy and the Republican co-sponsor of his Bill, Senator Lowell Weicker, appeared before Senator Lugar's committee to make impassioned pleas for sanctions.

The fact that as many as 10 senators attended yesterday's hearings on a day which saw the start of the most important legislative event of the year — the budget debate — is seen as an indication of the importance of the South Africa issue.

Sir
My house
went lunch and we think
poor people and we
made guard for a blanket
poor people and we
eat all the people in the
also do something
poor people and all
people in this house only
and soup and drink
y on the Monday had
for lunch very day
it a Monday and
day all the people
to this is one day
love from Russell

The Star written by children who joined in the effort to save Operation Hunger by eating one frugal meal a week

Home children help the hungry

blems of other people. The sparse meal was always eaten in silence so they could dwell on what they were doing. In another project the children are knitting patchwork squares for blankets. The spokesman said they would be finished by next winter. Many of the children who took part wrote to The Star when the money was sent to Operation Hunger, telling of the silent meals and their hope that the money would be sent to "people who do not have enough to eat".

Security guards to get pay rise

By Carolyn Dempster,
Labour Reporter

The increase in urban terrorism, the rising crime rate and a demand for tighter security measures have prompted the South African National Security Employers Association (SANSEA) to increase guard wages from September 1.

This is in anticipation of the statutory increases set down by the Wage Board and will mean an increase in security costs in the Transvaal.

Mr Roy MacFarlane, chairman of Sansea, said that members of the association had voted unanimously to increase guards' wages because the sector had fallen behind the rest of the labour market.

"Many security companies are already paying more than the minimum wage of R160 a month but the pay of black watchmen and guards is still relatively low compared with other sections of the industry."

A percentage increment has not been set but the firms expect a statutory increase of about 40 percent. The statutory wage determination is usually carried out in the third quarter of the year and the last increases were announced in October 1982.

The advent of terrorism and widespread unemployment, which led to an increase in urban crime, had put pressures on the security industry and businessmen, said Mr MacFarlane. Businessmen were

De Beers site given award

The Mayor of Johannesburg, Mr Alan Gadd, presented a special certificate to the De Beers Diamond Research Laboratory this week for the outstanding appearance of its grounds and surroundings.

He saw it as a major contribution to his Keep Johannesburg Beautiful campaign.

pressured to safeguard their assets while security companies had to raise standards.

"As a result of these pressures, I believe there has been a measurable increase in efficiency in security firms over the past 12 months."

Although the increases will affect only guards and watchmen in the Transvaal, Mr MacFarlane says it is almost certain the other provinces will follow suit.

Village built for SAB workers

About 500 migrant workers employed by the South African Breweries will soon move into new homes in a village built by the company in Tembisa at a cost of R1,9 million.

The village will be used to accommodate the firms' contract employees working at Isando. It is expected to be ready for occupation by October — East Rand Bureau.

Muller 'very satisfactory'

Dr Hilgard Muller, a former Minister of Foreign Affairs, is in a "very satisfactory" condition, a Zuid-Afrikaans Hospital spokesman said in Pretoria today.

Dr Muller was admitted to the hospital for major surgery last week — Pretoria Correspondent.

Pretoria school 80 years old

Pretoria's Robert Hicks School turns 80 this year and will hold a fair on September 3 to celebrate.

The headmaster, Mr Ian Donald, said he hoped the day would reunite past pupils.

The school was started in a concentration camp — Pretoria Bureau.

Wife's death: man in court

A man appeared briefly in the Benoni Magistrate's Court today in connection with the death of his wife.

No charges were put to Mr Clyde Basil Nunn (27) of Clydesdale Road, Crystal Park. The case was postponed to August 25.

The body of Mrs Mfanwy Eleanor Nunn (25) was found about 5 km from her home on Wednesday morning — East Rand Bureau.

Spring and suicide in the air

By Joao Santa Rita

The cold winter months are nearly over, spring is in the air — and counselling groups are preparing for an increase in suicides.

Suicides Anonymous head Mr Sam Bloomberg said there was a definite link between the warmer months and the increase in suicides.

"Spring affects human beings. Their biological needs are greater than in the winter months when there is a tendency to sleep one's problems off," Mr Bloomberg said.

During the warmer months, "disorganised and unstable" people tended to find themselves with nowhere and nobody to go to.

"One also has to bear in mind that in the warmer months people tend to go out much more. Therefore demands are greater."

"Of course, there are other reasons. During the warmer months students start preparing for exams. Some may find they will fail. Some adults will start

Spring and summer are not the seasons for the bad losers," he said.

Mr Bloomberg said drinking was a problem directly related to suicide attempts and during spring and summer this increased.

"Depression often leads to drinking and violence. Violence is now accepted as a way of life. People no longer react to massacres and some tend to think that the violent action of suicide is actually a good way out of a problem."

An antidote to the isolation and loneliness which could lead to a suicide attempt was a meaningful love and sexual relationship.

"The problem is that the potential suicide does not know how to give love and how to get it," Mr Bloomberg said.

More facilities for people with problems were also needed.

"There is a lack of concern and leadership by the health authorities. By ignoring the suicide problem

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Rand judge not and old had school mala g has ity to obbery circum-break-commit to the

Engineering award is won

CAPE TOWN — A regional award for excellence in civil engineering was received jointly by the

Elderly men may lose security jobs

286

E-Post

4/6/83

By CLIFF FOSTER

ELDERLY or unqualified security officers, highlighted by Weekend Post last week as security risks, may soon find themselves out of a job.

Legislation has been proposed which lays down minimum standards for South Africa's security men.

The proposals have been submitted to the Police Department by the South African National Security Employees Association (Sansea) and are fully backed by the South African Security Association (Sasa).

The Minister of Law and Order, Mr Louis Le Grange, said he was aware that his department's law advisors and others had been working on such legislation for some time, but he was not

aware of the exact stage this had reached.

"I would rather not comment on an *ad hoc* basis, but if such legislation were to come before me, I would obviously not be indifferent about it."

Mr Leon Neethling, president of Sasa, told Weekend Post "We would like to see minimum standards of education, training and experience.

"And these men must be registered with some sort of board — the same way as, say, doctors.

"We want this type of thing so that we can clear up the security guard business and get rid of the kind of rubbish that this has attracted.

"We are advocating this very strongly.

"We want standards for both in-house security men

and for contract security."

Of the two types of security, he said: "I think a lot of the in-house people are of a higher quality because when a person employs someone he has budgeted for it and knows what he wants.

"But there are still a lot of firms which are trying to get away with security on the cheap and they get what they pay for

"Major corporations have got very tight security, but you will find companies with nothing more than the sole black wandering about.

"Things being as they are in this country at present, there's inherent weakness in having a black security guard, unless he's supervised.

"A black man can be intimidated by a European

who comes to the premises

"So if you have a black in charge of security and you get a white approaching him in an authoritative manner, the security will be completely demolished

"Blacks are also open to threats and intimidation in the townships

"But you can't do without them because at certain levels of the job they are the only people who will accept the pay being offered.

"But I do think the black should be backed up by a man in authority and at this time in our country it must be a white man

"The best method here is to have a compound on the premises where the black guards can live, feel secure in strength of numbers and be away from any intimidation in the township."

tion in the township."

Mr Neethling said contract security — where a company employed a recognised security unit — frequently provided an excellent safeguard, but he added: "You can find that these security agencies tender against each other for a job and undercut to get the contract.

"Then, in order to fulfil the contract at the cut rate, they have to employ cheaper labour — and here a weakness in the system develops.

"But if we have control, and if we have minimum wages and minimum qualifications — a certain standard of education and ability — this will cut out the undercutter.

"It really is essential that we have minimum levels laid down by legislation."

(to be copied from the heading on the Examination Paper)

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.

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

Attitude to safety changing fast

Firms now more security conscious

286
87/13/6/83

By Trevor Jones

Over the past few years there has been a dramatic change in the attitude of businessmen towards security, says Mr Graham McKenzie, chairman of the security committee of the Johannesburg Chamber of Commerce.

In the past, he says in the chamber's bulletin, when loss occurred through crime, fire and accidents, it was too often accepted as "one of those things".

Businesses used to regard short-term insurance as a panacea and security was underrated as a business tool. This has changed.

"Our environment bristles with new and different risks, and crimes against the commercial and industrial sectors

now also include terrorism, bombings, sabotage, industrial espionage, kidnapping, intimidation, rioting and extortion."

Rather than regarding security as a peripheral concern, says Mr McKenzie, managers must regard it with other business disciplines as a management function.

In 1980 the Government introduced the National Key Points Act. This legislation and the broadening scope and complexity of modern security have led to an increasing demand for well-trained and efficient personnel.

Mr McKenzie feels there is no excuse for a businessman who is duped by a fly-by-night security firm. Any prospective employer should check, among others,

these points:

- How much previous experience does he have? Where has he worked before, or what other companies make use of his firm's services?

- Though experience in the police or military does not qualify someone as a security officer, it is useful to know whether he has such experience.

- Check educational qualifications and whether the person can speak at least English and Afrikaans.

- Establish whether the person or his company is a member of the Security Association of South Africa (Sasa) or the South African Institute of Security. Members of Sasa have to conform to high standards before they are admitted, and it keeps a check on the standards of members.

Security measures stepped up in PE

286
25/6/83
S. Post

By SIMON BLOCH

SECURITY measures in many public buildings in Port Elizabeth have been stepped up to unprecedented levels, following a report in Weekend Post recently of lax security.

Emergency bomb and fire drills are being practised with regularity at some buildings, and personnel and customers alike have been involved in evacuation drills. Security staff are frequently searching customers' handbags at supermarkets and department stores.

Most banks and building societies in the city have forbidden the wearing of crash-helmets inside their halls.

The vice-chairman of the Chamber of Commerce Security Association, Mr John Hocknell, said members of the association had recently been attending seminars on security, where lectures on bomb scares, civil defence, urban terrorism and internal security had been given.

More and more top management personnel were recognising the need for security.

Mr Hocknell recommended that firms should put their contingency plans to the test and take note of how effective their systems were.

At one major department store, customers in a hairdressing salon were seen scurrying from their chairs with curlers in their hair after an alarm signal was given.

Although it was only an exercise to train and pre-

security firm in Port Elizabeth said businessmen were becoming more conscientious about the need for security, but there were still many who balked at the cost.

"One thing that should be foremost in their minds is the realisation that good security can save lives."

"If people are killed or injured by an explosion that could have been prevented had there been top security, then someone must live with that on his conscience."

At one hypermarket, some women customers became irate when they were subjected to handbag searches by black security guards.

They protested against the men "scratching in their bags" — so the guards were issued with snow-white gloves.

This seemed to put an end to the complaints, but after a month or two, protests started again.

The hypermarket now employs whites to do the job.

A major department store in Main Street also experienced this attitude from their customers, so women were employed to check the handbags.

"What these customers don't realise is that these people are protecting their lives, no matter the colour of their skin," said the security expert.

The demand for identification card systems and signing-in and signing-out systems has also increased substantially.

He felt that there was still room for improvement

planted in a building with only top management's knowledge.

"The dummy bomb was found in time and everything went according to plan. We were satisfied that the guards knew their drill," he said.

On the question of pensioners and old men being employed for security positions, he said there was a need for these folk.

"But they mustn't be employed for the up-front jobs because they could get hurt and are not as effective as younger men. Younger men are prepared to get physically involved and can be trained in self-defence."

Mr A J Lutz, manager of a large shopping centre in Main Street which had already been the target of a bomb explosion, said security at the complex was constantly changing. It couldn't be allowed to stagnate, he said.

More and more building societies and banks are also beginning to examine their security systems, under the scrutiny of experts.

Clients' parcels are now searched at entrances and even staff are being subjected to checks on entry.

Mr Botha Strydom, general manager of a building society, said his organisation had worked out emergency procedures some time ago and these had been implemented before the Pretoria bomb explosion.

"All new personnel were given security training and familiarised with our emergency plans and there is on-going training underway. After the bomb attack

societies in the city have forbidden the wearing of crash-helmets inside their halls

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At one major department store, customers in a hairdressing salon were seen scurrying from their chairs with curlers in their hair after an alarm signal was given.

Although it was only an exercise to train and prepare staff for any eventualities, it was a full-scale alert and it took only one and-a-half minutes for the entire three-storey building to be evacuated.

Commenting on the drill, the store management said they were satisfied with the speed and efficiency with which the drill was carried out.

"We have to keep them on their toes. It could be the difference between life and death," said one manager.

A director of a leading

subjected to handbag searches by black security guards

They protested against the men "scratching in their bags" — so the guards were issued with snow-white gloves

This seemed to put an end to the complaints, but after a month or two, protests started again.

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"What these customers don't realise is that these people are protecting their lives, no matter the colour of their skin," said the security expert

The demand for identification card systems and signing-in and signing-out systems has also increased substantially.

He felt that there was still room for improvement and tightening up of security at certain Government installations where strategic equipment and information was stored

"The problem with these installations is that there are not enough searches. It's no use requesting someone's ID card and asking him to sign his name in a book without checking the person's parcels or bags," he said

Recently, his firm had carried out an exercise where a dummy bomb was

trained in self-defence."

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Mr Botha Strydom, general manager of a building society, said his organisation had worked out emergency procedures some time ago and these had been implemented before the Pretoria bomb explosion.

"All new personnel were given security training and familiarised with our emergency plans and there is on-going training underway. After the bomb attack our security and emergency procedures were again brought to the attention of the staff and their importance emphasised."

According to Mr Strydom these emergency plans cater for several contingencies such as urban terrorism, bank robberies, evacuation, fire fighting and bomb threats.

Mr Philip Venter, managing director of another commercial bank said his bank regularly gave attention to security measures.

Security men debate use of anti-shot vests

By WIM VANVOLSEM

THE wearing of bullet proof vests might become a requirement for security guards doing certain jobs as a result of the gunning down of Mr Gert Greyling in Pritchard Street, Johannesburg last week.

The Security Association of South Africa (SASA), which represents about 1 500 groups and individuals involved in security work will investigate whether it would be warranted to insist on the wearing of bullet proof vests.

Currently there is no such requirement and a random survey yesterday showed that security guards are not equipped with them.

In the United States the vests have saved the lives of 200 policemen and guards. The Mail reported yesterday that security vests are available in SA from R500 each.

But security managers in Johannesburg pointed to the negative psychological effect these vests might have on the public as, apparently, the sight of gun-carrying guards has at the moment.

The general manager of SASA, Mr J H Swort, said vests would certainly be warranted in certain circumstances.

"At the moment we are

calling for suggestions from our members on how to prevent or to deal with bombing situations after the recent Pretoria car blast.

"This is an opportunity to look into every security aspect and after the unfortunate killing of our colleague Gert Greyling, the question of armour will also be looked at," Mr Swort said.

Security managers at some of the bigger shopping complexes in and around Johannesburg agreed that the wearing of bullet proof vests would be advisable, but only in certain circumstances like the transportation of cash.

If security guards were compelled to wear the vests all the time it would be very uncomfortable for them, especially on a hot summer's day. In addition said security managers if security presence in shops or complexes as a whole was too conspicuous, this would have an adverse effect on the shoppers.

Instead of feeling secure, they might feel uncomfortable and the thought of a possible shoot-out would probably lead them to get out as quickly as possible.

One security manager said he had seen women shoppers become very nervous on seeing security guards with drawn guns.

'Unknown' person stabbed boy

A BOY died from a stab wound in the chest inflicted by an unknown person, an informal application filed in the Johannesburg inquest court, claimed yesterday.

Cornelius Abrahams Erasmus, 16, died on October 2 last year from stab wounds received after being attacked on the corner of Sport and Fuller streets in Bertrams, Johannesburg.

According to the affidavit of his girlfriend, Miss Sandra Percival, who was with him at the time, two black men dragged her away from Erasmus as they walked down the street.

A witness, Mr Johannes P van der Merwe, said in his affidavit he had heard screams, and saw two blacks apparently dragging Miss Percival away. He said when a motorist came past, the men left.

Three escape with cash

THREE robbers made off with R3 500 in cash yesterday after they held up a Johannesburg drycleaners, assaulted an employee and bound him with wire.

Mr G Philippedes, 28, who is employed by Clean-it Drycleaners, Sydenham, was in the shop shortly after 7am. Three men entered wielding a gun and a knife.

They demanded money and one robber hit Mr Philippedes.

He was not seriously injured.

TV theft case

A MAN who allegedly beat up a shop assistant on January 2, before stealing a cassette player and television, appeared in the Hillbrow Regional Court yesterday.

Mr Manuel de Maia, 32, was not asked to plead.

The case was postponed to August 19 and bail of R200 was extended.

Somalis return from Lebanon

New postal ban

SOUTH AFRICAN postal



off a selection of animal sculptures at an exhibition in Parktown, which opened at the Carriage House Gallery yesterday, features a and will run for two weeks. This is the type of work viewers will see.

Picture ROBERT TSHABALALA

Andy and Koo are still in love

By BRUCE STEPHENSON
London Bureau

ON — The long-running love affair of Andrew and American starlet Koo is still burning bright, but they are much more secretive about their love

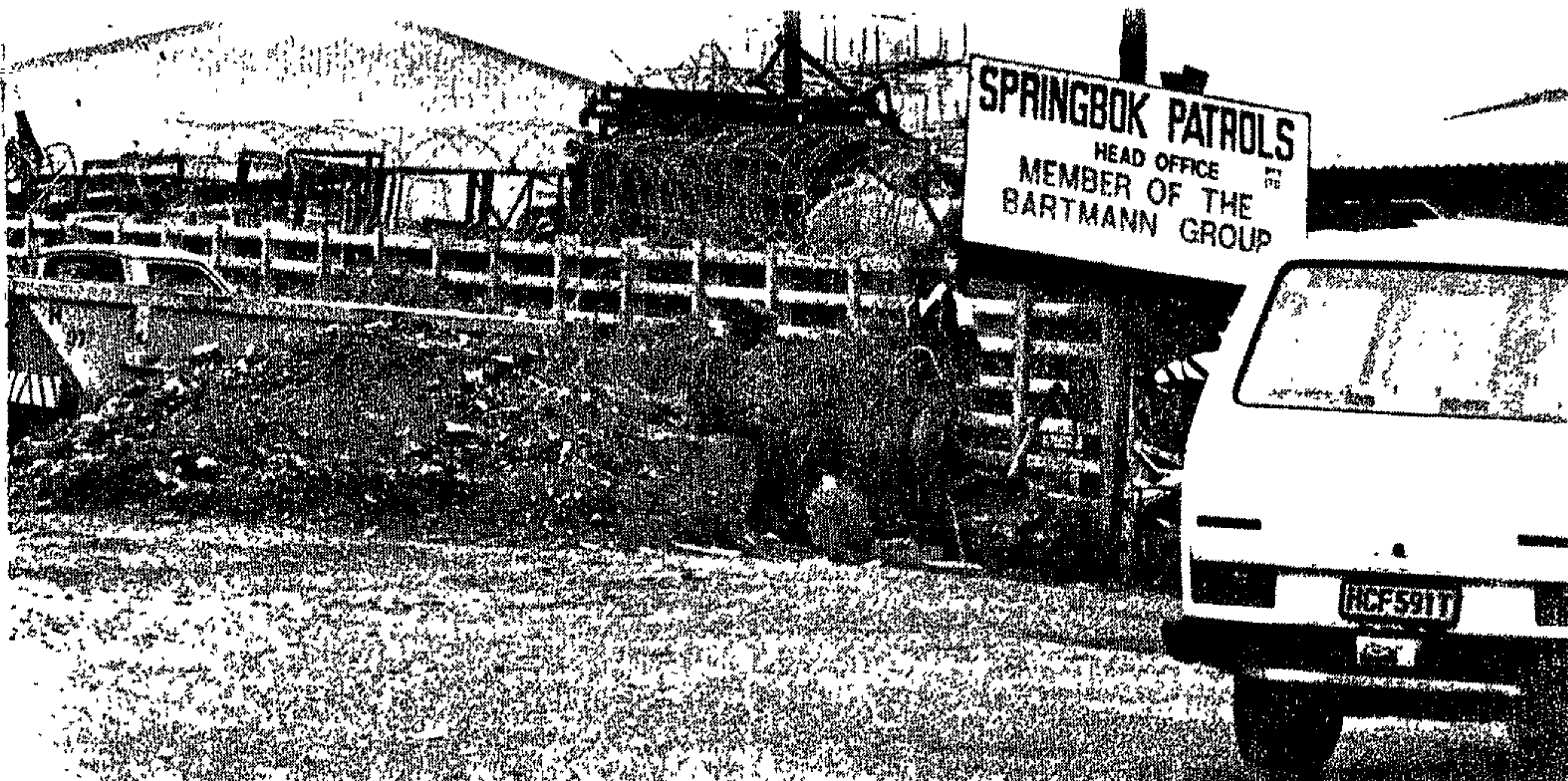
reports that the Queen is opposed match. Andy and Koo went to extraordinary lengths at the weekend to meet at the 5-like mansion of steel multi-million-ron Heim Thyssen

ca's blue Renault, arriving with a police escort at the baron's Gloucestershire mansion at 1 30am with a police escort.

Minutes later Prince Andrew arrived via the back entrance. Neither was seen again until Saturday lunchtime.

The 600-acre estate is ringed with security lights, and guarded constantly by uniformed men with Dobermann dogs.

The couple spent a few hours on the terrace chatting and playing with Koo's sheepdog, and later Andrew drove



A COMPANY CALLED SPRINGBOK PATROLS

WORKERS OF THE NIGHT

On a hot day in Umtata in December 1982, a young man stood with his belongings next to a big truck. He was nervous. Gcinisiko Mthini was going to eGoli for the first time.

He was going to earn some money. He needed the money for something special. He needed money to pay lobola for the woman he loves. Her name is Nozipho.

As he got onto the bus, Gcinisiko thought how lucky he was. Not many people in the Transkei get jobs. But he now had a job with a company called Springbok Patrols — a security company in Johannesburg. This company hires nightwatchmen to other companies.

And so Gcinisiko was going to work as

a nightwatchmen in eGoli. He was going to a lonely job. He was going to work when others sleep. He was going to join the other workers of the night.

Just over two years later, Gcinisiko stood in the Learn and Teach office. His clothes were worn out and he needed a new pair of shoes. He had no money in his pocket and he was hungry.

He said he was living in a hostel on the West Rand. He did not have a permit to stay there. When the police are around, Gcinisiko leaves the hostel in a hurry. And then he lives in the bush near the hostel.

Gcinisiko's first trip to Johannesburg did not turn out so good. It was bad news right from the start.

EATING FROM THE DUSTBIN

The trip in the truck from Umtata was not very comfortable, he will tell you. It was crowded and some of the men had to stand all the way. But Gcinisiko looked at the brighter side. The owner of the company said he would pay R300 a month. He would be married in no time.

Gcinisiko arrived at the company on a Friday. On the same day, a woman who works in the office at the company took his passport. Gcinisiko has not seen his passport since.

He started to work on the Saturday. They gave him a uniform and a stick—or a “donkie peel”, as he calls it.

And so Gcinisiko worked the long nights away. But when the end of the month came, there were problems. He was never paid the money that he was promised.

For example, he worked for three days in December 1982 and he was paid R50. He worked for the whole of the next January and he was paid R120. In February, he worked for one week and was paid R20.

When Gcinisiko got the job in Umtata, the company promised him a full time job. But the company often did not give him any work. Sometimes he worked for a few weeks in one month. Other times he worked for a few days. And sometimes he did not work at all. The company only used him when they needed him.

When the company did not give him work, they did not pay him. He was a “spare”. But Gcinisiko could not leave the job. He did not have enough money to go home. And he didn’t even have his passport.

Gcinisiko often went to ask the woman in the office for his passport. He never went inside the office — workers are not allowed inside. He went to the office and asked for his passport through the window. But the woman always said she could not find it.

Because Gcinisiko had no passport, he could not go very far from the company. He only went for short walks. There was nothing he could do.

Gcinisiko suffered a lot. But he suffered most when he was a “spare” in winter. At those times, Gcinisiko had to sleep in the back of the company trucks because he had no money to stay in the hostel. The trucks were dirty with dog shit.

And because Gcinisiko had no money, he went hungry. Sometimes he was so hungry that he ate from the dustbin. That’s how hungry he was.

A SLAP IN THE FACE

Gcinisiko was fired on a Wednesday in January this year. He was guarding a company that makes hats and gloves. One of the company drivers came to check up on him — and went back and told the boss that he was sleeping on the job. Gcinisiko says this

is not true. He says he was not sleeping.

When Gcinisiko went back to the yard at the company, the boss' son took off Gcinisiko's cap and took away his "donkie peel". He then told Gcinisiko to "foff."

Gcinisiko walked away slowly. The son then ran up to him and slapped his face. Gcinisiko fell down onto the ground. He then got up and ran away. The boss' son chased him with the "donkie peel" in his hand. He did not catch him.

Gcinisiko went back to the company at the end of the month to fetch his pay. The boss' wife gave him an envelope. Inside the envelope was four rand. When Gcinisiko asked why he was paid so little, the boss' son told him to get out. He threatened to let the dog loose on him.

Gcinisiko went back to the company in the middle of February to ask for his passport. He went to the office at 12 o'clock in the morning. He went at this time because he thought that the boss and his family would not be there. They are usually not there at this time.

The woman was alone in the office. Once again he asked her for his passport. Then suddenly, before Gcinisiko knew what was happening, he was slapped across the face. He was slapped by the same son of the owner.

Gcinisiko started to run away. Then

the son ordered a dog called Rex to catch him. Rex caught Gcinisiko and bit his hand. Gcinisiko then managed to run away. He has not been back to the company since.

And so now Gcinisiko has no money and no passport. The company did not even give him a blue card when they fired him. Gcinisiko must now wait for a lawyer to try to get his passport and his wages from the company.

Gcinisiko is also worried about his loved one, Nozipho. All her friends are getting married and she may think that Gcinisiko is wasting her time. But how wrong she will be. All he wants is to be with her.

JUDGE FOR YOURSELF

Gcinisiko is not the only worker with a story about Springbok Patrols. Many workers from the company have gone to different organisations for help. They go to the Black Sash. Or they go to the Industrial Aid Society, the Johannesburg Advice Office or the Legal Resources Centre. All these places know of Springbok Patrols.

The Bartmann family, the owners of Springbok Patrols, are famous for their love of rugby. Three of the Bartmann brothers played rugby for Transvaal last season. But when it comes to their workers, the family do not play fair.

Springbok Patrols is not the only company that does not play fair.

There are other security companies that treat their workers in the same way.

Learn and Teach is not the first organisation to tell the story about nightwatchmen. Other people have told the same story.

For example, in 1977 the Rand Daily Mail printed a big story about the suffering of nightwatchmen. In 1980, the Industrial Aid Society wrote to the Department of Manpower telling them about the terrible treatment of nightwatchmen. And in the same year, the Legal Resources Centre wrote to the Department of Manpower telling them how a company called Elliot Security Services treated their workers.

But nothing has changed. Nightwatchmen still suffer like they did before. We now feel that enough is enough. We have decided to print some other examples of what has happened at Springbok Patrols. This will give you an idea what happens in the security business. We want you to judge for yourself.

THE COMPLAINTS OF OTHER WORKERS

1. Six other workers came into Learn and Teach with Gcinisiko Mthini. They too were dressed in old clothes and they too had no money to buy food. Most of them were also living in a hostel without a permit – and in the bush when the police were around.

Their stories were nearly all the same.

They told us how they were not paid the money they were promised. They all spoke about assaults and how they were fired without getting the money they thought the company owed them. None of the workers got their blue cards when they were fired from the company.

Their names are: Mongezi Bhulu, Quantilosi Maseti, Matata Dikopu, Paulus Zamekile Stuurman, Sindisiwe Lucas Mazinyo, Siphiwe Vincent Hlatshwayo.

2. In the Rand Daily Mail newspaper on January 16th this year, there was a story about another eight workers from Springbok Patrols. These workers went to the Black Sash for help. These workers had no money and they were carrying old pieces of bread. The bread had green mould all over it. They got the bread to eat at Springbok Patrols the day before. These workers said that:

- * They did not get the wage of R250 that they were promised. They only got a few rands now and then.
- * They did not live in a hostel as promised. They lived in a garage.
- * They got old, mouldy bread for food.

(Mr Bartmann told the newspaper that he paid the workers off because they wanted to go home. He said they slept in a hostel in Alexandra township. They did not get paid for the month because they only worked for a few shifts. He said the workers were fed "wholesome hot meals" before and



These eight workers went to the Black Sash for help. They are holding pieces of old mouldy bread-- the food they got at Springbok Patrols. They say they did not get the wage of R250 that they were promised. They only got a few rand now and then.

after each shift. Or they got "whole-- some dried food supplies".)

3. In a story in City Press on the 14th August 1983, there was a story about a worker by the name of Mabuti Gxagxa. He worked for Springbok Patrols. The story started: "A security guard fled in terror from his boss' office after he was beaten up and attacked by the firm's guard dogs. Mabuti Gxagxa ended up in hospital after his escape from the firm. He was battered and bruised and still trying to work out what he did wrong"

4. Robert Ngomezulu was a driver for Springbok Patrols for two months in 1981. He left because the company

made him work seven days a week and because he did not get the wages they promised him. He saw other workers getting assaulted. He saw many workers complaining about their wages. "At Springbok Patrols, the dogs are treated better than the workers," says Mr Ngomezulu.

5. Mr Ntuthuzelo Somazo got a job with Springbok Patrols in Butterworth in December 1982. He worked at the company until the 7th January 1983. Mr Somoza says: "There is a form book where you must sign with your fingerprint before you get paid. On the form is written the promised amount of R210. When my turn came I was given four rand. I was told to leave my print but I refused"

6. Learn and Teach knows of six other workers who all tell much of the same story. Some of these workers signed affidavits that were sent to the Department of Manpower as far back as 1980.

7. Last year Springbok Patrols was charged in the Roodepoort Magistrates Court. They were charged for not showing their wage book to inspectors from the Department of Manpower. They were also charged for not paying some of its workers properly. Learn and Teach could not find out what happened in this case.

WHAT THE BLACK SASH SAY ABOUT SPRINGBOK PATROLS

"Over the years, the Black Sash has often seen workers who have complained about the company, Springbok Patrols. These workers have said that they were assaulted and starved at the company. Other workers said they did not have any place to sleep. The workers all tell a story of exploitation and broken promises.

"We have not been able to prove everything the workers have said. But we have sometimes helped workers get some of their money from the company.

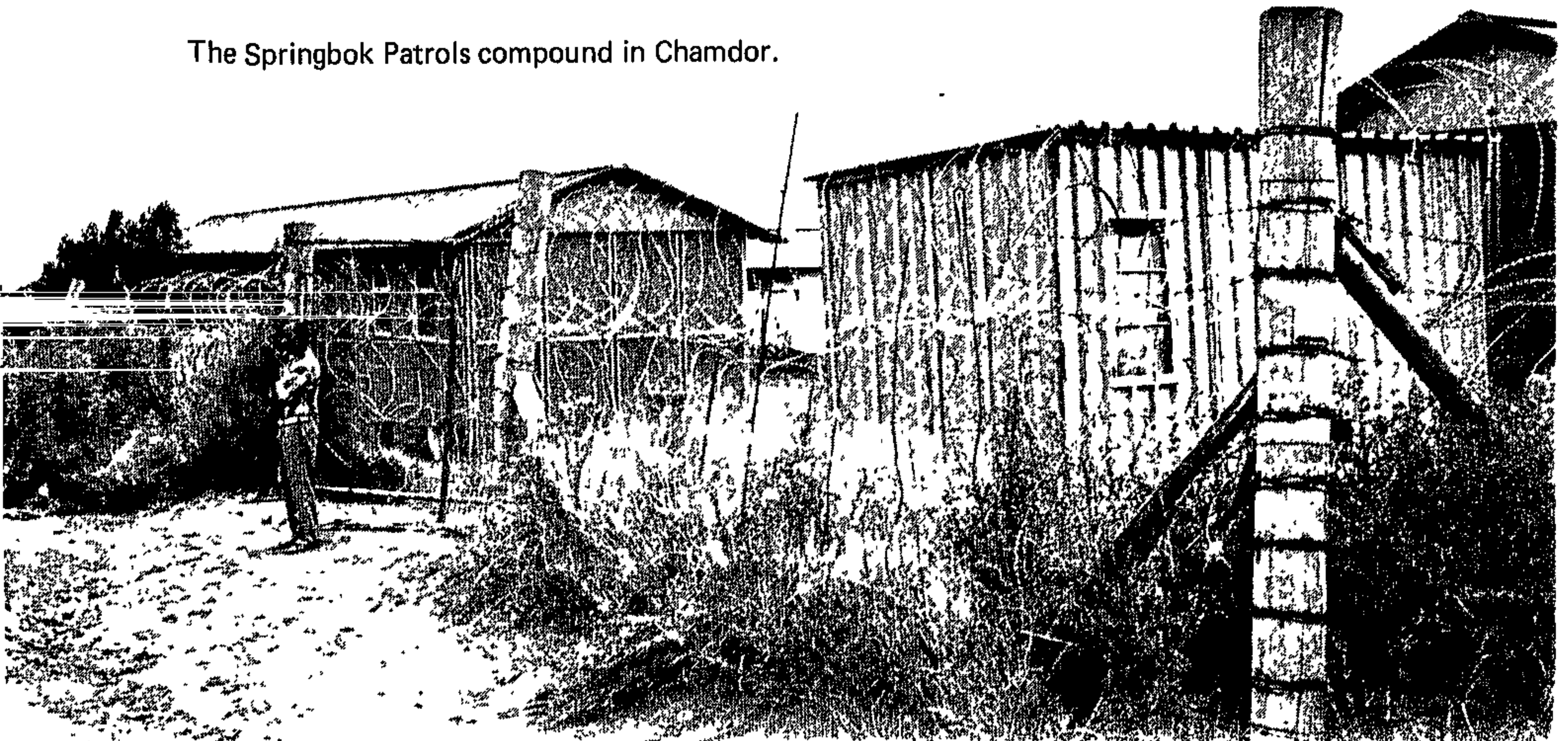
"We get the same complaints about other security companies. It is high time the security business put their house in order."

WHAT SPRINGBOK PATROLS SAY

Learn and Teach spoke to Mr Mick Bartmann, the owner of Springbok Patrols. We told him about the complaints workers have with his company. Mr Bartmann asked us for the workers' names. He then said he could not say anything unless he had the workers' identity numbers or job numbers because he has between 500 and 700 workers. Mr Bartmann said that if we print the story, we will "face the consequences". He said that he will sue us and report us to the Press Union. And that is not all. He also said he will tell the security police about us. ●

9

The Springbok Patrols compound in Chamdor.



DARK TIMES FOR NIGHTWATCHMEN

by Mahlomola Skosana —organiser of the

Thousands of contract workers work in the security industry in cities and towns all over South Africa. Some of the security companies make big profits by breaking the law and exploiting their workers.

These companies exploit their workers because there are few jobs in the homelands and because of the pass laws. Workers in the "homelands" are promised a living wage, good working conditions, free uniforms, comfortable hostels and free transport. If a worker has a family to feed and has not worked for two or three years, they will not say no to such a good offer. And so many workers take jobs with these companies.

When workers start the jobs, many soon find that the companies do not keep their promises. They are treated very badly and their lives are more miserable than before. Here are some examples:

- * Workers are dumped in hostels. Many of these hostels have concrete beds, broken windows and doors. Many workers pay up to R35 for a bed every month.
- * Some are not registered but the firm still takes money from their wages. They take money for tax

Vukani security guards union

and UIF. Workers are also sometimes fined if the company says they were sleeping on the job.

- * The uniforms are not free. Workers pay for the uniforms and the firm promises to pay them back when they leave the job. This often does not happen.
- * Companies like Springbok Patrols sometimes assault their workers. Other companies also sometimes assault their workers.
- * The companies often do not train their workers for the job.
- * Workers work very long hours. The law says a security guard must work a 12 hour shift. But the workers sometimes have to work up to 16 hours a shift. It's worse on weekends — workers sometimes work a 60 hour shift on weekends.
- * The conditions are very bad. There may be no toilets or even a guard room. If there is a guard room, there may be no heater in winter.
- * Some workers must pay for their own transport because the trucks do not fetch them in time.

* Only the lucky workers get a day off each week. Some workers work for three months before they get a day off.

* The companies want the workers to be clean and tidy at all times. The workers have to pay to keep their uniforms clean.

The union has many problems when we try to organise the workers in the industry. Some companies don't like unions and they sometimes fire workers who join unions.

Many workers cannot have meetings in the hostels because there are no halls. And workers can't plan meetings because they do not know when they

will have some free time. This make the union's work very difficult.

The union also has other problems. When we complain to the Department of Manpower, we get very little help. They make excuses. They say that they do not have enough staff.

There is also no industrial council for security workers. In other industries, unions can sit on the industrial councils to fight for their members. A Wage Board decides how much security workers must get. And these wages never keep up with the cost of living. Workers always lose out to the companies who make big profits by exploiting their workers. ●

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2000

Shady security firms set up shop in the wake of unrest

By Andrew Walker

A lot of new and sometimes shady security firms have set up shop in South Africa in the wake of the widespread unrest.

More than 600 guard and burglar alarm firms have done so, many of them "fly-by-night" shoestring operations designed to cash in on the fears of householders and businessmen.

The Security Association of South Africa (SASA) has warned that only 60 of about 200 guard firms are affiliated to employers' organisations which demand firms meet certain

standards before being given membership.

In the alarm field only 26 out of about 400 qualify.

"The problem is that people see the unrest as being a way to set up a security firm and make money fast," SASA administration director Mr Frank Sims said.

Although a draft Bill was formulated last year, there was still no licensing for security firms.

"Consequently we have had a tremendous growth in the number of alarm and guard firms. Many have gone out of business quickly," Mr Sims said.

Anyone can set up shop as a "security firm", with little or no experience.

"A person with no experience in the security field rang me yesterday saying he had decided to set up a security firm and wanted to know what advice I could give him," Mr Sims said.

Firms going out of business have left behind a string of customers stranded without back-up service for the security systems they have bought.

"Some people are in business one day and out of it the next — but security is only as good as its back-up," Mr Sims said.

Some householders and businessmen have found themselves stuck with alarm systems sold by "fly-by-nights", sometimes having been misled about the capabilities of such systems.

SASA is in the process of lodging a complaint with advertising authorities over an advertisement for a security system which will "never" give a false alarm — akin to advertising a car that will never break down.

"Sometimes the only recourse after buying a system from a fly-by-night firm is to go to a reputable firm and get a new system," Mr Sims said.

Up goes cost of funerals

WHILE Soweto residents can now heave a sigh of relief as the Soweto Council has withdrawn some of its proposals to increase tariffs, white and Indian undertakers doing business in the township are in for a big shock.

The council decided at a special meeting recently to increase burial levies for undertakers of other races by 500 percent — from R30 per burial to R150 per burial — with effect from October 1.

This emerged yesterday during an interview with Mr Nico Malan, the council's Town Clerk.

Mr Malan said the council took this decision because the undertakers from outside were not paying rates and taxes into the coffers of the council as they operated from outside the boundaries of the township.

Unchanged

Burial levies for local undertakers, who Mr Malan said contributed to the council as they paid site rentals, remain unchanged at R10 per burial.

Undertakers from Diepmeadow and Dobsonville will pay R30 per burial while black undertakers from outside Greater Soweto will pay R75 per burial.

Service

The 500 percent increase imposed on white and Indian undertakers will now make dying in Soweto costly as many residents prefer them to



Mr NICO MALAN.

local undertakers as they provide a better service.

Mr Malan said the council decided not to increase water tariffs in Soweto. 29/6/85

He said the council decided to seek an interview with the Rand Water Board to discuss the issue.

Flat rate water tariffs would have gone up to R15,80 and metered water by 15 percent had the previous proposal been passed.

But swimming pool admission fees will be increased by 50 cents for adults and 30 cents for children. Refuse removal tariffs will also go up by 50 cents per bin a month.

These increases are subject to ministerial approval, according to Mr Malan.

Funeral levies shocker

THE massive increase in funeral levies, from R30 to R150 — a 500 percent increase — which has been imposed on undertakers from outside Soweto, will hit the residents even harder than the undertakers.

This is the view raised by a manager of one of the largest such operations outside Soweto — City Funeral Undertakers Mr Tony Guinness, a manager at City Undertakers said yesterday they were shocked at the levy and believed it was aimed at their business specifically. *Sowetan*

"We have to be realistic. We are innovators in this business. We inherited it and we believe we have become the professionals that has made us so popular. We were first to introduce a package deal for bereaved families, by giving out tents, chairs and so on. Many others copied our innovations.

Mr Nico Malan, the Soweto Town Clerk told The SOWETAN that the increase on levies for Indian and white undertakers was unavoidable because they did not pay taxes and rates as locals did.

PHOTOGRAPH BY
MONEY

BUSINESS TIMES

SURVEYS SECURITY

Bosses in front line of defence

By Amrit Manga

GOOD security begins with good management and executives cannot afford to underestimate its importance or pass the buck down the corporate line.

It is the responsibility of top management to use assets in a profitable way — and this includes protecting the company's property and employees.

The protection of assets rests with the chief executive and must be included in his operating plan.

Management has appreciated the threats posed by straight criminal acts, such as robbery, theft, pilferage, arson, fraud and loss of information from fire and flood.

To this list must be added politically motivated labour unrest, acts of sabotage, and computer crime.

Scrambler

"We must expect more industrial unrest along with the threats that go with it, aimed directly or indirectly against the organisation's assets."

Although unrest does not necessarily erupt spontaneously, contingency plans must be made with the involvement of security management.

Computers have lent a new dimension to security. Fraud and so-called white collar crime have increased and the impact will become more important as computer systems become crucial to the daily functioning of businesses.

The security of computers is a specialised job, being a combination of physical security, strict access control and systems, including safe-

guards written into computer programs.

Because of fears of an increase in computer crime in South Africa, some users are using devices which ensure strict security for those using post office telephone lines to carry their data.

One device is a microprocessor-controlled scrambler similar to one used by London banks to secure their direct funds transfer network.

Vulnerable

Although computers are becoming increasingly vulnerable to tapping, they are also being used to prevent crime.

Computerised security and building monitoring systems are accepted as providers of most of the requirements of an office building.

However, the security guard will still play a vital role in crime prevention and will remain indispensable for some time to come.

Industrial espionage is perhaps the most exotic of the threats that the security operative has to face and it is not only the larger multinationals that are vulnerable.

Mr Macfarlane says: "We all have information which is of value to the opposition."

"The past year has been marked by a considerable increase in identified cases involving the loss of company secrets and vulnerability has increased with the advent of data-processing operations."

Perhaps the most common method used in industrial espionage is bribery.

"Although corruption has always been with us, it has seldom been regarded as a matter for the security professional. It has only in recent times," he says.

An anti-corruption programme is unlikely to be part of many security managers' duties, but the more he knows about the problem, the more likely he will be to recognise it.

Private crime-busters hamstrung by the law

By Amrit Manga

CRIME is increasing and becoming more violent throughout the world — and South Africa is no exception.

With standards of education improving, crime is also becoming more sophisticated, technical and difficult to counter.

Roy Macfarlane, president of the SA National Security Employers Association, says people would be naive to assume that sophisticated crime is not among SA's inheritance from the industrial West.

Industry

"It is not surprising that the growth of crime and the greater organisation and sophistication of criminal activities have led in the past two decades to an increase in counter-measures."

"More recently there has been a need to take a variety of precautions against insurgents. To provide these services, a considerable indus-

Challenge

Mr Macfarlane says commerce and industry should review their security measures if they are to meet the challenge.

Likewise, commercial security must take an analytical look at itself and plan to meet SA's requirements.

One of the most serious limitations on the commercial security firms is that they possess no special privileges other than those contained in the Companies Act and the various employment laws.

Legislation

Mr Macfarlane says: "Legislation is being prepared to amend this situation. It is hoped that the legislation will allow owners of public buildings to carry out search elements."

Mr Macfarlane says: "Legislation is being prepared to amend this situation. It is hoped that the legislation will allow owners of public buildings to carry out search elements."

Another issue that needs examining, according to Mr Macfarlane, is the relationship between security companies and the police force.

"There is no modern society in which the government can provide total protection against crime. It is desirable for individuals and organisations to take sensible precautions against crime."

Doubt

"But the question of where the responsibility of the State ends and that of the private firm begins is a problem."

Mr Macfarlane says the growth of the specialist private security firms places doubt on where the perimeter of the State's security operations lie in relation to them.

Security officers should not be regarded as substitutes for conventional law enforcement agencies.

"It is not the function of a security company to seek criminals in public places or to deal with public violence."

Road barrier rises in a trice

A RISING road barrier which can provide security without requiring continuous surveillance has been launched on the Southern African market.

The Pits Barrier has been tested and proved abroad as not only ideal for controlling traffic to and from car parks, military bases and airports, but for special locations, such as private roads or accesses to housing and other developments.

Rapid flow

The barrier rises 350mm and higher above the road surface and extends to a width of 2m and is constructed of heavy duty, anti-skid and corrosion proof chequer plates.

Powered by a remote mounted motor and pump with a hydraulic reservoir, the

barrier or step can be raised or lowered within a space of two to three seconds, ensuring a rapid flow of traffic while still allowing for maximum security and control.

Warfare

Ideally, the barrier should be operated in conjunction with traffic lights indicating when it is safe for a vehicle to proceed, but the manufacturers say this is not vital.

It can be operated manually or with pass cards, road detectors, parking booms, and by traffic lights themselves.

Chris Milburn, national sales manager of Henderson Security, marketers of the

barrier says: "Apart from providing a high level of security in day-to-day commerce and industry, the barrier has significant implications in the current climate troubled by urban guerrilla warfare."

Impact

"Like our LoTracker security system, which can withstand a direct impact from a 32-ton vehicle travelling at 40km/h, the barrier is also effective in blocking any attempt at entry by heavy fast-moving vehicles."

"Apart from having the advantage that it operates effectively without human surveillance, it can be easily integrated into any existing security system."

Control can be effected by local or remote manual operation, using a desk-top or wall console. Other methods which can be employed are key readers, car or key-pad readers, vehicle detection loop systems or any device which emits a signal or operates a contact.

Posters carry warning

THE growing popularity of security posters is a sure sign of SA's urban violence.

A second series will be printed once it has been vetted by the authorities. It covers bombs and devices, mortars and rockets, weapons, anti-personnel weapons, anti-tank mines and clothing and equipment.

Each colour poster will be supported by a pamphlet with brief descriptions, technical data and additional photographs.

They are still in the design stage and can be supplemented by a slide or video programme for training purposes.

Conference seeks national strategy

The first international conference to formulate a national security strategy will be held in SA in November.

The conference has been necessary to meet the challenges of an increasingly volatile political and social climate.

Leading figures, including the Minister of Defence, Magnus Malan, will address the conference, which is being organised by the Sandock-Austral Security Academy.

Richard Kobetz, assistant director of the International Association of Chiefs of Police, in charge of among other disciplines, hostage rescue, will also be present.

Roy Jackson, Sandock-Austral's general manager, says: "The aim of the conference is to serve as a catalyst towards formulating a

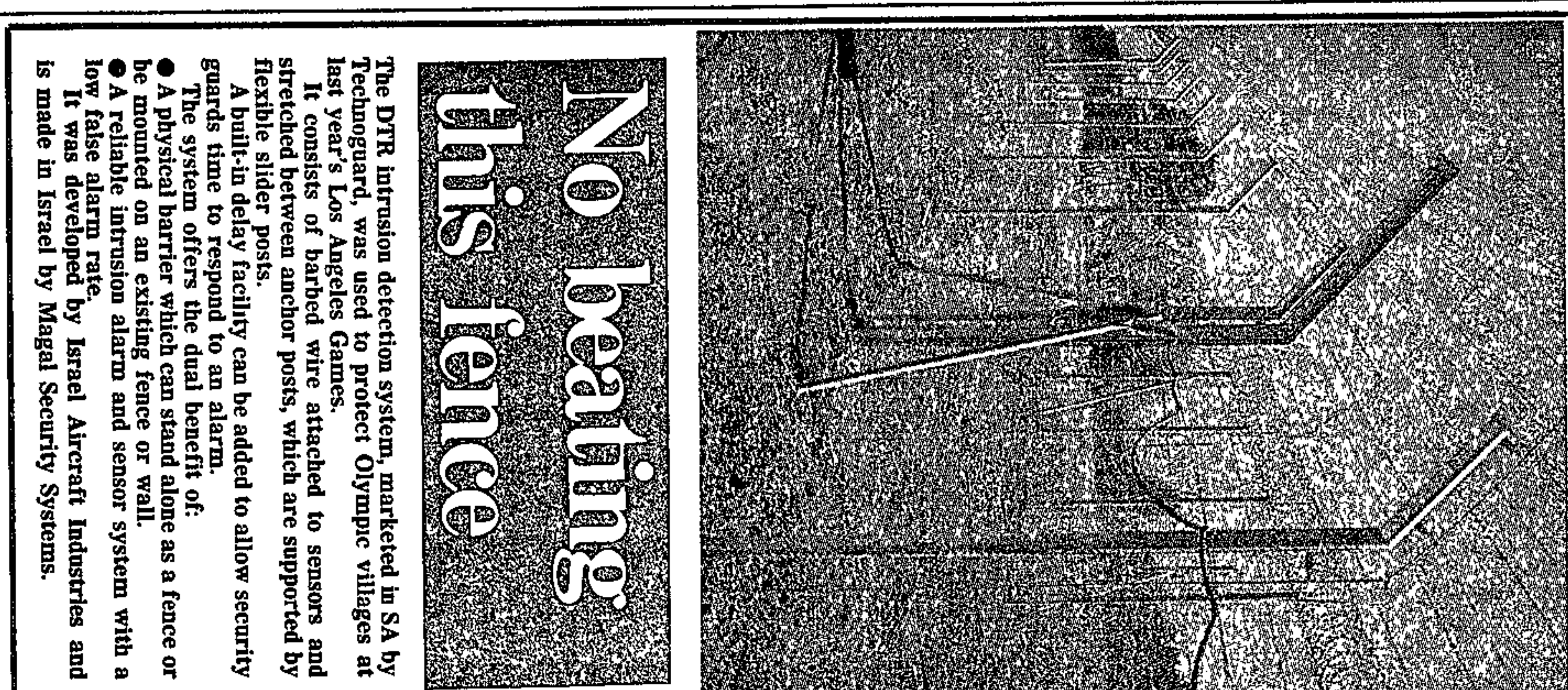
national security strategy." It will bring together senior management staff mainly from the private sector. A diploma course in security administration will be launched to help the private sector cope with demands for effective security management.

The course will be run along the lines of management programmes being undertaken by the Danelm Management School.

Sandock-Austral will also launch a course in physiology, which will be conducted on an in-house basis.

Colonel Jackson says: "We hope to train personnel in the identification of criminals. The course lasts only half a working day. It is not designed to compete with the SA Police's Identikit programme but to complement it."

A Sandock Academy instructor coaches a student in heavy-rifle use



No beating this fence

The DTR intrusion detection system, marketed in SA by Technoguard, was used to protect Olympic villages at last year's Los Angeles Games.

It consists of barbed wire attached to sensors and stretched between anchor posts, which are supported by flexible slider posts.

A built-in delay facility can be added to allow security guards time to respond to an alarm.

The system offers the dual benefit of:

● A physical barrier which can stand alone as a fence or be mounted on an existing fence or wall.

● A reliable intrusion alarm and sensor system with a low false alarm rate.

It was developed by Israel Aircraft Industries and is made in Israel by Magal Security Systems.

CCTV spots intruders

CLOSED circuit television is becoming increasingly popular as a method of perimeter protection.

Although it has been around for a while, it is growing in sophistication in its major roles of detection and verification.

Video mania has revolutionised security as much as it has home entertainment and has improved the effectiveness of closed-circuit television.

Advantages

Linked to other detection systems, closed-circuit programmes can be used in a surveillance mode and for immediate alarm verification.

Visual verification is one of the big advantages of linked closed circuit televi-

sion, says Cliff Rose, sales manager of Sharp Electronics.

It enables security personnel to determine whether an alarm is real or false, set off by man or beast, the number of "insurgents", dress and equipment of intruders and whether they are on foot or in vehicles.

Once they have established these facts, they can:

- Cancel or action alarms.
- Warn reaction groups.
- Note where the intrusion occurred.
- Ascertain the direction or speed in which insurgents are moving.

Mr Rose says equipment in perimeter protection systems needs to be highly reliable and of good quality and design to relay accurate information to control rooms even in the most adverse weather.

15/9/85
Sunday Times
Business Times
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People's Market a *Morning* 'lifesaver' *286* for jobless

Pietermaritzburg Bureau

THE People's Market in Churchill Square is proving more than just a chance for stallholders to display their skills and initiative . . . it is becoming a means of income for people in dire financial straits.

So says market convenor Mrs Susan Hicks who adds that the People's Market is showing an upswing in members and public interest.

Mrs Hicks says she receives an average of five telephone calls a day from prospective stallholders, many of them retrenched employees or people wanting to supplement their income, and predicts that the city will have a 'mega-market' by December.

She says it will provide a means of income, no matter how meagre, for people who are in dire straits.

'I can say without hesitation that the market is going to be the only means of income for about 80 stallholders come November-December.'

Mrs Hicks said there were those who felt it degrading to trade on the market. She quoted one stallholder who had told her his friends had laughed at him.

'What can I do? I was retrenched a week ago and have this brand new BMW parked over there and I don't have a job,' he told her.

The People's Market, which started last December, caters for a wide range of merchandise from hand-made clothes and leather work to fruit and vegetables, bric-a-brac and wood carving.

Rent-a-coffin scheme may cut costs

286

Pretoria Correspondent

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STAR
An East Rand undertaker has invented a "rent-a-coffin" scheme which could save up to 75 percent in cremation costs.

A Benoni undertaker, Mr Dirk Venter, said he was a schoolteacher until three years ago.

"I at first thought there was a lot of money in it and quit teaching. I was surprised to establish what the profit margin on coffins actually was. The administrative costs, however, were fairly high."

Mr Venter said he soon realised that the "cremation trade was wide open for malpractices". He said he did not wish to rip off grieved people and decided to introduce the "rent-a-coffin" scheme.

The scheme involves an expensive casket-type frame and case made of either Imbuia or Mahogany wood which fits over a real coffin.

A similar coffin is being sold for between R1 500 and R2 000 in the trade.

"I explain to customers that I could supply them with an ordinary coffin and they then hire the expen-

STAR 25/9/85
sive case for the memorial service at a cost of less than R500. After the service, the case is removed and the body with the ordinary coffin is taken to the crematorium for cremation.

"It is surprising to see how many people want their relatives and friends to be in expensive coffins at cremation services — purely for the show," said Mr Venter.

The manager of a local funeral parlour, Mr Piet Botes, said this was the first time he has heard of such a scheme.

"This undertaker must be running a one-man show. We are a country-wide organisation and this can't work in our set-up. All our stocks are computerised which makes such a practice impossible," he said.

Police are still probing allegations of malpractices in the burial industry in Pretoria after fraud charges had been pressed against a well-known and long-established Church Street funeral parlour. Anyone with information which might help police in the investigation should contact Captain Croukamp of the Pretoria West CID at (012) 323-6026 or 47-3315 after hours.

BUSINESS

Big security firms merge

286 By Stan Kennedy
With the incorporation of Rennie's Electronic Security (RES) as a division of its company, Fidelity Guards has expanded its operations to cover a new range of security services.

Chairman Mr Roy MacFarlane says RES will continue to specialise in the design, installation and maintenance of integrated security systems, tailor-made for each particular application.

The systems include card access control, physical security barriers, intruder detection, closed circuit television and specialised monitoring.

The monitoring system is computer-operated from RES headquarters in Wynberg and takes care of special factory plant, supermarket freezer systems and other similar key areas.

RES will continue to trade under its existing name from its premises in Johannesburg, Cape Town and Durban.

Major engineering company Edward L Bateman has installed computer and office automation equipment worth more than R1 million from Datapoint, a division of Computer Sciences.

221 STAR 26/9/85
The company, which operates internationally and specialises in project management and equipment supplies, particularly to the mining industry, has invested a similar amount on software.

Its commitment to high technology goes beyond in-house operations. This year it acquired an OEM agency for the full range of IBM PCs.

One of its operating companies markets process control computers and, in addition to developing software in-house, markets a number of well-known packages for overseas principals.

The company has developed a master programme for the Datapoint equipment which a US software house is keen to market.

Industrial and utility boiler manufacturer International Combustion (ICAL) has been awarded a R2 million contract to supply a coal-fired watertube boiler to the Brits factory of Firestone SA.

The boiler will be designed to supply 15 metric tons of saturated steam an hour at a pressure of 1 725 Kpa.

Boiler units of this size are normally of the shell and tube design but because of Firestone's require-

ment for a unit capable of staying on line continuously and burning D grade coal, a VU-10 watertube boiler fitted with Ical's special L type travelling grate was preferred.

A new computerised system for insurance brokers has been launched by Liberty Life.

The system, called Adlib, is available to brokers and agents with a Liberty Life selling contract.

It runs on BarlowMicro's Panasonic Senior Partner PC, a self-contained unit with built-in screen and printer.

Its integrated word-processing system allows consultants to prepare accurate, documented financial analyses for potential clients in minutes, as well as promotional literature on a selective basis.

Direct access to client records on Liberty's mainframe is being developed, using telephone line communication modems.

Users may contract for software and communications links only, or rent the entire package. Currently 40 brokers and agents are participating in the scheme, with many more scheduled for inclusion in the near future.

The Rhodes who prowl the empty streets by night

A group of former Rhodesian Army officers have formed a private security firm which patrols the streets, making citizen arrests and keeping an eye on those households which have paid their monthly "protection" fee. HANS BRANDT spent a night with the men who aim to make Johannesburg safe.

DARK street corners, shopfronts and houses are eerily lit up by an orange flashlight as a private security van patrols the streets of Actonville, a township on the East Rand.

For the guards in the van, this area is particularly sensitive since just across the railway line lies the troubled township of Daveyton.

The guards, in green uniforms, peer into shop windows, yards and cars parked in the streets. They pay particular attention to buildings displaying a yellow triangle with a red skull and crossbones.

A man rummaging in refuse bags in the street is questioned. He is obviously frightened by these uniformed men with guns on their belts and batons in their hands. When told to go home, he quickly disappears.

The same happens to a man roaming the main shopping street.

Suddenly there is a commotion at the end of the street. A guard from another patrol is bleeding from a cut on his neck.

He holds up a bloody knife. He is shaken and furious. He is sure that, had a resident of the area not intervened, he would have been seriously hurt.

Now the man who had produced the knife is under arrest, his hands handcuffed between his legs. The resident pleads with the guards to let him deal with the alleged attacker, but the guards won't let him.

The prisoner is taken to the police station, where he is remanded in custody until the morning on a charge of possessing a dangerous weapon.

These are the patrols of Community Protection Services in action. The two young security officers concerned had brought their wives with them on patrol. According to Bruce Anderson, director of the company, this was allowed as long as there was no drinking. The disruption of family life normally caused by men having to work night shifts could thus be minimised.

Anderson's security experience extends back to being an officer in the Rhodesian army. Together with two partners, he started the service about eight months ago in response to increasing incidents of crime in Johannesburg.

"Because of continuing unrest and the continuing poverty of a large section of the population, you have a very high



crime rate," said Anderson.

Today his company provides 24-hour patrols for its 6 000 members in suburbs stretching from Krugersdorp in the West Rand to Actonville in the East Rand.

Members pay R19 a month and are given the company's skull and crossbones sign to identify their properties, as well as emergency telephone numbers.

Anderson maintains that radio-controlled patrol cars can reach a member within minutes of an emergency call. "I believe that the police force has 80 percent of its troops employed in curbing unrest," he said. So his patrols could often be more effective than the police.

Anderson emphasised that his men were not "strong-arm thugs".

"All my staff are highly trained, usually ex-policemen or people who have military experience. We will not use our weapons unless we ourselves, our clients or our clients' property is at stake. Obviously, we have the right to protect property, to protect life."

He also pointed out that they did not only have white members. "We also operate in non-white areas. We are not making political statements, we are not trying to bash Africans. Ultimately, we protect the middle classes, the haves from the have-nots."

He cited the affluent coloured suburb of Fleurhof where his mobile patrols had reduced the incidence of crime from an

Bleeding from a wound in the neck, a security officer makes a citizen's arrest. The knife was used in the attack on him

average of 12 burglaries a day to a negligible number.

But mobile patrols are only the first stage in Anderson's plan to make Johannesburg safe. He explained that, once

enough members in a certain area had signed up, armed foot patrols linked by radio to the patrol cars would be put in. This system would eventually cover the whole city.

"I reckon it will take us two years before we've blocked off Johannesburg," he said. Then it will be a safe city.

"Our foot patrols are Bantu. There is a certain resistance in some areas to having armed black men walking around. But we trust these people."

"We make sure that they are competent. Of course, one could not afford to have armed Europeans. A European security officer earns about four times the salary of a Bantu security guard."

Anderson also stressed the importance of community development, of increased awareness amongst residents of a certain area. This was linked with the fact that his was not a traditional security company. "We see it as a community service. We are not a charity, but the motive of the company is not to make a lot of profit. We have several other companies that make a lot of money."

In certain ways, his service fulfilled a civil defence role. "Our people are armed. They are trained in arms, they receive anti-terrorist training. We know how to deal with bombs."

Turning to the influence of the unrest situation, he said:

"As long as our men are well trained, as long as we do our job efficiently and impartially, then I don't think you really have a problem."

However, he expressed understanding for those who formed vigilante groups. "It's a logical response to an unrest situation. I'm not anti-African. In many ways, particularly on a material level, my sympathies are with them."

"But I don't think they have the right, because I happen to be rich in relation to them, for them to come and break into my house, or steal my car, or rape my wife, or kill my children. If the police are not able to cope, then I have the right to defend myself."

In a riot situation, his men would be proficient enough to contain a crowd until the police arrived.

Asked about the motivation behind his dedication to community policing, Anderson referred to his past. "I was a fairly rich man in Rhodesia. I lost everything up there. I built it up here and I don't want to lose it again."

"But it even goes deeper than that. If we can establish cities as safe places to live, it's not only to the benefit of the whites. It's to the benefit of the blacks, to the benefit of any future government."

However, in a revolutionary situation, the function of his men would definitely change. "I can only see that we would become hard-hitting civil defence units, probably offensive units as well."

Cutting costs lead to greater losses

THE SECURITY industry at the moment is in the doldrums because economic circumstances have encouraged commerce and industry to cut costs and do it themselves.

Another current problem is that companies are using their own in-house staff who are not necessarily trained for the function they are being asked to carry out.

Investigations and de-bugging are specialised fields and cannot be performed by the average security officer. When management does call in a security firm it expects immediate results.

Archie Griffiths, who was MIs trained and head of counter-espionage in the Kenyan police, is now managing director of Security Service

Consultants in Wynberg. He says industrial espionage is very much on the increase in a variety of forms.

One is out of desperation: when a company is being hit by the recession it will resort to measures it would normally never do. Financial institutions are falling foul of nocturnal visits and bugs in management offices.

"Computer frauds are also on the increase but I don't think there exists an expert to crack such frauds. Tapping a computer in the same way as tapping a telephone is being done but we have never been asked to look for it. We have, however, found bad housekeeping as far as computer information is concerned.

"We completed an exercise recently on a number of high-rise buildings in Johannesburg. We sent out black investigators to look and see what they could pick up in the way of waste and scrap.

"To our surprise, they came back loaded with computer printout material from a wide variety of companies including banks and commercial organisations.

"One company had thrown away its complete budget forecast for the following year, which would have been dynamite in competitors' hands.

"In the case of a motor dealer we found a complete client list of who bought what cars over the previous few years, how much they were spending and their renewal rates."

Industrial espionage is taking a new turn. Companies which are hardpressed through competition are very often the victims of industrial espionage from their smaller and totally unscrupulous competitors.

In one case a junior manager of an employment agency in Johannesburg was extracting the details and handing them over for a fee to a smaller personnel competitor.

A similar situation occurred with an estate agent.

This type of espionage is certainly on the increase. Top management are now being involved in dubious actions; even directors of large public companies are accepting bribes (tax-free money).

In one recent case a senior executive was offered a R1m bribe, but he was caught before any money changed hands.

Following the case of "Dr" Rademeyer and Escom, other large organisations have discovered frauds in excess of R1m, but in nearly all cases the charges have been dropped.

Corporations prefer to keep their dirty washing out of the public eye. It would appear that some companies are able to write off such sums.

The reason for the increase in frauds and fiddles, according to Griffiths, is because people's standards have changed.

The ideas of right and wrong have changed.

In days gone by a good Christian family upbringing put a man on an honest road where his word was his bond. This is no longer a guarantee. It is now considered smart to cut corners.

Companies are often slack in terms of their general security controls. A guard,

a dog and a gate are just not enough.

Not only are there loopholes in most companies, but many executives do not realise that goods are being stolen via these loopholes.

Griffiths said many rely on their external or internal auditors, but these financial men are not geared to seek and find thieves.

Managements tend to have implicit faith in their systems, believing them to be foolproof while they are being ripped off with every other.

"Mr Big" is emerging, ensuring crime more organised and sophisticated. He employs a group of pals to work with him. By fiddling the system, he can milk off orders for which he gets paid but the company supplies the goods and transport.

The most vulnerable areas are the retail industries, food, clothing, and the necessities of life, but fraud takes place anywhere.

It is hard for employers to be told their loyal employee of 19 years' standing is perpetrating a fraud but perhaps it has taken him 19 years to devise a method.

It is tough on employers who think their staff are loyal and reliable but in the end betray them.

Managements are reluctant to prosecute because it is time-consuming, affects staff morale, and the sentences seldom act as deterrents.

286 B. Day. 21/10/88

SAFETY AND SECURITY

MANY South African security firms are upset by the proposed Security Officers' Bill. Four major items contained in the document are being vehemently disputed by senior members of the SA National Security Employers' Association (Sansae).

- They are:
- The proposed legislation precludes in-house security personnel;
 - The selection of the "board of control" is unacceptable;
 - The removal of the right of access to the courts is unjust; and
 - The powers granted to the SA Police are too broad.

In the Seventies, the SA Security Association (Sasa) approached government with a view to obtaining legislation for the security industry in SA. The industry needed — and still needs — its house put in order because there are no standards laid down and no way of enforcing any code of ethics. This is 1985 and the Bill is still in draft form.

Explains Errol Feldman, vice-chairman of Sansae: "The first draft took some six years to produce, and that 30-page document — which appeared in 1984 — was totally unacceptable to our members. Instead of trying to alter it, we submitted our own draft of 98 pages, setting out our proposals."

"The first draft Bill was removed from the roll and the second was handed out to various academics at eight or nine universities for comment, and we were promised an opportunity to consult with them. The promise was never kept and the second draft is now with a parliamentary sub-committee.

"We have a copy and are disappointed to see it hardly differs from the first draft and certainly does not

Draft Bill upsets security industry

ANTHEA DUGAN

include our proposals."

Feldman, who has been handling the proposed Bill since its inception, says he is horrified by the contents. Whilst he and Sansae still want the industry to be regulated, he is against four of the proposals.

"There are two kinds of security in SA — a commercial security, as practised by companies who sell their services for reward, and in-house security, which means commerce and industry employ their own security men and pay them.

"The draft Bill makes no provision for in-house security. It confines its recommendations to commercial companies offering security guard services. Thus, in-house security is exempt from all rules and regulations pertaining to the Bill, and their security personnel could quite easily have a criminal record, need not be trained and their wages may be arbitrarily decided by the employer.

"We believe there are many more people employed in security on an in-house basis than there are employed by security firms.

"We cannot understand nor accept that they will not be regulated. We are not asking the in-house employers

to become party to the Bill, but that the personnel be registered and licensed and subject to the same control," says Feldman.

The second objection concerns the Bill's board of control. Both Sansae and Sasa will be allowed to submit a list of names to the Minister of Law and Order, from which he will appoint a certain number to sit on the board.

"However, if the minister does not like the names we submit, he can choose his own representatives," says Feldman.

The removal of the right of access to the courts by the security industry is a major issue. Disputes and disciplinary measures will all be handled by the board with the right of appeal to the minister, whose decision will be final.

"Why can't we have right of access to the courts?" asks Feldman. "We regard this as an incursion on our common law rights. No other employer bodies are restricted in this way."

"Our industry is young and, perhaps, not always manned by sophisticated people and, as a whole, we might be prone to jealousies and conspiracies. Allegations in our industry are easy to allege but difficult to disprove. We are concerned that

these can only be aired before a tribunal, with no access to the courts."

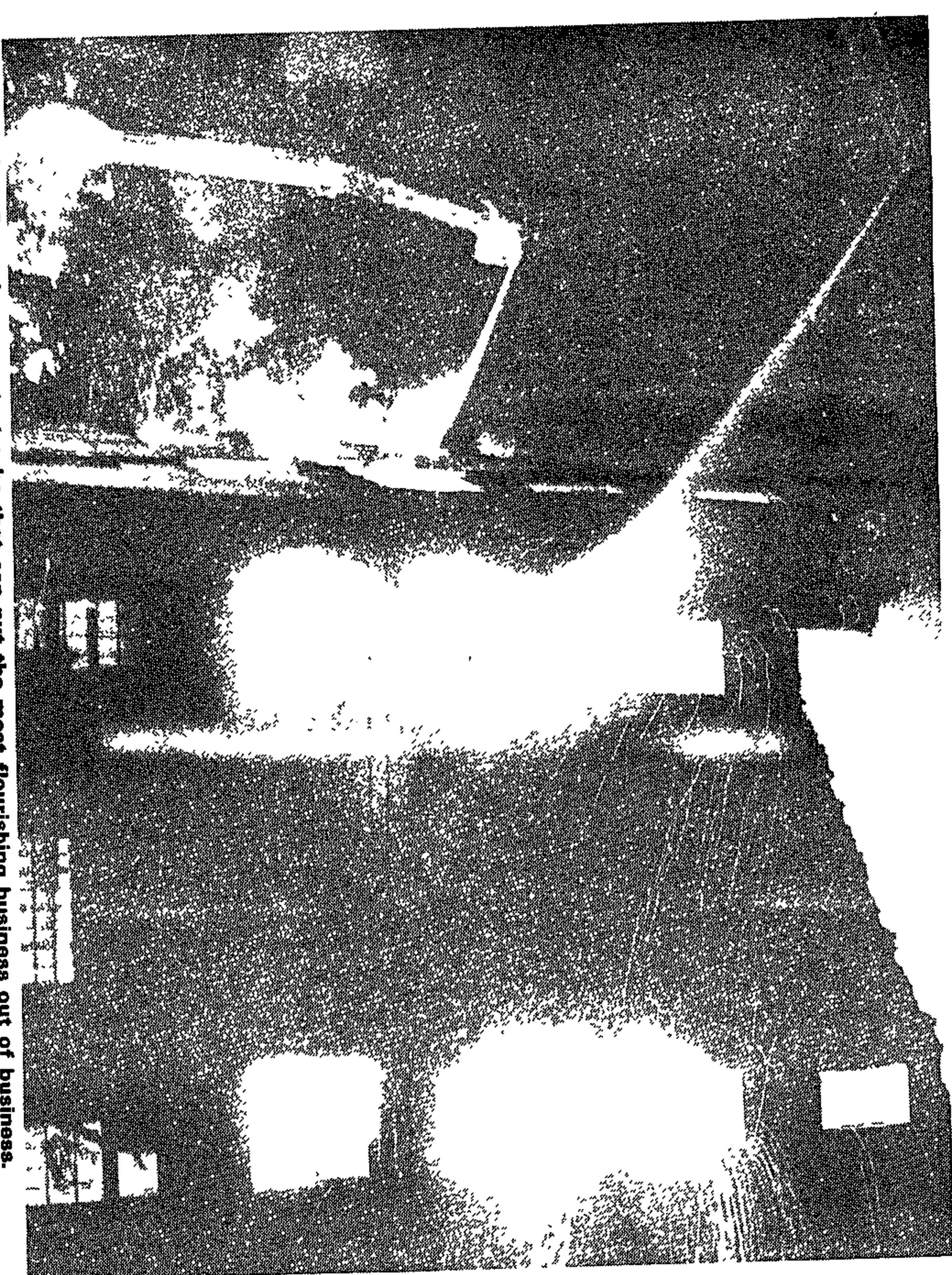
The fourth objection concerns the role of the police in security matters. The draft Bill, according to Feldman, permits a warrant-officer, or senior, the right of access where any security officer is employed, giving him power to copy or remove any documents used in carrying out the business of security. This could include the security company's wage roll for pay day the following day.

Although not wishing to cast any aspersion or undermine the authority of the SAP, Feldman says corruption is not impossible. By removing the guard pay roll a company could be put out of business.

Given enough money by a competing company, one junior officer might be tempted to exercise his rights. The result of his actions might mean major corporations being without security and exposed to the risks they sought to cover.

Sansae has spent thousands of rands making representation to government on this Bill, which appears fruitless at this stage. Assocom asked for a parliamentary select committee to be formed so that suggestions from the industry could be submitted, but this and all other similar requests have been ignored.

Edited by Matthew White



● FIRE ... the one catastrophe that can put the most flourishing business out of business.



W SP0USE

When the whole factory goes up in flames . . .

COMMERCE and industry do not realise the very real problem of fire protection in these tight economic times.

If a business experiences a reduction in turnover, retrenchment and tight budgets, it should seem obvious to the safety-conscious man that this is the time when more effort should be made to protect existing business in the hope the economy will soon recover.

Fire Protection Association manager Peter Davey said this is the attitude advocated by all institutions and associations involving all aspects of safety.

"We believe people should re-commit themselves to protecting their assets. Any loss sustained now would be far more serious than it would be in more favourable economic times."

If a factory is lost due to fire, getting back into business again is not merely a question of rebuilding with insurance funds. Other aspects often forgotten include fighting for lost market share and trying to maintain goodwill without supplying and keeping employees who have nothing productive to do during the time of reinstatement. The problems are compounded, making this period an extremely difficult one.

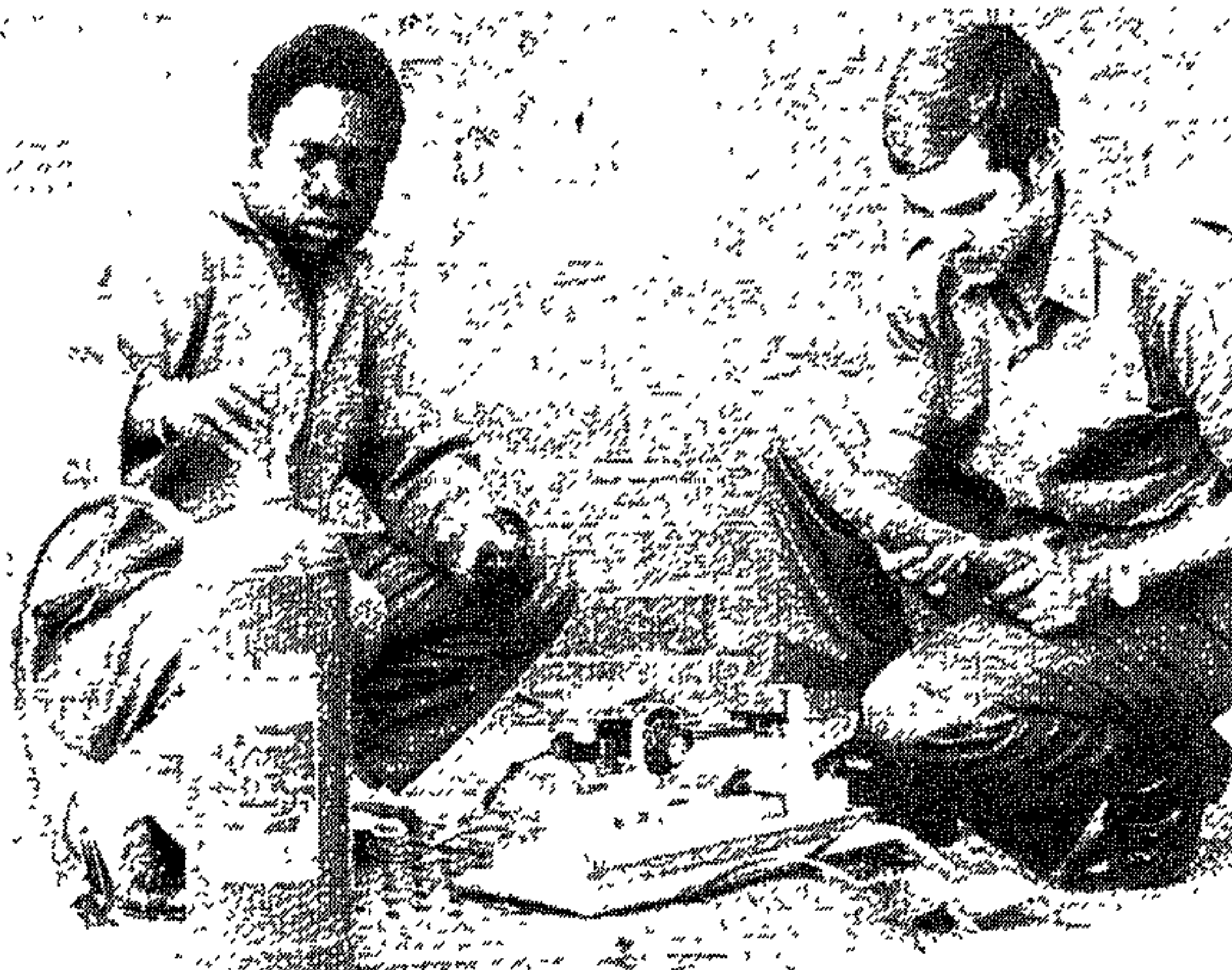
A lot of figures have been bandied about, especially the one that "40% of all companies which have had a major fire never return to business". This is totally untrue, although they have been quoted throughout the world. According to Davey, this figure has not been quoted in SA because it is unacceptable.

Insurance companies exist to keep companies in business and to say that 40% of those who have a major fire never get back into business is a slur on the insurance industry, which exists purely to assist those to recover from losses.

The real figure of those unable to return to business after a fire is under 5%, but the exact percentage is not known. Small businesses — such as hardware stores — which might have been sailing close to the wind with large stocks inadequately insured, might find it difficult to restart. If they do start again, it might take a very long time.

One company which suffered a major fire, whereby the entire factory burnt down, was closed by its overseas shareholders. They decided to cut their losses and withdraw from the SA scene. This was possibly a commercial consideration with political undertones, but the fire probably precipitated a decision.

Davey has been quoted as saying



● SERVICING fire equipment . . . is a legal requirement.

ANTHEA DUGAN

that many fires are caused by bad electrical wiring, but what would he recommend to prevent this?

"Maintenance of electrical wiring and equipment is as good as anywhere in the rest of the world and local regulations stipulate that wiring be checked if any alterations to the system be made and, if faulty, the system must then be rectified. Statistics indicate electrical faults as being a major cause of fire.

"We know electricity is the safest form of power, but we also know of those who are ignorant of it and who don't take care in the use of electricity. It is all too easy to overload a power socket, or discover a fault and delay doing anything about it until it is too late.

"If there is a flicker in a fluorescent tube which indicates a fault, it is often ignored. Such flickers do not necessarily mean the tube is on its last — it could mean a fault, a surge in electricity which could lead to a fire, especially in a building with false ceilings."

Overseas trends always seem to filter through to this country, be they concerned with the fashion world or security or fire problems. In common with other western countries, SA may expect an increase in the incidence of arson.

Arson covers all illegal reasons for starting a fire. FPA statistics reveal that 10.5% of all fires, excluding those started for political reasons, are

caused by arson. The problems of infiltration, terrorism and sabotage fall outside the activities of the FPA.

"Sophisticated weapons and petrol bombs are not necessary to cause serious damage," said Davey. "A lighted match thrown in the right place can cause just as much damage. Arson can take place relatively easily anywhere at any time."

After-hour fires very often are caused by arsonists. It is the obvious time to strike. "Selling an ailing business back to the insurance company", as Davey puts it, is often done at night.

A high incidence of fire takes place early in the afternoon when a factory is at peak performance. People are busy and people start fires. But the highest incidence of fire occurs between 6 pm and 9 am largely due to the fact that buildings are unoccupied and a fire is not discovered until it reaches an advanced stage.

The fire brigade may be summoned but by the time it arrives at the scene much of the damage has already been done. There is always a delay at night, not only with detection but also in sounding the alarm.

Fires occurring at this time are not necessarily arson, but when a building is unoccupied that is also the time when intruders make their move. They might set a building alight to cover any traces of theft, or attempts to break into the premises, and if the premises are burnt down, the intruder hopes nobody will find anything missing.

SERVICES SECTOR - LABOUR

1985¹

May 11/85

Pay rises for 12 500 store (287) workers

Mariah Vengtas

ABOUT 12 500 employees at Pick 'n Pay stores throughout the country are to receive wage increases, in some cases of about 17 percent, back-dated to January 1.

The company is planning to open a hypermarket and seven new stores, including two in Natal this year, creating jobs for about 2 000 full-time and casual employees.

The pay rises come as a result of a new agreement concluded in Johannesburg yesterday between Pick 'n Pay and representatives of a number of trade unions.

Speaking from Johannesburg yesterday, Mr R P de Wet, personnel director of Pick 'n Pay, confirmed all employees earning less than R750 a month would get an increase of R65 and the present minimum wage of R50 a week would be increased to R70.

The new agreement covered 12 500 full-time employees and would be operative until the end of February, next year.

Mr de Wet said the two new stores were expected to open later this year in Kingsburgh and Shelly Beach, near Port Shepstone.

AGGESSIVE BANK supportive action during the half-day training session.
— (Reuter)

Mary 10/11/85 *120* *287*
**Sacked 150 Spar workers hope
to get jobs back**

Labour Reporter
THE 150 workers sacked from eight Spar stores, run by W G Brown and Co, are hoping they will get back their jobs soon, following talks with the management, according to a spokesman for the sacked workers.

Mr Vivian Mtwā, branch secretary of the Commercial, Catering and Allied Workers' Union, said yesterday that talks were held between union representatives and the management of W G

Brown to resolve the workers' grievances

'We put forward certain proposals and we are awaiting a response from the management

'We expect to hear from them any time now,' he said, adding that in the meanwhile the sacked workers were still united and eager to return to their jobs once their grievances have been sorted out.

They met daily and embarked on a fund-raising drive to help keep 'their home fires burning,' he

said

The workers were dismissed early in December after ignoring repeated appeals to return to work.

The stoppage was in support of their demand for recognition of their trade union and the reinstatement of two of their fellow workers. They also requested a wage increase.

Mr John Limbouris, managing director of W G Brown & Company, was not available for comment yesterday.

OK workers' jobs cut-back

TODAY hundreds of OK Bazaars employees are to be told when they arrive at work that they are to lose their jobs in major staff cut-backs throughout the country.

The retrenchments, it is believed, will affect all races and all categories of workers in all the group's stores throughout the country. As many as 2 000 workers may lose their jobs.

OK Bazaars has held discussions with the trade unions involved in the retail trade — the Commercial Catering and Allied Workers Union (Ccawusa), and the National Union of Distributive Workers (NUDW), which represents mostly coloured, Indian and white workers.

"All I can tell you is the talks are still continuing with the unions," said Alan Fabig, a spokesman of OK Bazaars.

He refused to elaborate, adding: "You can draw your own conclusion."

Reduce

Neither of the unions was prepared to comment on the impending retrenchments.

However, sources within the group said it had been decided during talks with the unions that OK Bazaars was to reduce its staff by between five and 10 percent. With OK owning close on 200 stores nationwide, it is estimated that about 2 000 people could lose their jobs.

The first-in last-out principle, it is believed, will apply in all the retrenchments.

"It is common knowledge in all the stores — Monday is D-day," a source said.

"Most of the staff know, but they don't know who's going. Each manager has been given a quota of people that he's to let go. They will be told tomorrow."

Shop stewards have been called in and told about the retrenchments. More white, coloured, and Indian workers than African staff, it is understood, will be affected.

Unions have been assured that workers will be paid three months' salary, their pensions will be paid out, but they will continue to enjoy their medical aid benefits.

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Whites link up with Rawu

By JOSHUA RABOROKO

THE newly-formed Retail and Allied Workers Union has grown rapidly and signed on six white members from a large supermarket in the northern Transvaal.

Mr Donsie Khumalo, the general secretary of the union, said the white members were "happy with the union and have shown their willingness to cooperate with black members."

This was a "historic move" for the union since its formation last year, but he was reluctant to disclose the names of the white members because "a white member who ear-

lier joined us was victimised and forced to withdraw her membership."

"We are willing to take up more membership because of our close cooperation with other race groups. The union is affiliated to the United Democratic Front which is seeking closer unity among organisations," he added.

Mr Khumalo said that the union has signed "substantive agreements" with two Pretoria companies covering wages and working conditions and service.

"We are hoping to com-

plete many more agreements with other companies late this year," he declared.

In one instance, Mr Khumalo mentioned, "we signed an agreement wherein the company — East Sterne, a subsidiary of Plate Glass — agreed that on May 1, which is internationally recognised as Labour Day, workers should work half a day and be paid for the remaining hours.

They have also signed "a substantive agreement" with Perl-

modes Clothing store covering maternity leave for women workers. In terms of the agreement the workers will be entitled to eight months' maternity leave and on return they will resume their duties" without any problems."

Mr Khumalo said that the union has been in existence for one year and having gained a membership of over 4 000 and recognition in the three major companies, the union appeared now to have established a solid foothold.

The companies have confirmed the agreements.

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Rumours rife on ad sector lay-offs

By PAUL BELL

IF THERE have been lay-offs in the advertising industry, few agencies will admit to it, although the market is alive with rumours of the bloody axe.

It is apparent, however, that the level of employment is in retreat before the advancing and intensifying slump. The industry expects negative real growth during 1985, to which must be added the profit-savaging impact of GST, which, in all likelihood, will be increased this year.

In 1983, the average industry ratio of employees to billings stood at 5,8 per R1m — or R172 400 for each employee. Last year it was down to 4,3 — R230 000 per employee.

This year, says Mr Peter van Staden, financial director of J Walter Thompson, the ratio could slip to 4,0 — R250 000 per employee.

Or look at it this way. Salaries make up about two thirds of costs, says Mr Graham de Villiers, chairman of McCann-De Villiers. Mr Darryl Bernstein, of BLG & K, provided

the figures. Salaries in an agency with gross margins of R1m are an average 58% of total costs; between R1m and R2m — 62%; between R2m and R4m — up to 75%, depending on the agency's rate of growth.

Advertising is a people business. In the good times, says Mr David McKinstry, chief executive of Young and Rubicam, an agency could lose an account, save the people who were on it, and ride it out. "Now they feel that they can't carry that overhead."

He also noted that advertising salary costs could rise by 10% to 12%. There was always pressure for good people to be paid more, and this might have to be funded by shedding others — although he stressed that this was not the case with his own company.

He said he would be surprised if general industry employment did not decrease by at least 5% this year.

Rumours of the axe would have one believe it is permanently whistling. One media director suggested, however, that reports of retrenchments were probably quite exaggerated.

"Agencies like to hear stories of retrench-

ments elsewhere. It makes them feel better about themselves; they infer that they're going up because the other is going down."

"And there's the usual industry infighting — and grudge-bearers are only too willing to elaborate on the misfortunes of rivals."

He said agencies were usually pretty loath to lay off people, if only because it was bad PR — the problem being that cutbacks will be construed more likely as a sign of individual ill-health rather than as part of a general industrial trend.

And that has been borne out by Business Day's inquiries among the major agencies; all executives have trod very warily on the subject.

One agency — about which axe-talk abounds around town — flatly rejected claims that its staff of about 300 had been cut by 10% in recent months.

The managing director said: "Sure, people have left — not necessarily of their own volition — but if they wish to describe their departures as retrenchment, that's their problem."

Another agency, also the subject of indus-

try muttering, said it had lost an account and certain rationalisations had had to be made in the affected department, but only four people had been cut from the 160-strong Johannesburg office.

Mergers have had some impact too. One agency chief said a recent coalition had led to limited staff cuts in the administrative area.

Most agencies denied retrenchments, but said they were evaluating the need for re-placements very carefully. If staff were to be trimmed, natural attrition would take care of it.

An industry source said that, of the 15 or so accredited agencies in Johannesburg, "five or six seem to have effected redundancies on the basis of constructing business conditions."

Two agencies had put off five or six people apiece, while a specialist arm of one larger agency had folded completely.

"It's difficult," the source said, "to decipher who has laid off because of general cash flow problems, or simply because of a lost account."

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Body searches annoy workers

SCORES of black employees at a leading chain store in Verwoerdburg claim they are subjected to humiliating searches by two security officers who forced male workers to strip off their pants during body searches.

The employees, at the OK Bazaars store, said the searches are conducted by a white and a black officer. They also claimed that black employees, especially cashiers, are unfairly dismissed at random for shortages ranging from R10 and more.

Women workers at the company complained about a white woman security officer who also subjected them to humiliating and "disgusting" body searches daily, and accused them of stealing goods inside the premises. "She forced us to pull our dresses up and to feel how many panties, bras, petticoats and corsets we are wearing," they said.

The SOWETAN also established that one of

the workers was recently summoned to a room by the same white woman security officer who ordered her to strip off her dress. She was accused of being an "old thief". But no clothing or goods were found in her possession.

Rude

Scores of employees also complained about an "arrogant and rude" black security officer who swore at women employees. The security officer, The SOWETAN was told, also forced black men workers to strip off their trousers during body searches conducted inside a room.

A petition, the workers said, was recently handed in to a senior white cashier to have him transferred or dismissed but in vain.

Black workers at the company said the atmosphere was tense and "we only go to work because of the high cost of living and the hardships we blacks are subjected to in this country."

Those interviewed called on the authorities to remove the two security officers whom they accused of harassing workers.

A spokesman for the company in Verwoerdburg this week said he was unaware of the com-

plaints. The workers, he added, "are at liberty to submit their grievances to me in writing."

He also denied that workers were fired "at random". He requested the workers not to be afraid but to submit all their complaints to him.

1 051 OK Bazaars workers to lose jobs

By PHILLIP VAN NIEKERK

MORE than 1 000 OK Bazaars workers are to be axed from their jobs this week, but two shop unions have won major concessions in an attempt to soften the blow.

The job losses were announced in a joint statement yesterday by OK Bazaars, the Commercial, Catering and Allied Workers' Union (Ccaawusa) and the National Union of Distributive and Allied Workers (Nudaw).

The statement signalled the end of two weeks of disputes and negotiations which began when OK informed the two unions of its intention to retrench 2 000 workers, effective from January 21.

In terms of the agreement, 1 051 workers out of OK's workforce of 25 500 are to be given notice today instead of the 1 500 originally contemplated by the com-

■ To Page 2

Fate of 949 in the balance

■ From Page 1

pany.

It is understood there will be a number of retirements and early retirements included in this figure.

The company had intended to retrench another 500 in March, and OK and the unions will now have to negotiate the fate of the remaining 949 workers.

According to yesterday's statement and a Ccaawusa pamphlet distributed to OK workers, which the Rand Daily Mail has obtained a copy of, other features of the innovative and precedent-setting agreement are:

- OK has agreed to accept an independent auditor nominated by the unions to verify the company's statements on the need for the retrenchments and to confirm the number of employees affected.

- Workers can choose to be "retrenched" or laid off. If they choose to be laid off they would be guaranteed re-employment on August 7. Laid-off workers will receive two weeks wages and will remain members of their medical aids and pension funds.

- Retrenched workers will be paid out their own plus the employers' pension fund in full. They will receive severance pay of two weeks for up to two years' service, four weeks for two to three years' service, six weeks for three to four years' service and eight weeks thereafter.

- The OK has guaranteed to give preference to employees who are laid off or retrenched when it requires casual, part-time or full-time staff in future.

Supermarket won't retrench

LARGE supermarkets have indicated that although they are hard-hit by recession, they will not immediately retrench workers in the present economic climate.

By JOSHUA RABOROKO

However, spokesmen for Checkers, Pick 'n Pay and Mr Richard Maponya, owner of a giant store in Soweto, have said that the future is bleak for most companies who might face problems if the economy does not improve.

This follows an announcement this week by OK Bazaars that it has retrenched about 1 051 workers due to the worsened recession which has caused a tidal wave of unemployment.

Checkers' PRO Peta Lomborg told The SOWETAN yesterday that the company did not envisage making across-the-board retrenchments at the moment.

However, individual plants with surplus staff might be forced to lay-off "two or three peo-

ple".

She conceded that the company was undergoing "hard times" and the recession was beginning to bite. The company would be forced to retrench people if the economy does not improve in future.

Mr Richard Maponya said that they have not started to retrench people at this stage, but when things are tough "we might be forced to do so".

"The business has slackened as people are spending their money carefully as can be witnessed by empty shops, especially in Soweto stores. Many people have lost their jobs and unemployment is soa-

ring," he said.

He said they often had to employ casuals, especially students, but these have since gone back to school after the Christmas holidays and "we have not employed new people to replace them".

Pick 'n Pay's personnel director Mr Rene de Wet said that they had embarked on a scheme of expanding their stores in the next 12 months in the southern and northern Transvaal and Natal.

"We have for this reason created more jobs for most people. However, we still feel the recession, despite the fact that we have somehow tightened our belts."

Ccawusa signs major agreement

By JOSHUA RABOROKO

THE COMMERCIAL Catering and Allied Workers' Union has signed a wage agreement with the giant Pick 'n Pay covering over 12 500 workers of all race groups in the country.

According to a spokesman for Ccawusa, the increases, which are backdated to December 1984, are a "result of hard bargaining and the fact that Ccawusa had to declare a dispute with the company."

The agreement was reached after the union had applied for mediation after declaring a dispute with the company when no conclusion could be reached.

In another development Ccawusa has signed a preliminary recognition agreement with a second union and negotiations for fully-fledged recognition are now in progress.

In terms of the agreements the minimum wage for monthly earners is R303 and the minimum weekly wage is R70. No workers will earn less than that amount except during the first three months of probation. During the probation period workers will earn a minimum of R65 per week.

The increase affects all workers earning up to R750 a month, who will receive an across-the-board wage increase of R65. The spokesman said that the agreement covers all workers, even those who are not union members.

"It took us a lot of hard bargaining, and the fact that we had to declare a dispute is indication of the tough times we had during negotiations which started last year," the spokesman said.

"We hope to bargain for more next time," he added.

The Retail and Allied Workers' Union has also concluded a preliminary agreement with Pick 'n Pay for workers in the Northern Transvaal; according to Mr Donsie Khumalo, the union's general secretary yesterday.

A company spokesman, Mr Rene de Wet confirmed the agreement.



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Sweth 4/2/85

Business Day/LABOUR

Emerging unions fight retrenchments

EMERGING unions are having their work cut out this year trying to minimise the effects of further retrenchments.

That was clear from developments last week in which two shop unions won concessions over retrenchments with OK Bazaars, and motor unions prepared to negotiate on behalf of the casualties of the Ford-Amcar merger.

OK's agreement with the Commercial, Catering and Allied Workers' Union (Ccawusa) and the National Union of Distributive and Allied Workers (Nudaw) broke new ground in several respects.

Firstly, OK agreed during negotiations to accept an independent auditor nominated by the

unions to verify the company's statements on the need for retrenchments.

The battle over financial disclosure is a major issue confronting the union movement, and the demand that management prove the necessity of their actions is even more important with the prospect of more retrenchments.

OK's agreement that workers could choose to be "laid-off" or "retrenched", establishing an important distinction, helped substantially to soften the blow.

The laid-off workers have been guaranteed re-employment on August 7, have received two weeks wages and remain members of their medical aid and pension funds. They are thus taking an effective six months unpaid leave

But the OK battle is not yet over. Ccawusa now has to negotiate on behalf of 950 workers, the balance of the 2 000 workers the company originally intended to retrench.

NM

5/2/85

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Supervisors at King Edward VIII Hospital who assisted with the preparation of meals for hundreds of patients after the chefs and other kitchen staff joined the strike.

Workers at two Durban hospitals out on strike

Labour Reporter

NEARLY 500 workers at Durban's King Edward VIII Hospital who went on strike yesterday in support of a demand for more pay, have been given an ultimatum to return to work by 9 a m today or face dismissal.

About 100 workers at the Wentworth Hospital also downed tools at the 6 a m shift over pay grievances and by late yesterday they were still on strike, according to a spokesman for the hospital.

At King Edward nurses and other paramedical staff had to be called in to take over cooking of meals for lunch and supper last night for hundreds of patients. At the Nurses' Home, nurses had to make do with

tinned food for lunch and supper last night.

Dr Justin Morfopolous, the hospital's chief medical superintendent, told the Mercury after a meeting with workers' representatives that the strikers had been warned that if they failed to return to work by the 9 a m deadline set for today they would have dismissed themselves.

Deputation

Earlier yesterday the strikers were addressed by Dr Johan Vorster, Director of Hospital Services in Natal, who set a 4 p m deadline for them to return, but they ignored the ultimatum.

Dr Morfopolous said he met a deputation from the workers' committee and

explained the consequences of their actions.

'I gave them until this morning to decide whether they want to return to work or not,' he said.

He said there had been no major disruption of services but admitted staff from other departments had to be called in to assist with some of the functions.

A spokesman for the workers said the average wage was R142 a month and they wanted an immediate 100 percent increase.

'Bus fares and food prices have gone up. We just cannot survive on our present wage. After meeting our monthly commitments we don't have money for our children's education.'



Some of King Edward VIII Hospital workers who went on strike yesterday over a pay dispute.

WOM 5/2/85 (102)
Ultimatum for 500 hospital strikers (287)

Mail Correspondent

DURBAN. — Nearly 500 workers at Durban's King Edward VIII Hospital who went on strike yesterday in support of a demand for more pay, have been given an ultimatum to return to work by 9am today or face dismissal.

About 100 workers at the Wentworth Hospital also downed tools at the 6am shift yesterday over pay grievances and by late yesterday they were still on strike, according to a spokesman for the hospital. At King Edward, nurses

and other paramedical staff had to be called in to take over cooking of meals for lunch and supper last night for hundreds of patients. At the nurses' home, nurses had to make do with tinned food for lunch and supper last night.

Dr Justin Morfopolous, the hospital's chief medical superintendent, told the Rand Daily Mail after a meeting with workers' representatives that the strikers had been warned that if they failed to return to work by the 9am deadline, they would have dismissed themselves.

Pay increases offered to striking hospital staff

Labour Reporter

THE MEC in charge of Hospitals, Dr Fred Clarke, last night announced pay increases for 'non-classified' staff at provincial hospitals in Durban and appealed to striking hospital workers to return to their jobs immediately.

He told the Mercury after a meeting of Exco yesterday called to discuss the pay dispute by about 600 unqualified workers at King Edward VIII and Wentworth Hospitals, that Exco agreed to raise salaries by adopting the salary scales of the Department of Health.

'Exco is very sympathetic to the workers' requests and has agreed to this increase with effect from February 1, and an earnest appeal is made to all hospital staff to return to their responsible duties immediately,' he said.

It could not be ascertained last night what the actual increase

would be, but Dr Clarke said it was 'more or less what they have been asking for'.

Problem

He said the increase would be a 'tremendous financial strain' to his department and would mean other departments having to make sacrifices.

He said the problem arose because some workers were earning higher salaries than others although they were in the same grading.

'It was therefore decided to equate their salary scales to the scales of the Department of Health,' he said.

Spokesmen for the workers could not be reached for comment on last night's Exco announcement.

Meanwhile nurses and other paramedical staff at King Edward VIII Hospital helped carry out essential services for the second consecutive day yesterday as the strike by about 500 unqualified staff continued.

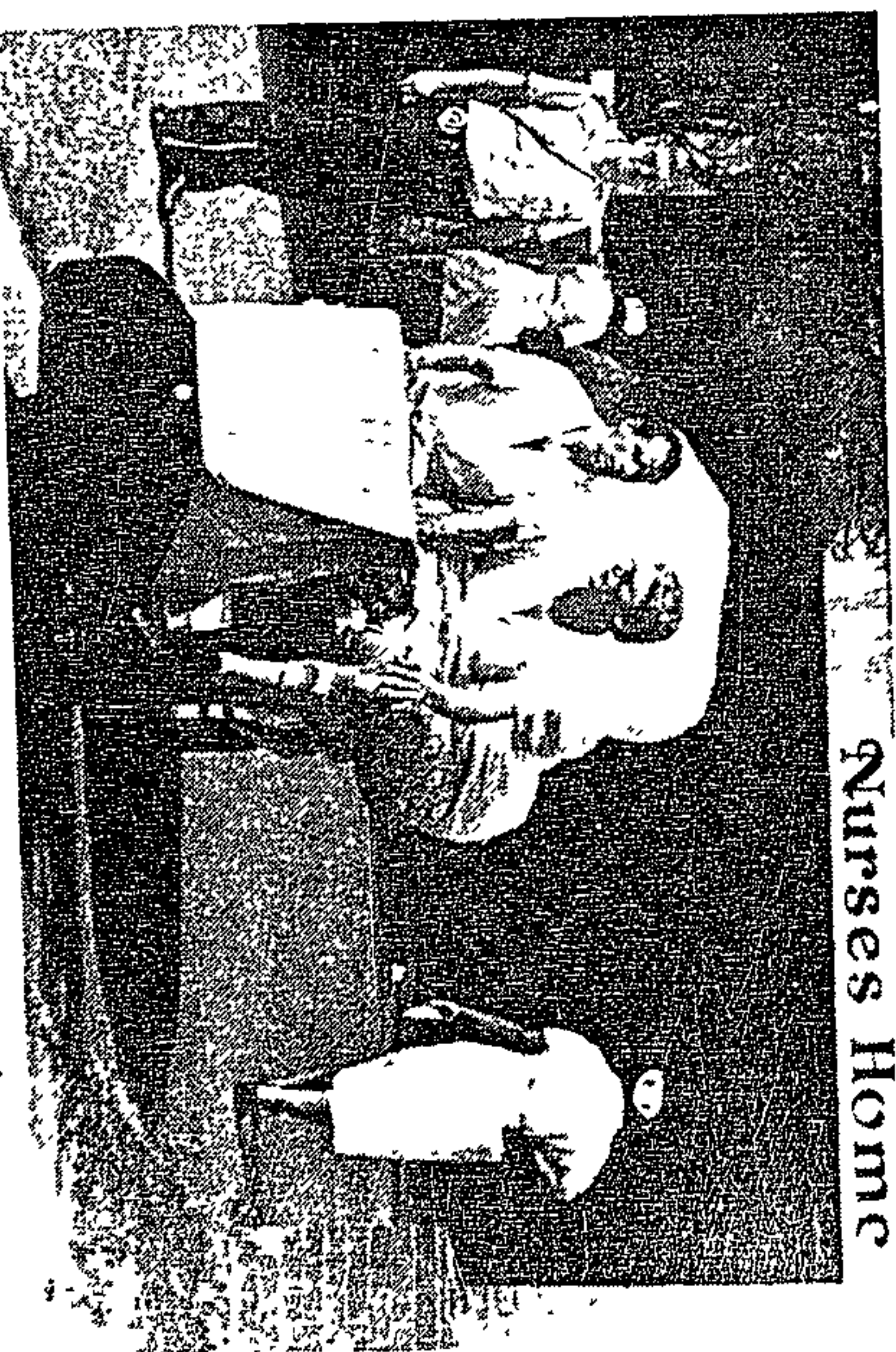
Dr Deliza Mji, president of the National Medical and Dental Association (Nanda), expressed concern at the 'deterioration in the capacity of nurses to maintain their duties'.

'In addition to being faced with a shortage of nurses, the nursing staff had to take over some of the duties of the non-medical staff,' he said at a lunch-time meeting of striking workers at the Medical School.

Demand

He called for a speedy resolution of the dispute in the interest of the patients.

The entire 'non-classified' staff stopped work on Monday in support of their demand for a 100 percent increase in wages, after rejecting a 10 percent pay rise which came into effect from February 1. They were joined by about 100 unqualified workers at the Wentworth Hospital who also continued their work stoppage yesterday.



They pointed out that their average wage was R130 a month and the increase granted by the Natal Provincial Administration represented a rise of R13 which they felt was 'a pittance'.

Dr Justin Morpofolous, chief medical superintendent at King Edward, told the Mercury late yesterday that 'a non-compromise situation' had developed and the strikers were still on the premises.

'There is now strong intimidation of those people still at work,' he said, adding that the disruption to the functioning of the hospital was 'minimal'.

Laundry managers at Durban's giant King Edward VIII Hospital had to help out with carting linen after the strike by about 500 workers continued into its second day yesterday.

CAPE TIMES 7/2/85

Eglin motion on amenities

By HILARY VENABLES
Municipal Reporter

MR Colin Eglin, the MP for Sea Point, gave notice in Parliament yesterday of a private member's motion calling on the government to take the initiative in providing enough amenities for all Cape Town's citizens.

Mr Eglin's motion calls on "the Department of Community Development and Planning, in conjunction with the relevant local and other authorities, to inquire into and draw up a comprehensive regional plan that will ensure adequate and suitably located recreational and bathing facilities for use on a non-discriminatory basis".

Mr Eglin emphasized that the "amenity issue" had to be solved regionally.

"Not only has the shortage of amenities been made worse by discriminatory law ... but amenities fall under the control of a number of different authorities in the Greater Cape Peninsula.

"Added to this, the amount of money which can be spent annually on the provision of new amenities is controlled by the Provincial

Administration, or the Central Government."

Mr Eglin said the number of amenities and recreational facilities available had not kept pace with the growth in the total population of the Greater Cape Peninsula.

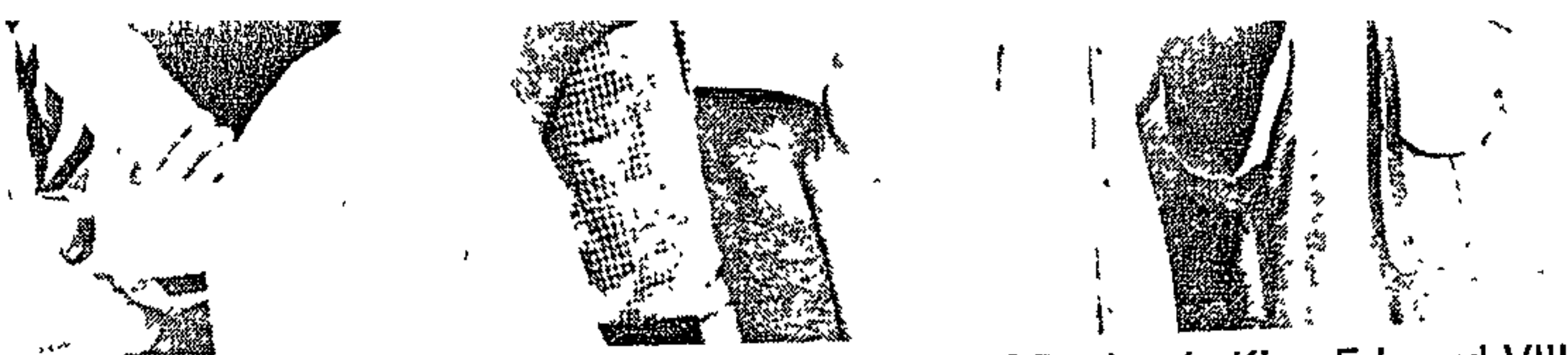
"Combined with this,



Mr Colin Eglin

the location of amenities has not gone hand in hand with changes in population densities, transport facilities, etc."

He described as "simplistic nonsense" a claim by the Minister of Environment and Tourism, Mr John Wiley, that Cape Town City Council was responsible for the amenities crisis, saying a "far worse" situation could be revealed elsewhere, such as Langa.



Dr Justin Morfopoulos, chief medical superintendent, of Durban's King Edward VIII Hospital, speaks through a loud hailer to striking 'non classified' hospital workers yesterday shortly before they were arrested by police. With him are members of the hospital administration staff.

Morup

8/2/85

500 fired hospital workers charged with trespassing

Labour Reporter

MORE than 500 striking King Edward VIII Hospital workers in Durban who were fired yesterday after ignoring a return-to-work ultimatum were removed from the hospital premises by police and charged with trespassing.

They were taken to the Umbilo Police Station where they were charged and released after being given an option of paying a R20 admission of guilt fine for trespassing or appearing in the Durban Magistrate's Court between February 11 and February 14.

Police in camouflage uniforms, armed with rubber truncheons and some with dogs, rounded up the strikers who were seated on the grass in front of the compound.

They were led to a fleet of waiting police trucks that ferried them in about 10 trips to the nearby police

station.

The strikers, who earn an average of R142 per month and are demanding an increase in pay, were in jovial mood, singing religious songs and the African anthem, *Nkosi Sikelela i Afrika*, as they got into the police vehicles.

Most of them were still in their hospital uniforms, the women wearing pink overcoats and matching head scarves and the men dressed in khaki uniforms and brown overalls.

From the surrounding highrise hospital buildings, concerned patients, nurses and doctors peeped through windows as the strikers were led into the police trucks.

Earlier the strikers became militant when W/O Daantjie Haupt of the S A P Reaction Unit, speaking through a loud hailer, ordered them to leave the hospital premises soon after they were dismissed at 9 15 a m.

He told them that if they refused to leave by 10 a m he might use force.

The police moved in at 10 15 a m after the hospital's chief medical superintendent, Dr Justin Morfopoulos, announced that all the striking workers had been discharged for failing to return to work by the 7 a m deadline and asked them to leave the premises immediately.

Upgrade

The entire 'non-classified' staff, including cleaners, laundry workers, ward messengers and kitchen assistants, stopped work on Monday, demanding more pay, after rejecting a 10 percent pay rise — averaging R14 per month — granted to them last week.

They were offered a further two-notch increase on Tuesday by the Natal Provincial Executive Committee which agreed to upgrade their salary scales, bringing them on a par with State Health Department employees.

Striking unqualified workers at the Wentworth Hospital were also dismissed yesterday.

A senior police spokesman said yesterday that 261 men and 281 women climbed into police vehicles voluntarily and were taken to the police station.

He said no force had been used by the police.

The fired workers were told to collect their pay from the offices of the Port Natal Administration Board in Ordinance Road next week, according to Dr Morfopoulos.

The hospital would recruit new staff from Monday, he said.

In termination notices handed to them shortly before they were removed by police, the fired workers were told to collect their pay at the PNAB office at 3 p m on February 14.

They refused to accept the notices which were handed out by hospital administrative staff.

12 PM 8/2/85 (287)

500 striking hospital workers fired, arrested

By PHILLIP VAN NIEKERK

MORE than 500 striking workers at two Durban hospitals were arrested after being fired yesterday morning for failing to return to work and end their week-long strike over pay.

Sapa reports that the workers — 282 men and 261 women — were later charged with trespassing and given the option of a R20 fine, or warned to appear in the Durban Magistrate's Court between February 11 and 15.

The workers — from the King Edward VIII and Wentworth Hospitals — were dismissed after failing to meet an ultimatum to return to work by 7am yesterday.

The workers refused to budge after being told over a loudhailer that they had "dismissed themselves" and should vacate the premises.

ABOUT 76 Sasolburg municipal workers were arrested on pass offences during a raid on their hostel this week after being fired for striking over the alleged unfair dismissal of a co-worker.

The workers, all members of the Orange Vaal General Workers' Union, were arrested for being in a prescribed area for more than 72 hours even though the union has applied for temporary reinstatement through the Industrial Court.

They are being held in custody until February 21.

THE newly-formed Brushes and Cleaners Workers' Union (BCWU) has won recognition at Rand Broom and Brush Manufacturers.

The BCWU declared a dispute with the company over the alleged victimisation of union members un-

der the guise of retrenchment.

After mediation, the company yesterday agreed to recognise the union and to reinstate nine of the 38 retrenched workers.

Mrs M G Ntseke, the union's general secretary, said the union was planning to affiliate to the Council of Unions of South Africa (Cusa).

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NEGOTIATIONS between Sasol and the Chemical Workers' Industrial Union (CWIU) are continuing in a bid to settle the dispute arising out of the mass dismissal of workers for participating in last November's stayaway.

The negotiations — which are being closely watched by 24 emerging unions who have threatened to take industrial action if the workers are not reinstated — are due to continue on Monday.

RAM 9/2/85 (182) (187)
THE Health Workers Association (HWA) yesterday blamed the recent unrest at Durban's King Edward VIII hospital — where 542 workers were arrested after being dismissed for striking — on the lack of adequate and effective grievance channels.

The HWA criticised the hospital authorities for "harsh and repressive measures" and said workers in the State health institutions were among the lowest paid in the country.

Meanwhile, hundreds of placard-waving medical students marched on the hospital on Thursday night in protest against the dismissals and arrests.

And 211 workers at Durban's Wentworth Hospital — who were also on strike this week — have returned to their jobs, according to the hospital's medical superintendent, Dr Neil Dawber.

"The co-operation, insight and restraint of my staff members are much appreciated by the management of Wentworth Hospital," said Dr Dawber, who said he did not need the help of "outside" elements when dealing with his staff.

OK workers down tools as five whites are hired

By PHILLIP VAN NIEKERK

MORE than 350 workers at OK Bazaars in Pretoria stopped work yesterday in protest against the alleged hiring of five workers in the wake of retrenchments last week

Mrs Emma Mashinini, general secretary of the Commercial, Catering and Allied Workers' Union (Ccawusa), said workers at the Van der Waal Street store were angry that five white employees were hired yesterday.

She said 15 workers were retrenched from the same store last week as part of the OK's nationwide retrenchment scheme, and in terms of an agreement with Ccawusa.

She said the workers had stopped work and congregated in the canteen yesterday morning after they discovered about the hirings, and were demanding that the newly-hired workers be fired

A spokesman for OK Bazaars said they were "investigating to determine the accuracy" of the workers' complaints which included a number of minor grievances.

He said they were reminding the workers that in terms of their agreement with the union there were a number of procedures to be followed before the workers

could go on strike and the company was urging them to return.

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MANAGEMENT at OK Bazaars in Pretoria, the scene of a stoppage on Friday over the hiring of white workers after the company had retrenched 15 black workers the previous week, have dismissed three of the newly-hired workers.

Mrs Emma Mashinini, the general secretary of the Commercial, Catering and Allied Workers' Union (Ccaawusa) said the workers had agreed to return after management admitted they had "erred" over the hirings.

But several hundred more OK Bazaars workers at Gezini went on..

workers leave pay, but it is just a matter of settling a date for implementing the new system," he said. strike yesterday over the same issue at their store, and management was negotiating with the union.

OK fires official

By MONK NKOMO

A WHITE personnel officer who sparked off the strike at the Gezina branch of OK Bazaars in Pretoria by employing certain people — including two whites — in the wake of retrenchment at the company, has been fired.

About 100 black workers went on strike on Monday morning in protest against the company's alleged unfair retrenchment policy. The workers claimed that two whites and a black woman were employed at the company a few days after a number of their colleagues had been retrenched.

The strike, which lasted about four hours, was called off when management promised officials of the Commercial Catering and Allied Workers' Union that they would investigate the matter.

Mr Joseph Mokoena, local branch secretary of the union, yesterday confirmed that a white personnel officer who made the "blunder" of

retrenching and employing staff at the same time "has been fired" together with the three new employees.

Feud

Meanwhile the feud between OK Bazaars and Cawusa continued yesterday, with the union's general secretary, Mrs Emma Mashinini, accusing the company of retrenching black workers and hiring "white foreigners" in their places.

Mrs Mashinini said workers at another store — Valhalla, near Pretoria — yesterday went

on strike in protest against retrenchment of their colleagues and the hiring of white employees. This is the third plant to strike over the same issue.

The company's industrial relations controller, Mr K B Hartshorne, confirmed the strikes and said that the company was investigating other aspects at other plants.

He said workers had engaged in "unprocedural actions" by going on strike because they know the procedures to take before going on strike. If the workers

could follow these steps, then "we shall investigate them".

The company was also not aware of a boycott of a canteen in Randfontein.

In another development 1 000 members of the Sweet Food and Allied Workers' Union have downed tools at Bakers Isando in support of workers at Bakers Westmead, Pine-town, who have been on a legal strike. The workers are demanding a minimum wage of R110 per week. Management was not available for comment.

13/2/85

All's OK as OK strikers return

By PHILLIP VAN NIEKERK
BRANCHES of the OK Bazaars in Van der Walt Street, Pretoria, Gezina and Valhalla, where workers have gone on strike in the past few days over the alleged hiring of employees after the company's retrenchment exercise began, were back to normal by yesterday morning.

A spokesman for the company said the workers had returned after it was pointed out to the Commercial, Catering and Allied Workers' Union (CCAWUSA) that the grievances would only be heard once the workers were all back.

He confirmed that three newly-hired workers at the Van der Walt Street store had had to be dismissed, but would not comment on whether any disciplinary action had been taken against the manager who erred in hiring them.

TALE OF SORROW

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15/2/85

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By **MONK NKOMO**

A YOUNG Mamelodi man — now paralysed and bedridden — claims he was paid R100 compensation by a major company after an accident at his place of employment that allegedly led to his disablement.

The company, Sun International, owned by magnate and impresario Sol Kerzner, has denied the claims and a spokesman said the man was definitely not injured while on duty.

Attorneys acting for Mr Sonnyboy Tshevula, of 16860, Mamelodi East, Pretoria told The SOWETAN that Tshevula broke his neck while on duty on August 5 last year. He was rushed to the George Stegman Hospital and later to the Kala-fong Hospital near Atteridgeville where it was established that he was paralysed.

He was discharged from hospital on August 11 and has, ever since, been cared for by his aged mother.

Neck broken

Mr Tshevula, was the breadwinner and stayed with his parents before the incident that broke his neck. He was a stage setter at Sun International in Bophuthatswana. He earned R515 a month.

His family was embittered when his father went to "Sun City" on January 30 this year to see his employers and to claim compensation for his disabled son. He was handed over a cheque of R100, The SOWETAN was told yesterday.

Mr Allen Lam, personnel manager at Sun City International in Bophuthatswana, said: "That man did not fall here. He has been suffering from cancer for the past 10 or 12 months and we were paying him the full salary every month". Asked where Mr Tshevula broke his neck, he replied: "Where did you get this information? Where the hell do you think I know where he got injured."

He also declined to say how much Mr Tshevula was paid for the 10 months while employed at Sun International and if he was insured against injury. "Don't waste my time", he said.

Damages

Mr Willie Scriti, spokesman for a Pretoria firm of attorneys confirmed that the damages claim against the company was on the cards. The company, he added would be sued for negligence.

Union ^{Sawyer} clinches ^{11/3/85} deal ²⁸⁷

THE Commercial Catering and Allied Workers' Union of South Africa has negotiated a "maternity agreement" with Metro Cash 'n Carry. ²⁸⁷

According to a spokesman, the agreement breaks new ground in the struggle against oppression of women because it provides a wide range of protective measures and rights for working women.

It entrenches the right of women to have children and lead a normal life while working without the welfare of themselves or their children being detrimentally affected.

The following are some of the aspects to the agreement:

All permanent female employees are entitled to a maximum of 12 months maternity leave with a guaranteed right to return to work.

Contributions to the medical aid scheme will be carried in full by the company for the period of leave and .

It will be the choice of pregnant women when to take maternity leave provided this is not sooner than four months before the expected date of birth and provided she returns not later than eight months after confinement.

9/13/85 (287)

Unions rage over shopping hours

Labour Reporter

TRADE union leaders in Durban yesterday reacted with anger over the extended shopping hours to come into effect during Expo 85 later this year.

Mr Vivian Mtwla, branch secretary of the Commercial, Catering and Allied Workers' Union, said yesterday that the union was shocked that the Province had approved the late-night shopping from October to January without consulting the trade unions.

'We are totally opposed to extended shopping hours. It is unfair for workers who are already working long hours and the further extension of shopping hours is only going to add to their misery,' he said.

Mr Vincent Naidoo, secretary of the National Union of Distributive and Allied Workers, said the union's executive would meet on Monday to decide what action to take to stop the late-night shopping.

'The extended shopping hours are going to pose a lot of problems for workers. We would like to know how many hours of work our members will have to put in, whether they will be provided with transport back home after the late shift, and the payment of night allowance,' he said.

For Sunday work they must be paid double the rate, he said, adding that he wondered whether it would be profitable for the stores to remain open after normal trading hours.

Pressure on to boycott Spar stores

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11/3/85
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INTERNATIONAL and local organisations are putting pressure on the W G Brown group, sole owners of the Spar franchise in South Africa, to reinstate 143 workers dismissed from Spar supermarkets in Durban and Pietermaritzburg four months ago.

The workers went on strike in December last year in support of demands for union recognition and higher wages. Talks between the Spar and the Commercial, Catering and Allied Workers' Union (CCAWUSA) broke down and the workers were summarily dismissed.

CCAWUSA has called for a boycott of all Spar outlets and other subsidiaries of the Brown Group throughout South Africa and the dismissed workers have been mounting pickets at Spar supermarkets since December.

Knowles outlets and Pichdens in Hillcrest are not affected by the boycott.

Union members have been visiting W G Brown's customers, especially shopkeepers in the townships, urging them to cut ties with the group until the dispute is settled to the satisfaction of the dismissed workers.

The workers have also taken their plight to churches, appealing for support from congregations at services.

Thousands of stickers and pamphlets are also being distributed by the union at bus ranks and meetings. Various political, sport and community organisations have pledged their support for the workers.

The company has countered by issuing pamphlets

to customers telling them about the "true facts" behind the strike.

The general secretary of the International Union of Food and Allied Workers' Association (IUF), Dan Gallin, said in a letter to Mr A R MacLean, W G Brown's executive director, this week that it was disappointing that relations between W G Brown and CCAWUSA had deteriorated.

"Calling in police who harass pickets is not conducive to building good industrial relations. No union can accept 'selective employment' of members fired in reprisal for exercising the internationally-recognised right to withhold labour in support of a grievance," Mr Gallin said.

"We urge you to meet the union and initiate a process of bargaining seriously and in good faith on recognition and other issues in dispute."

Mr MacLean complained to Mr Gallin that, in spite of "repeated requests" by his company, CCAWUSA had failed to produce an authenticated copy of their constitution indicating that membership "was open to African 'coloureds' and Indians."

"They have also failed to verify union membership among our employees," Mr MacLean said.

"Important concessions made by us in good faith were withdrawn in August 1984 following the union's continued unwillingness to meet our reasonable requests."

Mr MacLean said they were prepared to discuss selective employment with CCAWUSA if the union would accede to the company's "reasonable request."

By PHILLIP VAN NIEKERK

The latest issue of Tucsa's "Labour Mirror" accuses some employers of security guards of inhuman employment abuses, and criticises the minimum wage determination laid down by the Department of Manpower as "pitifully low".

However, according to Mr Roy McFarlane, chairman of the SA National Security Employers' Association (Sansea), talks with TWUSA on the creation of an industrial council in the industry were in progress.

A TWUSA official, Mrs Emily Cameron, made the following allegations against a section of the industry:

● Black workers are required to work a 72-hour week for "peanuts", while white workers who have the same statutory hours are required by employers to work only 48 hours a week.

● Employers give black workers the responsibilities of security guards but call them watchmen to justify paying the lowest possible wages.

● Despite the low wages laid down by law, workers are continually being short-changed. In some cases they have R46 a month deducted for their hostel accommodation — which is a cement slab in a crowded room.

● Once on duty workers are not allowed to leave their posts and guards have been summarily dismissed for going to the toilet, or visiting a nearby cafe to buy food.

- A worker was fired and had R99 deducted from his pay after he was attacked by a dog and retaliated by beating the dog with a pipe.

Mr MacFarlane said that if some of the allegations were true, Sansea would not approve. However, it was up to the union to challenge these cases in the industrial court.

"The industry aims to improve wages and conditions of service, not least because that improves security standards."

Smelter 20/3/85

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Maternity leave pact signed

By JOSHUA RABOROKO

THE Kirsch Group's Metro Cash and Carry and the Commercial, Catering and Allied Workers Union have signed the most comprehensive paternity and maternity agreement yet negotiated in South Africa's labour scene.

It also included a series of prominent features such as time-off for fathers and a lengthy section dealing with the health and safety of mothers and their children.

The agreement is divided into the following sections: Protection of employment, maternity leave, paternity leave, right to return to work, social security schemes, financial assistance, ante-natal, post-natal checks, child care, health, safety and general principles.

Some of the main aspects of the leave include:

- All permanent female employees are entitled to a maximum of 12

months with guaranteed right to return to work.

- Contributions to the medical aid scheme will

be carried in full by the company for the period of leave.

- Male employees shall

be entitled to three days paid paternity leave taken during or after the birth of a child.

Group to fight for guards

THE Transport Workers' Union of South Africa, an affiliate of the Trade Union Council of South Africa, is fighting to end the "slave labour conditions" of black security guards.

By NKOPANE MAKOBANE

According to *Labour Mirror*, a journal of Tucs, workers are currently required to work a 72-hour week for a maximum wage of only R231,83 a month.

Security guards in the Newcastle area earn R153,83 a month — less than 50c an hour — and women are being employed in King William's Town for R60 a month, or little more than 19c an hour.

The journal further says black workers in the industry are subject to a 1981 Wage Board determination due to be reviewed this year. The union has written to the Minister of Manpower urging him to intervene.

"I fail to understand how the former Minister of Manpower (Mr S P Botha) could have put his signature to a document which lays down such primitive working conditions," says Ms Emily Cameron, the union official leading the workers' campaign for fairer treatment.

"It is blatantly discriminatory and supports the worst allegations made by South Africa's detractors. White security workers are required to work only 48 hours a week.

"We cannot see any possible justification for claiming that a black worker must work longer hours than his counterpart. Despite the pitiful wages called for by the agreement, work-

ers are continuously being short-changed

"Employers give them the responsibility of security guards but call them "watchmen" to justify paying the lowest possible wages.

"In some cases they have R46 a month deducted for their hostel accommodation — which is a cement slab in a crowded room — and have to pay their own fares to and from wherever they are put on duty. We have had cases where a man's transport costs have come to more than R100 a month.

"It is not uncommon for some of them to have to spend an additional six hours a day commuting to and from their assignments. This can mean leaving their hostels at 4am and returning as late as 10pm — missing all meals.

Duty

Once on duty they are not allowed to leave their posts. We have had guards summarily dismissed for going to the toilet, sheltering from the elements or visiting a nearby cafe to buy food. The nett result is that these workers end up with a pitiful R50 or R60.

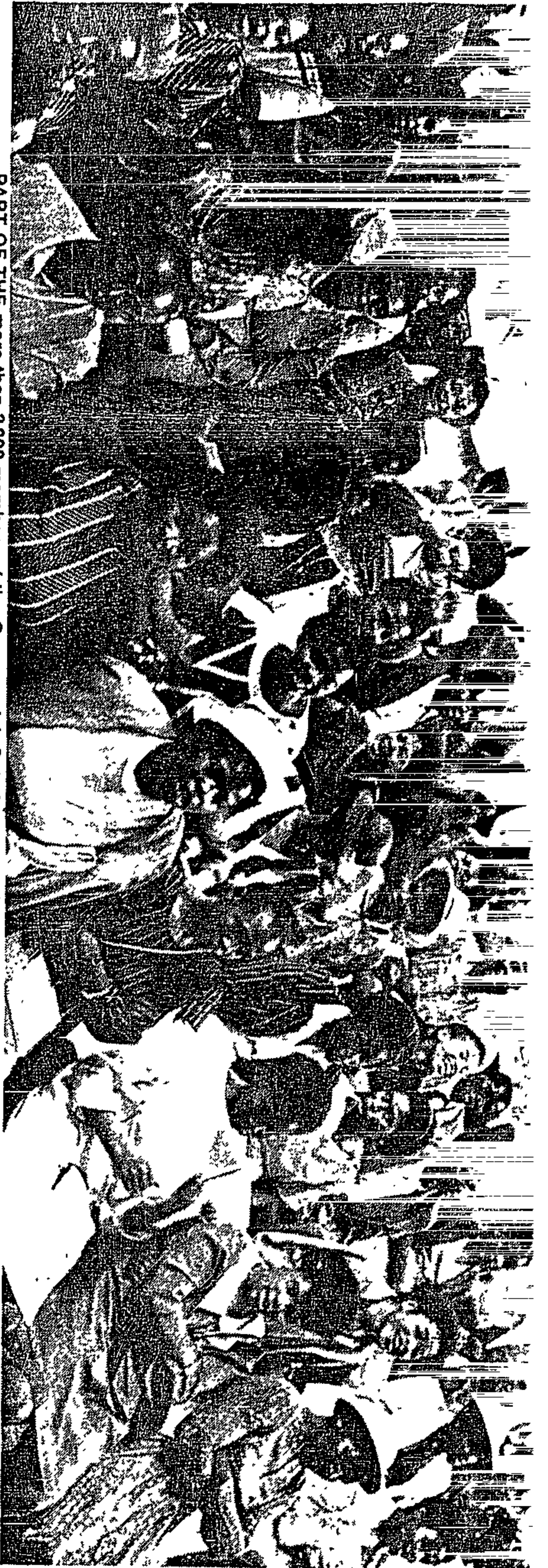
"Some of the larger employees have a more responsible approach and pay transport costs and subsidise the hostel accommodation."

Ms Cameron says Tucs began organising black security guards two years ago. Employers, who are organised through the South African National Security Employers' Association (Sansea), granted the union stop-order facilities and agreed to the formation of an industrial council for the industry.

Employers' attitudes have since hardened considerably. Some of the firms with whom we have had to take up cases of maltreatment will no longer talk to us. One of the larger firms has withdrawn its stop-order facilities and we are coming up against a stone wall when we talk about an industrial council," she said.

The union maintains that workers will get a fair deal while they have to depend on Government wage determination. Wage Board hearings, it says, are too infrequent and even after a hearing it takes many months for the board's findings to become effective.

"We have written to the current Minister of Manpower urging him to dissociate his department from discriminatory conditions and poverty wages. We have suggested to him that the Government cannot afford to be a party to exploitation.



PART OF THE more than 3000 members of the Commercial, Catering and Allied Workers Union (CCWUSA), who attended the union's Transvaal branch annual general meeting at the DOCC Hall yesterday. Several issues, including wages, working conditions, health and the boycott of Spar products, were discussed at the meeting.

Se-
25/3/85

287

'UN must fight racism'

LONDON — The former British foreign secretary, Dr David Owen, has called on the United Nations to apply decisive economic pressure against "the horrors of apartheid".

Dr Owen, now leader of the Social Democratic Party, outlines a course of action for the UN to follow in a major article in the London Sunday Times.

He proposes a UN ban on new investments be imposed within a year, unless Namibia gains its independence and a programme of reform is adopted.

His article is just one in extensive coverage devoted to the Uitenhage shootings by the Sunday Times and the Observer. The Observer carried

a cartoon of President P W Botha, dressed in police uniform and holding a smoking rifle saying: "We don't let them starve to death here in South Africa."

Dr Owen said Britain should take a leading role in the next few days in the drafting of a mandatory resolution de-

signed not to incur in American veto which would "actively contribute to constructive, negotiated, constitutional settlement in and around South Africa."

"The only approach which stands a chance of persuading South Africa towards peaceful change is one which involves some form of pressure."

The military embargo has had only limited success.

"Economic pressure, selective but universal, is now needed to be triggered unless a programme of reform is implemented after a year, unless full Namibian independence has been peacefully achieved and

subject to annual review in terms of a programme for the steady abolition of apartheid by negotiation."

Dr Owen said total or even selective trade sanctions would not succeed, and total economic disinvestment would be too damaging, for the time being, on

black living standards

"The only economic pressure which has a chance of universal acceptance is a ban on new investment and this could be monitored reasonably successfully."

In a leading article the Observer says Britain, South Africa's largest foreign investor, "must

be prepared to consider actions going beyond mere condemnations of apartheid and the ban on sales of war material."

It concludes: "As the world decides what pressures to apply, the truth is that the longer the agony goes on, the more calamitous the ending must be."

Union accuses

Sweeter 28/3/85

287

supermarket

THE RETAIL and Allied Workers Union (Rawu) yesterday accused a Pick 'n Pay senior official of "using tricks" to get company employees to resign from the trade union.

Mr Donsi Khumalo, an organiser for Rawu, said members employed at the nine branches of the supermarkets in the

By ALINAH
DUBE

Northern Transvaal, had allegedly been told to end their membership with the union.

A senior official had already addressed workers in Middelburg, Rustenburg, Witbank and Pretoria on the company's alleged aim not to offer benefits to those who remained members of Rawu.

"People say they have been threatened with being disqualified for a

bursary scheme when applying for their children and that their bonuses will also be affected

"This has surprised Rawu, because we have a standing agreement with Pick 'n Pay which both parties are not supposed to violate. We are calling an urgent meeting with management in order to safeguard our members from any form of intimidation," Mr Khumalo said.

Mr Nick Els, a manager of the company, was not in when we contacted his office.

Don't miss

SUNDAY
MIRROR

The paper you can trust

'Police abuses: serious claims in Parliament

By CHRIS FREIMOND
Political Staff

ALLEGATIONS of serious police abuses during operations in Katlehong last year were made in Parliament yesterday by the Progressive Federal Party MP for Johannesburg North, Mr Peter Soal.

Speaking in the House of Assembly in the debate on the Law and Order budget vote, Mr Soal said the allegations were related to him by a national serviceman who served with policemen in the township during unrest last year.

Mr Soal said the national serviceman made two allegations.

- The tear-gassing of children aged about eight at a playground in Katlehong because a group of policemen thought the action would be fun.
- The severe assault by a policeman of a black motorist who had surrendered to police after a car chase through the streets of the township.

Mr Soal asked if these were the actions for which people sent their sons to do national service.

He said in an interview later that the national serviceman had authorised him to use his name, but he had decided not to do so in

order to protect him from possible victimisation.

Mr Soal also alleged in his speech yesterday that the police were trying to recruit university students to spy on their colleagues.

"I am aware of five first year students at the University of Cape Town who have been approached with an offer of R400 a month to spy on the activities of the Special Projects Committee of the Students' Representative Council," he said.

He called on the Minister of Law and Order, Mr Louis le Grange, to explain to Parliament why taxpayers' money was being wasted in that way.

Mr Soal also referred to a recently published report by the Southern African Catholic Bishops' Conference detailing alleged police abuses during township unrest.

"It is a highly disturbing document, thoughtfully prepared and well presented."

"It details a litany of reckless, indiscriminate, or wanton violence which leaves one with a feeling of almost total despair," he said.

Mr Le Grange is due to reply to the debate, including Mr Soal's allegations, today.

Unions
#1 RDM 287
veto late
30/4/85
shopping

By STEVEN FRIEDMAN
Labour Correspondent

SHOP WORKERS' unions, representing workers of all races, have come out against longer shop hours and are likely to campaign against them.

The unions say extended trading hours would inconvenience workers, fuel inflation and snuff out many workers' jobs. They say longer shop hours will not prompt consumers to spend more and will therefore not increase stores' profits.

These charges are contained in a memorandum by the National Union of Distributive Workers, which is supported by the Commercial, Catering and Allied Workers Union.

It comes amid mounting demands by traders, particularly in Hillbrow, that they be allowed to open after normal hours and on weekends. Police recently intervened to prevent Hillbrow shops from trading after hours.

The unions support action against traders who open after hours and call on provincial councils not to allow general trading at nights or over weekends.

They say shop workers will put at a disadvantage by longer hours because transport is not readily available after hours.

Minister should be 'bust right down to bobby'

Political Staff
PARLIAMENT. — The Minister of Law and Order, Mr Louis le Grange, should be "bust" right down to constable — in salary terms anyway — according to Mrs Helen Suzman, Opposition chief speaker.

The veteran MP for Houghton sailed into Mr Le Grange with a vengeance on various counts yesterday during the budget debate on his department.

She railed against Koevoet, the police force's special reaction squad in South West Africa, hit out at police action in the Eastern Cape and concluded by charging Mr Le Grange with having a "misplaced sense of loyalty" towards the police because he accepted everything they told him.

She was disappointed with him because he had changed since he had taken office. Then he had initially agreed with her that unless it was absolutely unavoidable the police should not resort to shooting.

Members of Koevoet were "programmed killers" and the "appalling conduct" of the counter-insurgency unit should be investigated by a judicial commission, Mrs Suzman said.

Mrs Suzman was reacting to earlier defence of the unit by Mr Le Grange, who had praised the "outstanding fighting record" of the SAP unit in South West Africa.

Mr Le Grange said it was regrettable that Koevoet — which is to come under the authority of the Commissioner of the South West African Police from May 1 — had regularly been subjected to allegations that members were guilty of "all sorts of misdeeds".

"The facts of the matter are that there have been isolated cases in which deserters from Koevoet committed certain misdeeds. They were, however, apprehended by their former comrades and tried by the courts," he said.

Mr Le Grange said not a single member of Koevoet had a criminal record.

However, Mrs Suzman responded that many cases of Koevoet misconduct never went to trial as the Minister and the Administrator-General paid settlement claims out of court.

She concluded by moving that Mr Le Grange's salary be reduced by R69 000 a year — or to that of a constable.

Mr Le Grange is expected to respond today.

Invest? Or save?



Mr. Carl van Rooyen with his company's cheque for R5 000 pledged to The Argus TEACH Playing Fields Fund.

City firm pledges R5 000 for fields

Argus 3/6/88
Staff Reporter

A PENINSULA steel company today followed The Argus lead in pledging R5 000 to the campaign to develop sports facilities at black schools in the Peninsula.

Mr Carl van Rooyen, managing director of Transcape Steel, Epping 2, said his company was supporting The Argus TEACH Playing Fields Fund "as an investment in the future of black youth and black sport."

Mr Van Rooyen is a former Fish Hoek pioneer lifesaver and Villagers front row rugby player in the days of Springbok greats Doug Hopwood, John Gainsford and Dave Stewart.

He said, "We believe that developing sportsfields at black schools is an effective way of doing something for young people who have not before enjoyed such facilities."

"Any sizeable company which employs blacks should be keen on a project that aims

to give their children a better life."

The TEACH Fund is in support of an appeal by the Western Province African Sportsfield Foundation to raise R175 000 for playing fields at 35 schools.

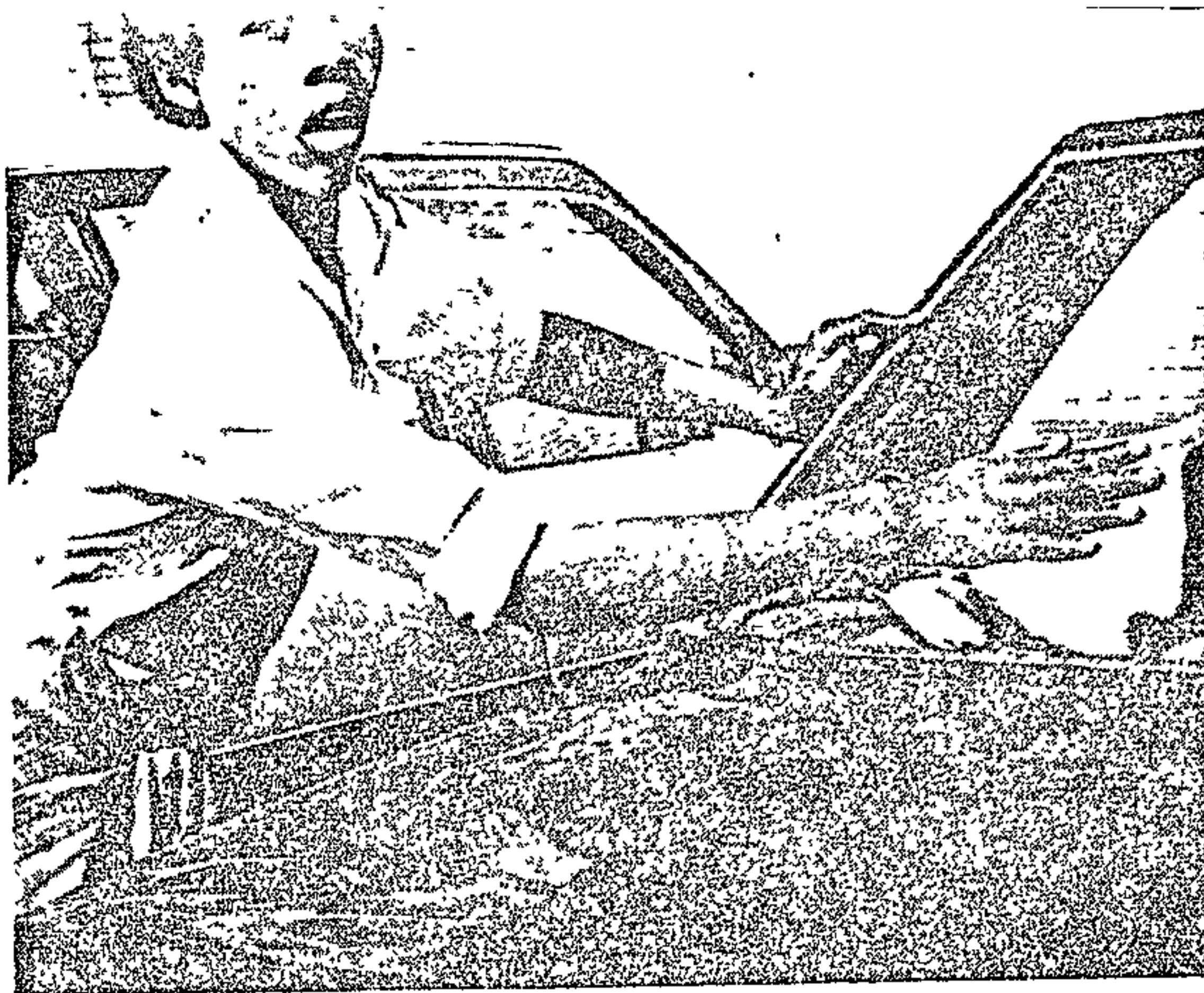
The foundation needs about R20 000 for each school, with sponsorships of R5 000 needed from private enterprise. The funds pledged will back up an initial R350 000 from State funds.

The TEACH Playing Fields

TEACH
Playing
Fields
Fund

Fund also invites Argus readers to make personal contributions.

Contributions should be sent to: The Argus TEACH Playing Fields Fund, PO Box 56, Cape Town 8000.



"Mpho" makes R10 a day washing cars in Fordsburg.

Washed-out futures.

By NANA KUTUMELA

WHILE thousands of seven-year-olds go to school every morning to learn the ABC of becoming responsible adults, Gideon Ntuli kills time at one of Rosettenville's busiest car parks.

He doesn't go there because he wants to dodge school. There is just no room for him in the whites-only schools in the Johannesburg suburb.

He can't go to school in Soweto — because there won't be anyone to look after him.

Both his parents are sleep-in-domestic workers in Rosettenville. While they work during the day, he has nowhere to stay — so he spends his day washing and polishing cars for a profit.

But he is not the only one. Scores of other black children do the same for various reasons.

Most of them are not runaways from home.

They wash cars during the day and go home in the afternoon.

Legally, they are doing nothing wrong. Nor are they exploited.

Compared to last year, their numbers in such areas have soared so much that they scuffle for the cars they wash.

For a quick wash, they charge anything between R1,50 to R5.

Some have a unique way of treating their customers. The scheme is based on racial grounds.

If you are white or Indian, you pay R5 — while black people pay R3.

Mpho, a teenage boy, said they treat black and white drivers differently because they are aware of the big difference in their salary scales.

Silas Dlamini, 14, said he makes about R16 a day washing cars.

"My mother died early this year and my father does not work. I am the eldest of the three children in my family. The only way of earning a living for them is to wash cars because I never went to school," he said.

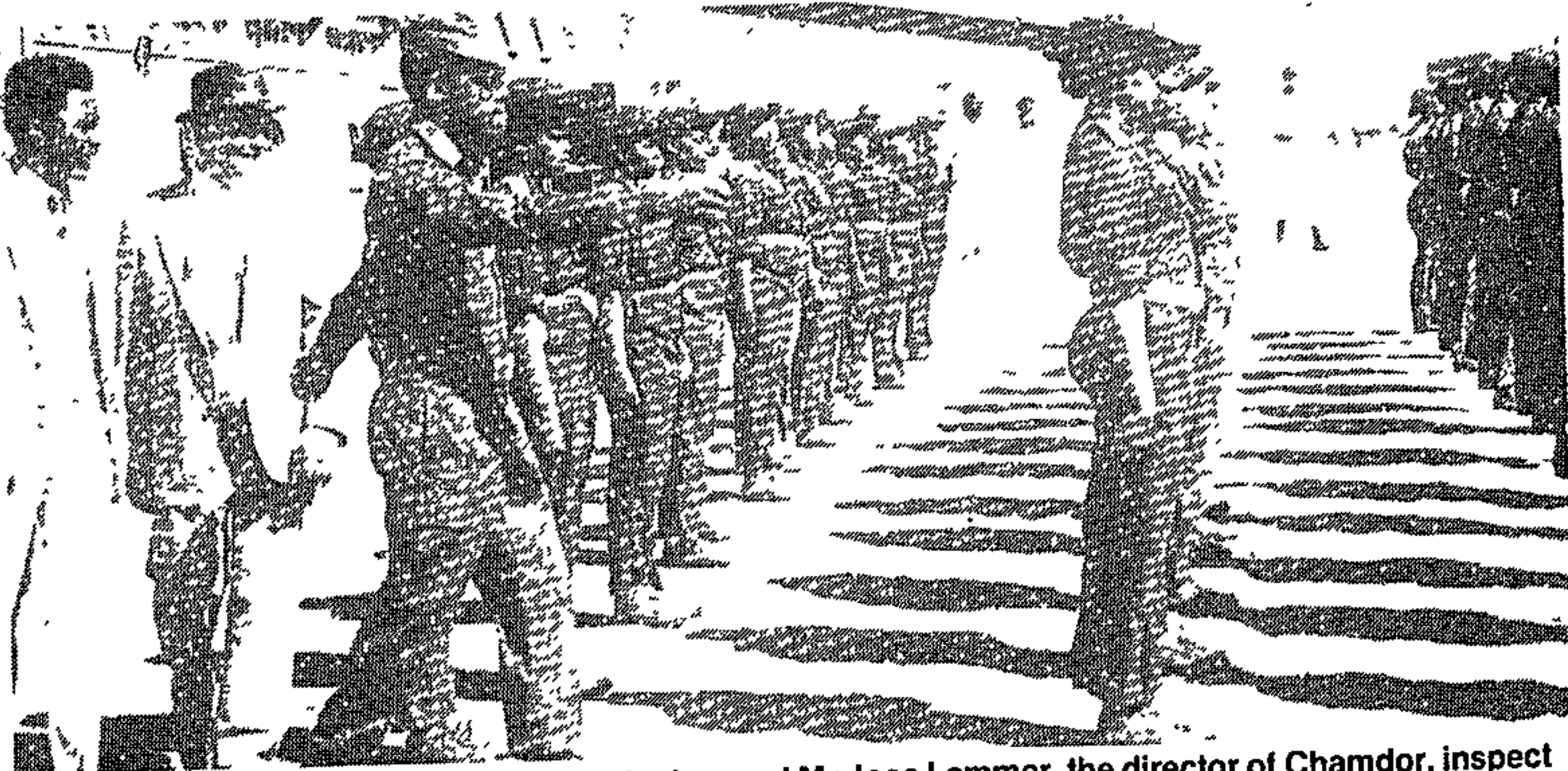
"Today the whole school has gone to Johannesburg Zoo. But because both my parents don't work, I had to come here and make a few cents," said Themba Buthelezi, a Standard 4 pupil at Emthonjeni Primary School.

"I normally work over weekends — but today I felt it was an extra chance for me."



Gideon Ntuli gets his pay after washing a car.

Women on guard.



Mr ARTHUR MOEKETSI, the mayor of Kagiso, and Mr Joos Lemmer, the director of Chamdor, inspect the guard.



TWO of the new security guards demonstrate their first aid skills.

THE old-style charm and, one would hazard, old-fashioned respect for friend and foe, comes through easily in this autobiography *Call Me Woman* that straddles two eras — the 19th and the 20th centuries.

Mrs Kuzwayo's book has the easy discursive tone of a well-read middle-class black woman who has seen the good life and sounded the depths of sorrow, despair and heartache in her personal and professional life.

Mrs Kuzwayo is more a civic leader than a writer, more an old school teacher from the classical old school background of Adams College and the famous Lovedale College, than wordsmith.

She lived, like most South African blacks,

She tells the story of blacks in SA

first on a farm, then came to the city, had the trauma of an unsuccessful marriage from which she divorced, remarried, made two trips abroad when blacks did this on very rare occasions, and landed in the Fort Prison for five months in 1977.

Customs

Her first trip abroad was to London in 1961, and then to New York in 1969 to represent the Young Women's Christian Association (YWCA). She has travelled a lot since then, but significantly, in the

early 60s you had to be somebody very important and special to travel abroad, if you were black, that is.

As this is an autobiography, it tells the story of black people, their customs, their loves, their oppression and their triumph. Written by a woman it naturally brings out the double oppression on black women — because they are black and because they are female.

Although this is a bitter subject, Mrs Kuzwayo tends to sound almost reasonable, a kind of civilised tolerance

which typified our forebears in their relations with white people. Take the way she opens chapter 15 entitled Finding our Strength:

"As I observe peoples' perceptions of me in the communities where I move, and then place my findings against the cold attitudes and harsh response: I get from Government departments, I am completely thrown off balance. While I really believe that my community and country accept me as an asset, my Government sees me not only as a liability but as a threat."

Influx

Take note of the courteous "my Government".

Her experiences of rejection, frustration because of the influx control laws, watching her children grow up in dangerous political times, her arrest and her being banned, tell the story of most black leaders. But she is patient and understanding.

Her informal way of writing as if she was speaking to you, is attractive and makes identification easy.

This discursive type of style is not properly controlled and often takes a leap backwards and then forwards.

This sometimes causes confusion, but for one who is not a

FORTY-three women have just completed a security guards' course at the Chamdor Training Centre in Krugersdorp — the first women ever to do so.

At their passing-out parade last Friday, the women showed their skills in fire-fighting, an area traditionally thought of as men's territory, and in first aid.

The women volunteered for this two weeks' course to qualify as security guards, part of a Government-sponsored plan to curb unemployment.

The director of the Chamdor Centre Mr Joos Lemmer told the newly-qualified guards that it was no easy job they were embarking on.

"But it is a necessary and responsible one," he said.

Tasks

He said that among their tasks will be watching out for bombs: "A bomb has no reasoning power, it has no eye. It kills everyone in its path. But women who are alert can prevent that from happening."

Mr Arthur "Zokes" Moeketsi, the mayor of Kagiso, inspected the guard.

One of the new guards, who would not give her name, said she had registered for the course because she had difficulty in getting a job and was not trained for anything.

"We did everything that men do on this course and I am sure we will do well in our jobs," she said.

Managers from some companies attended the parade, with possible job offers for the women.

Ellen Kuzwayo
Call Me Woman

Preface by Nelson Mandela • Foreword by Bessie Head



CALL ME WOMAN: Mrs Ellen Kuzwayo tells of "double oppression" on black women. Publisher: The Women's Press 1985, London, and Ravan Press, Johannesburg.

writer, the fault is understandable. For a first-timer in writing, she has written an excellent book, a good read and pretty consoling, particularly to women.

Gunmen shoot two (287) guards and rob factory

Two security guards were shot by robbers yesterday at a Benoni factory.

Mr Milton Neuhunama and Mr Nelson Tsafra, both aged 35, employed by Federated Timbers at Apex Industrial Sites, Benoni, were treated in hospital and discharged.

The guards told detectives that four men drove up to the firm at about 2 am. One of the men opened fire on the guards. Both were hit. They were tied up with rope and thrown into an office.

The robbers then broke into a storeroom and loaded their van with building equipment. The value of the equipment has not yet been established.

The guards managed to untie the ropes two hours later and call for help — East Rand Bureau.

Industrial spies are keeping busy

The economy may be in recession but industrial spies are keeping busy, Investment Surveys' director Mr Johan du Plooy said yesterday.

He told the National Conference of the Security Association of South Africa (SASA) that one local company lost several millions through the espionage actions of a single employee.

— by —
Chris Steyn

And although the sums of money involved could differ from a few hundred rands at a small store promotion, it could run into millions in corporations and international companies.

Mr du Plooy said although South Africa

was technically developing faster than a few years ago, the use of industrial espionage was more commercial.

Incidents of unethical methods of information gathering included:

- A new product had been conceptualised as a joint venture in the international arena. A competitor company released an identical product and anticipated the launch. The company lost sales and took two years to regain market share. The leak was never identified.

- A numbered copy of a company attitude survey concerning 150 managers and executives disappeared on the second day of publication.

This particular company had its head office in a building owned by the opposition. Market indicators later showed that sensitive information had been used by the competition in planning long-term strategy.

- During an executive's visit from head office, reports were stolen from his hotel room in Johannesburg. They were returned later.

Security guards told: be cool

— by —
Chris Steyn

If Security officers abused their powers it could lead to industrial unrest and allegations of unfair labour practices resulting in strike action.

This was said yesterday by the governor of the South African Institute of Security (SAIS), Mr Bob Power.

Speaking at the 1985 national conference of the Security Association of South Africa (SASA) in Johannesburg, he warned the consequences of the abuse of power by security officers could be severe, and could include criminal or civil action against the offenders.

The overriding principle, when a company's premises and its employees were being threatened by a

mob of rioters, was never to lose sight that reasonable action must be taken at all times. No more force than necessary should be used.

Mr Power said employees had the right to protect their company's premises in defence of people and assets, provided the attack was immediate and the employees' actions not excessive.

The attackers should first be warned that force would be used against them if they didn't disperse. If the warning was not successful, then whatever peaceful means should be used to disperse the rioters.

He said that shooting, in the last resort, could be used. The objective being to maim and not kill. Care should be taken to prevent bystanders being hurt.

Mr Power said force or violence should cease when the attack had stopped, because homicide was legal only if it was the only way to protect the premises.

287

7/9/85

STAF

Making a living from their crafts

WITH unemployment as rife as it is now in the townships, many have turned to creating things with their hands. But as soon as they do well, they run against red tape when they try for bank loans or for trading licences.

The SOWETAN Crafts Market Association, with a membership of 35, was formed to unite handcrafts people who have had problems getting loans and business sites because their businesses were said to be not sophisticated enough and not reliable and convincing enough to be trusted.

They have all failed in their attempts to sell their businesses and hope that through collective effort they could prove themselves worthy of trust.

Loans

Mrs Sheila Ledwaba, a member of the association, rents a stand at the Orlando West Industrial Park in Soweto.

She started sewing in 1982 after the factory she was working for went bankrupt.

She sews tracksuits, jerseys and T-shirts which she sells in schools in the township.

She says the several attempts she made to negotiate for a loan have



Mrs SHEILA Ledwaba
... could not get a loan.

failed because she could not meet most of the demands made by banks.

"I make good profits from my sales. The main problem is that I cannot expand because of shortage of machinery. Most banks refuse to give me loans because I do not have enough capital.

"Where do I get a lot of money from because, in this business, we live from hand to mouth," she said.

"We formed this association as a last resort, thinking that if we joined forces, we could fight most of our problems, give each other support and courage."

The association has started a trust fund

called The SOWETAN Craft Self-Help Scheme. Each member pays R30 which will be used when enough money has been accumulated.

From this money, members will be given loans which they will have to pay back with interest. The money will also be used to build a factory.

They have two flea market centres where they exhibit and sell clothing every Saturday.

One is at Ipelegeng in White City Jabavu and the other in Dube, opposite the Maponya Shopping Complex.

Problem

Mr Norman Tshabalala, secretary-organiser of the association, said banks made unreasonable demands on the people, who are not familiar with business matters. "It is unfair of them to demand surety, trade references and records from people who know nothing about industry. I hope the association will help combat some of the problems that are so rife in the craft market," he said.

Mrs Tryphina Mohale also rents a stand at the Industrial Park.

She sews German-print dresses and hats. She says the strong impact they make as a united force will open many doors for them.

"The association can help in negotiating licences for our members who are often harassed by policemen and loans for those who want to expand their businesses," she said.

The association offers free membership to all craft business people. People who are interested should enrol at Ipelegeng or phone Mr Norman Tshabalala at 932-0864.

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A slave in a consul's home

287 C. Press 13/10/85

DURBAN's Italian Consul pays his domestic worker R70 a month "because I'm no Oppenheimer", he says.

And surely Harry Oppenheimer wouldn't like to be compared to Consul Luciano Sembianti, who doesn't only underpay Virginia Monqo, but also makes her work a 65-hour week

Mrs Monqo, sole supporter of three children, has been offered a R20 increase because of the expose of her wages.

But R90 still falls very short of the minimum R133 wage suggested by the SA Domestic Workers' Association.

And that R133 is for a 48-hour week, with three meals and accommodation

Mr Sembianti said his domestic worker is given "free meals, free medical assistance and accommodation"

"In fact she is one of the

CP Correspondent

family," he said

He added "Maids who make excessive demands for salaries face being sacked and having no money at all"

Mrs Monqo's salary caused a storm in Durban, with political figures slamming Mr Sembianti

The Consul later announced he would give Mrs Monqo a R20 increase

But, he added, the increase had been planned before the publicity broke

And Mrs Monqo?

"I love my work," she said "I don't want to leave"

She says she gets every Sunday off, and once a month she gets a long week-end to visit

her family in Transkei.

The family also pays her "extra money now and again".

★ The US Consul said they paid more than double the minimum rate, but declined to say how much. And other embassies also refused to divulge their rates, saying they had "strict guidelines".

NEWS PLUS+

★ IKAGENG village council clerk Magubelo Vilane, who was allegedly shot several times by a council police constable, claims the council is victimising him

Mr Vilane has criticised the council for failing to take action against the cop who shot him

He spent two weeks in hospital, where he was operated on

NEWS PLUS+

★ A POPULAR Khutsong shebeener was this week robbed of his weekend's takings by five armed men

Stanford "Amen" Monini, was in bed on Sunday at about 9 30 pm when the men, all armed with pistols, stormed his home and demanded a cash box. The robbers escaped with about R800

Unions, OK ^{15/10/85} against longer shopping hours

287 By Sue Leeman, Pretoria Bureau

The provincial authorities are to press ahead with their plans to extend shopping hours in the Transvaal — in spite of resistance from a number of unions and at least one large supermarket chain.

It is now highly likely that traders will be able to open their doors between 5 am and 11.30 pm six days a week, probably from next May.

The Transvaal Provincial Council is expected to give the draft ordinance the green light at its final sitting in February.

However, OK Bazaars has objected to the move, as has the National Union of Distributive and Allied Workers, which says that longer hours can mean retrenchments and less pay.

Their objections contrast to the arguments of many small traders, particularly those in Hillbrow, who claim limited shopping hours are forcing them out of business.

An OK Bazaars director, Mr Alan Fabig, said his company objected to longer hours because of the social consequences for staff, who would now have to work an effective six-day week.

Another reason was the security aspect. Central Johannesburg was usually deserted after hours and staff could be open to attack on their way home.

The union's general secretary, Miss Dulcie Hartwell, said employers would bring in ordinary shift systems to cover the extra hours, robbing workers of overtime.

She said her union's objections were supported by the Commercial Catering and Allied Workers Union and the South African Society of Bank Officials. Clicks and Grand Bazaars had also given their backing to the union's objections.

Armed men¹⁹⁵⁵

287 Crime Reporter 15/10

A DURBAN petrol attendant was robbed of R100 in cash and a radio at the weekend.

Mercury
Police said Mr Henry Ntombela was held up by three men, one of whom was armed with a gun and the others with bush knives, at the Malvern Garage early on Saturday.

Milkman is shot dead by robbers

A milkman was shot dead by two robbers in Turfontein yesterday.

Mr Izak Dlamini and two Dairy Belle colleagues were delivering milk in Eloff Street when they were accosted by two armed men.

A shot was fired, fatally wounding Mr Dlamini. The robbers took R1 000.

● In Mayfair, Johannesburg, Mr George Rodrigues (54), of Smith Zequi Tiles in Eloff Street, was robbed of R5 000 by five armed men.

● A black woman, Ms Mathipila Plohala (35), was battered and stabbed to death last night. Two men have been arrested.

● Sergeant Ernest Oosthuizen and Sergeant Andries Roux of the Langlaagte police dog unit stopped a car in Rifle Range Road last night, arrested two men, and returned the stolen car to its Robertsham owner before he knew it had been stolen.

ARRESTS

Later, the two sergeants recovered two other cars, one stolen in central Johannesburg and one in Kenilworth, and arrested three men.

Warrant Officer Johnny van den Berg, also of the police dog unit, arrested two men two hours after a vehicle was reported stolen in central Johannesburg.

The Star's East Rand Bureau reports that three armed robbers held up a Germiston night watchman, Mr Horden Mtulwa of Stewart and Lloyds in Wadeville, broke into an office and used a fork-lift vehicle to move a safe onto a commandeered get-away vehicle.

● Mrs Elizabeth Irlani (76) was robbed of R300 by a gunman in a Parkview store yesterday.

SERVICES SECTOR - LABOUR

1986 — 1987

MAY — OCT.

23/5/86 (287) 3u-DAY

THE security industry, which has bumbled along for many years with virtually no control over its standards of service, training programmes or ethics, is about to undergo radical change, as a result of legislation almost certain to be passed this year.

While businessmen and industrialists will welcome the upgrading of an industry that plays such an important role today, there is another side to this story which they may not relish so much. It is axiomatic, inevitably, that with higher standards will come increased costs.

IVAN PHILLIP talks to Fidelity Guards chairman Roy MacFarlane

Legislation will underline ethics

QUITE apart from general legislation that will result in minimum standards being enforced on the SA security industry, there are the provisions of Wage Determination 412, expected to become mandatory by July or August.

This will set minimum wages for security guards and place a limit on the number of hours they can work in a week.

Fidelity Guards chairman Roy MacFarlane estimates this provision alone will boost costs by between 35% and 40%. He says, bluntly: "If the guarding industry charges these increased costs to users, those users will demand a much better service — or seek alternative means."

It is likely security companies will pass on increased costs. MacFarlane says there is already a price war in progress between the better security companies, which has inevitably led to a lowering of standards.

"We want to see an up-grading of standards, and that means raising prices — of necessity."

The recession, he points out, tends to push clients towards cheaper security services. Nevertheless, he believes enlightened businessmen do appreciate the value of better security, and they are prepared to pay for it.

He also sees better conditions of services for security personnel emerging from a proposed industrial council, the shape of which is now under negotiation with the unions.

However, as presently envisaged, it will not lay down detailed standards for the conduct of a security business. The control will come rather from a board that will be given considerable disciplinary powers under the terms of the legislation.

As draft legislation stands now, this will be known as the Security Officers Board. It will have the duty to oversee the industry and the power to insist on certain standards being maintained. This board is expected to have 10 members, of which six will be drawn from the industry and the remainder from the SA Police.

However, all board members will be appointed by the Minister for Law and Order, since he will have the right to appoint from nominees put up by the security industry. Overall, the minister himself will retain wide powers.

All operators will have to be licensed by the new board and, to retain that licence, will have to meet the board's standards. And every individual engaged in certain aspects of the security business will have to have a certificate of registration.

This mainly applies to staff who perform security work for the protection of



MACFARLANE . . . price war in progress

people and property. But it would also apply to those who sell alarm systems, because they would be classified as security consultants.

This is a particularly important aspect of the proposed legislation since there have been constant complaints about fly-by-night companies that sell unsatisfactory equipment, without the means, or the intention, of maintaining it. The need for action on this point is highlighted elsewhere in this survey, where SA's appalling record of false alarms is spelled out.

Without reservation, MacFarlane welcomes legislation, as do other responsible members of the industry. He sees not only an improvement in standards but also a better deal for the people who work in the industry.

"Security measures have to be upgraded to keep up with the more sophisticated criminal," he says, "and in SA we have political and socio-economic factors to take into account."

"In the industrial world, generally, crime is as big a growth industry as security — which is, in turn, as big as computers."

He expects an increase in crime in this country for the foreseeable future, particularly because political elements are trying to make the country ungovernable — and one way of doing this is to stretch the SA Police as thin as possible, so that they find it difficult to cope with crime and unrest simultaneously.

NM
Tuesday, June 24, 1986

287

City parkades tighten security

Crime Reporter

SECURITY in many parkades in Durban has been tightened since the car bomb blast on the beachfront and the discovery of a bomb in the Pine Parkade three weeks ago.

Cars entering Pine Parkade are thoroughly searched. Guards use a mirror to look under cars and request drivers to open the bonnet and boot. The guards also search bags and packets in the cars.

Random searches are also conducted on people walking across the flyover into the 320 West Street building from the parkade.

Mr John Deavin, branch manager of Anglo American Properties, said no per-

son was excluded from such searches.

'This morning I was stopped and my briefcase searched,' he said.

'Our guards patrol continuously for 24 hours a day, seven days a week — not only from the point of view of bombs but also for crime prevention.

'Lately in Johannesburg there have been frequent reports of cars being stolen from parkades — only one car has been stolen in four years from our parkade.

'All the guards are equipped with two-way radios. Cash prizes are given to those who discover small objects and packages which are hidden away by their superiors.

'This is how we keep them motivated,' explained Mr Deavin.

'There is a tremendous sense of pride among our guards. This is mainly due to the fact that we pay them considerably more than other security firms.

'I have no doubt we have the tightest and the best security in Durban,' Mr Deavin said.

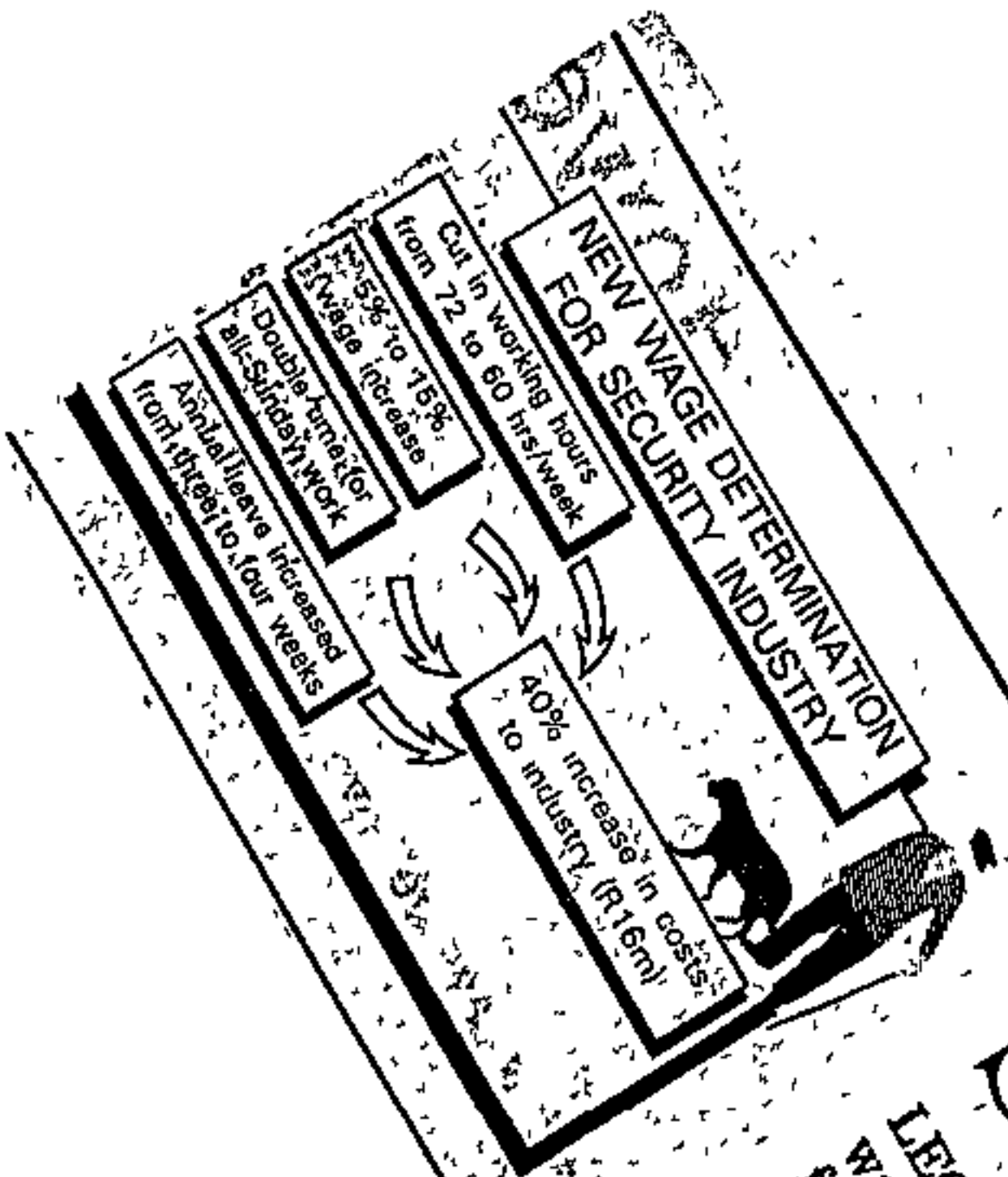
'At the Albany Grove

Parkade, Mr Ned Warrilow said posters identifying various mines and explosive devices were to be put up in the near future.

The guards constantly patrol the area, looking in cars for suspicious-looking objects, and also keep a constant lookout for pilfering.

A spokesman for Kings Parking Company who own the Nufield Parkade said their security had been 'beefed up' country-wide. The spokesman was not prepared to elaborate on the measures the company has adopted.

At the Royal Parking adjoining the Royal Hotel, guards are now employed to patrol the parking area constantly.



Security sector turmoil as law boosts pay

BUS DAY

MICK COLLINS
Chairman of the SA National Security
Employers' Association Nick Bartmann
said the industry could not absorb the
effects of Wage Determination 412.

LEGISLATION which will see minimum wages rise and weekly working hours fall has thrown the R100m-a-year security industry spokesmen yesterday called for an urgent meeting with government, claiming that charges to clients would rocket by as much as 40% after an ap-

Security sector turmoil

factors government has added." He cited a cut in working hours (see graph) from 72 to 60 hours a week, an extension of annual leave from three to four weeks and double pay for all Sunday work regardless of established shifts. The guard section of the industry has an annual turnover of about R40m.

MacFarlane foresees many companies going under and unemployment rising as a result of the move. A spokesman for Renta-Guard said the wage increase would not affect his company.

"We have called for a meeting with the Department of Manpower for Thursday. We will thrash the issue out and at least attempt to stave off the implementation date of July 14."

He said the increase in minimum wage levels was between 10% and 15%, although this amount was expected, and

deserved, most reputable companies are already paying above minimum rates. Fidelity Guard's chairman Roy MacFarlane said the move would be traumatic for the industry as a whole. The increase in wages is a burden on other

"THE VITAL VIEWPOINT"

Page 2

Pay rise for guards

WAGE increases and improvement of other conditions for security guards have been announced in the *Government Gazette*.

Amendments to the wage determination for the security guarding industry, gazetted on Friday, increase guards' wages between 5 and 15 percent, reduce working hours from 72 to 60 a week and increase annual leave from three to four weeks.

Chairman of the South African National Security Employers' Association, Mr Nick Bartman said yesterday that companies would have to increase charges up to 40 percent to stay in business.

But a spokeswoman for the Transport and General Workers' Union said the improvement fell far short of what was needed.

The new determination, the first since November 1984, comes into effect on July 14.

Security claims outrage unions

2/7/86 BUS DEP (287)
REPRESENTATION to government to halt mandatory changes to employment conditions in the security industry has outraged organised labour.

A Vukani Black Guards' and Allied Workers' Union spokesman said the gains made, which fall far short of the proposals made by the union, had been fought for more than five years.

"Employers blow the trumpet of free enterprise but, when working conditions are improved, they claim they are already paying above the minimum," he said.

"They also claim cost to clients will increase and now they want to make further representations to withhold implementation.

"We have sent a telex to the Minister of Manpower and the chairman of the Wage Board not to coun-

MICK COLLINS

tenance any representations by the SA National Security Employers' Association (Sansea)."

Vukani is an affiliate of the Council of Unions of SA and has a membership of 10 000.

A Sansea spokesman said his organisation would meet the Manpower Department tomorrow to try to halt certain sections of Wage Determination 412.

The average wage in the industry for working 288 hours a month is between R300 and R400 — the minimum wage is R247.

Due to legislation now in the pipeline, wages will rise by between 5% and 15% and working hours will be cut from 72 hours to 60 hours a week.

With a workforce of about 50 000 in the industry, observers feel mandatory moves to change service conditions are long overdue.

But others feel the new wage structures and conditions will not give enough protection to workers.

"Some of these security companies have taken full advantage of the situation," said one observer.

Fidelity Guards chairman Roy MacFarlane said the industry would fight several sections of the new promulgation.

"We acknowledge that guards are not being paid well and, provided we can recover costs from clients, I don't see any difficulty in this regard.

"It's all the extras such as the payment for sick leave not taken, double time on Sundays and four weeks leave a year, which will play havoc in an industry already hard-pressed."

Contact Security MD Peter Marais said his company quit the guard sector in anticipation of the wage determination.

Political comment in this issue by Ken Owen
Newsbills by Michael Allwright. Headlines and sub-
editing by Gordon Amos. All of 171 Main Street,
Johannesburg

DD 2/7/86

Security legislation: urgent call for meeting

JOHANNESBURG — Legislation which will see minimum wages rise and weekly working hours fall has thrown the R100m-a-year security industry into turmoil

Industry spokesmen have called for an urgent meeting with the government claiming that charges to clients will rocket by as much as 40 per cent after an announcement in Friday's Government Gazette.

The chairman of the South African National Security Employers' Association, Mr Nick Bartmann, said the effects of Wage Determination 412 could not be absorbed by the industry

"We have called for a meeting with the Department of Manpower for Thursday. We will thrash the issue out and at least attempt to stave off the implementation date of July 14"

He said the increase in minimum wage levels was between 5 per cent and 15 per cent.

"Although this amount was expected and deserved, most reputable companies are already paying above minimum rates."

The chairman of Fidelity Guards, Mr Roy MacFarlane, said the move will be traumatic for the industry. "It's not so much the increase in wages as all the other factors the government has added"

He cited a cut in working hours from 72 to 60 hours a week, an extension of annual leave from three to four weeks and double pay for all Sunday work regardless of established shifts. The guard section of the industry has an annual turnover of around R40m

Mr MacFarlane foresees many companies going under and unemployment rising as a result of the move.

"Operators can't exist without passing the costs on. Clients in turn will be reluctant to accept the charges, especially in these economic times."

A spokesman for Rent-a-Guard said the wage increase would not affect his company as staff were already well above the minimum. "What we are not happy about is that due to shorter working hours we will have to increase staff."

All the spokesmen said the legislation would have a detrimental effect, with the possibility of clients abandoning formalised guard control and going it alone. — DDC.

Leave guards, judge orders security men

By MARTIN NTSOELENGOE

THE beating of security guards and a union official for union activities by two security firm officials must stop

This was ordered by Judge NM MacArthur after an urgent application was brought against K Jeacocks, area manager of Callguard Security Services, and E Nel, a supervisor, by Humbrich Sijula, James Maluleka and Vukani Guards and Allied Workers' Union official Moses Tshotetsi in the Rand Supreme Court

Papers before the court showed that Jeacocks and Nel repeatedly assaulted two of the guards and threatened to assault Moses Tshotetsi for union activities

After an undertaking was made not to assault the three men for union activities, the application was withdrawn

The return date for the order is February 16

In papers before the court the general-secretary of the union, Samson Ndou, said the three guards collected enrollment forms from the union offices on November 18, which they distributed among their co-workers interested

in the union

Six days later Tshotetsi distributed membership cards to those who had joined the union

Later that night, Sijula was taken from the Thokoza men's hostel by Jeacocks and Nel on the pretext that he was needed at work.

He was taken to a remote spot, his hands handcuffed behind his back and he was beaten up by the two men

He was then taken to Leondale Furniture Shop where Maluleka was on duty

At the shop, Maluleka was taken into a guards' room, accused of being a "terrorist" by the two men and handcuffed and continuously beaten by the two men until he lost consciousness

He was told he would not lose his job if he could supply Jeacocks with information about the union.

Sijula and Maluleka were taken to the Alberton Police Station and handed over as "comrades who wanted to introduce a union"

Jeacocks and Nel allegedly also told a number of Callguard employees that they wanted to assault Tshotetsi

Union to take action?

CCAWUSA has threatened to take its dispute with Elerine Holdings to the Supreme Court if the company did not "stop hampering members' right to strike legally".

According to the union, the breakdown of this week's Conciliation Board meeting - established to resolve a wage dispute - put it in a position to embark on a legal wage strike next week.

This could affect 6 500 workers in 300 stores.

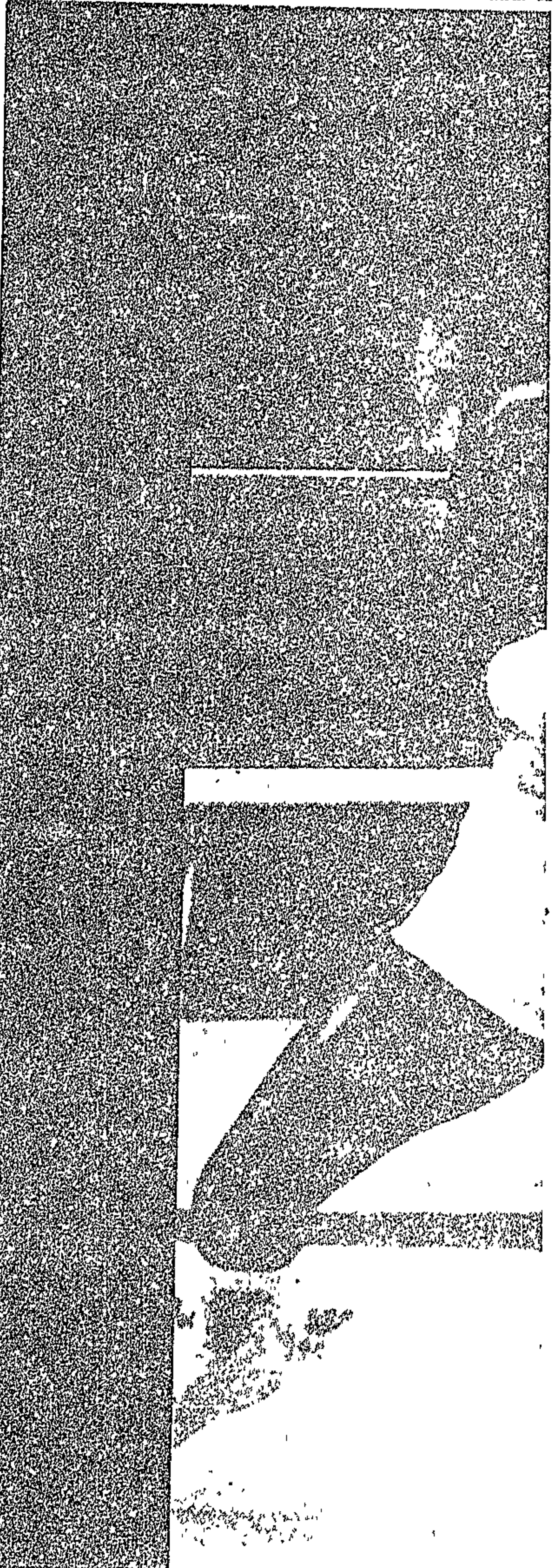
Following the breakdown of the meeting, management informed the union that bonus payments would not be made to workers engaged in industrial action this month.

Management also said it could review its wage offer.

Ccawusa said members were "entitled to bonuses".

A spokesman said the "threat" to withdraw wage proposals implied a withdrawal from negotiations. - Sapa.

Old Buck



Don't listen to our bosses - Security guards

THE Vukani Guards and Allied Workers' Union yesterday sent a telex to the Minister of Manpower urging him to disregard any representations from security firms opposing the gazetted wage increases for security guards.

BY LEN MASEKO
Labour Reporter

the industry.

The union, which puts its membership at 10 000, has sent another telex to employers seeking an urgent meeting with them. The move follows employers' reaction to new wage increases and improved working conditions announced in the Government Gazette.

The legislation will result in a hike of between five and 15 percent in minimum wage levels in

Vukani said in a statement yesterday:

"Sansea's cry regarding the implementation of this determination will not be tolerated by the

union. The gains made, which fall still very far short of the proposals made by the union at the last Wage Board hearing, have been fought for over five years.

"We find this attitude a clear manifestation of continued exploitation of workers, a denial of market forces and an arrogant abuse of present structures in the industry," the statement said.

● Strike-hit Dunlop was

using temporary labour to ensure that both its branches and customers received "uninterrupted supplies of its products", a company spokesman told the *Sowetan* yesterday.

Members of the Metal and Allied Workers' Union at Dunlop's Durban factory are out on strike over a wage dispute.

"The strike continues over Mawu's rejection of the company's wage offer of over R100 or

R16 percent on the lower category and 14 percent overall, which would have led to an average wage of R10 000 per annum per employee at the plant," Mr Glen Sifton, Dunlop industrial relations manager, said.

● The Food and Allied Workers' Union (Fawu) has submitted a memorandum to the Coca Cola management, urging the company to reinstate a dismissed worker at its Clayville plant.

About 300 workers have been involved in a work stoppage at the plant since last week, protesting against the dismissal.

Security firms to contest new law

By Janine Simon

Security guard firm chiefs are to meet the Department of Manpower today to seek exemption from part of the new law on minimum wages and working hours in the industry which comes into effect on July 14.

"The measures amount to a 40 percent rise in costs, which the industry cannot absorb," Mr Mick Bartmann, chairman of the South African Security Employers' Association (Sansea), said yesterday.

"Our clients will have to bear the brunt of the increase. They will give up their contracts and security firms will struggle to keep afloat."

SUNDAY DOUBLE PAY

The legislation was announced in the Government Gazette last week.

Changes include a 12-hour cut in weekly working hours, a 5 percent to 15 percent increase in wages, an increase in annual leave from three to four weeks, and double pay for Sunday work.

Sansea is to ask that member companies be exempt from paying double wages on Sundays, and continue their system of guards working a six-day cycle including Sundays, with the seventh day off.

"We agree that working conditions are difficult and should be improved, but would have been happier had measures been phased in," said Mr Bartmann.

"Our studies, forwarded to the department, show that the industry can afford only a 25 percent increase."

"We agree with some aspects of the legislation, but others are ridiculous — like issuing every guard with a stool."

Sansea will meet officials of the Council of Unions of South Africa (Cusa) and a security industry union before the end of the week.

Mr Frank Sims, public relations officer for the Security Association of South Africa, said the new law recognised payment discrepancies between whites and blacks, but the indiscriminate double-time payment should be investigated.

"The industry generally welcomes moves to regulate it," he added.

Guards hail legislation as the 'end to exploitation'

By Montshiwa Moroke

Security guards employed in Johannesburg have welcomed legislation which allows for a rise in minimum wages and a drop in weekly working hours.

Friday's Government Gazette announced a 12-hour cut in weekly working hours, a 5 percent to 15 percent wage increase, an extension of annual leave from three to four weeks and double pay for all Sunday work.

While guards welcomed the news, employer spokesmen are reported to have called for an urgent meeting with Government, claiming charges to clients would rocket by as much as 40 percent.

All the security guards interviewed in the city yesterday were disgruntled about their working conditions and said attempts to alleviate the "miserable" conditions had been frustrated.

The guards said the majority of them came from the homelands and were staying in single hostels. Earnings ranged between R275 and R350 a month.

In spite of a cut from 72 to 60 hours of working time a week, some men claimed they had actual-

ly been working 84 hours without overtime, night pay or bonuses.

"Most of us are from far away and were brought here on contract. We are working only because we have no other choice. Back home there are no jobs."

"Only when we reach Johannesburg do we realise how people are being exploited," said Mr W Nkuna.

Mr Nkuna, who comes from the far Northern Transvaal, said he had not had a pay increase for four years. He is a father of four children.

Mr Edward Khuru, another security guard, said most of the workers were dissatisfied with the money they were getting. He also said they would have preferred to work an average of eight hours a day.

In a snap check last night, *The Star* found that some of the night security guards were working under difficult conditions.

They too complained about poor pay and miserable conditions. On a cold night, some were huddled next to their companions or pacing up and down, apparently to keep warm.

Those who were fortunate sat in front of braziers.



Doreen Horn ... disposed of two city-centre muggers with just two blows.

Little Miss Trouble routs city muggers

By Toni Younghusband

Little Doreen Horn (20) dented the the egos of two city muggers yesterday when she fought them off with a kick and a punch.

The petite young woman (she is just 1,52 m tall) was walking down Commissioner Street during her lunch hour when she was confronted by the two men.

"One of them blocked my way and the other came up behind and tried to put his hand in my slingbag," said Miss Horn.

IN THE EYES

"I wasn't going to stand there and do nothing so I poked the one in the eyes with my fingers. The other one tried to snatch my bag away but I swung around and kicked him between the legs," she said.

Their faces a mixture of pain and disbelief, the muggers hobbled away.

"I almost apologised, they looked so hurt," said Miss Horn.

Miss Horn once took self-defence lessons but said that this time, she acted purely on instinct.

Having disposed of the muggers, Miss Horn finished her shopping.

PRETORIA

1960

AFRICAN FEMALE

AFRICAN FEMALE

Security firms bet on exemption from new law

By Janine Simon

Security firms are optimistic they will be exempt from the new law which compels them to pay security guards double pay for Sunday work from July 14.

But the Council of Unions of South Africa (Cusa) says it views granting any exemption as an unfair labour practice and if this was done, it would consider taking legal action.

Officials of the South African Security Employers' Association (Sansea) and Cusa met yesterday to discuss the new legislation, which was announced in the Government Gazette last week.

Sansea met the Department of Manpower on Thursday to ask for exemption from the double-pay for Sunday clause and be al-

lowed to continue the system of guards working a six-day cycle, including Sundays, with the seventh day off.

"Department officials seemed receptive to our request and told us to make written application for exemption before July 14," chairman of Sansea, Mr Mick Bartmann, said yesterday.

Changes announced in the gazette include a 12 hour cut in weekly working hours, a five to 15 percent increase in wages, an increase in annual leave from three to four weeks and double pay for Sunday work

In reaction security guard firms said they agreed guards worked under difficult conditions but that the new measures would lead to unemployment as they amounted to a 40 percent increase in costs

TOWN	YEAR	RACE	TOTAL WAGE
PIETERMARITZBURG	1960	AFRICAN MALE	..
	1960	AFRICAN FEMALE	..
	1970	AFRICAN MALE	33,73 (93.4)
	1970	AFRICAN FEMALE	33,10 (91.6)
	1980	AFRICAN MALE	104,93 (91,33)
DURBAN	1960	AFRICAN MALE	131,50 (114.5)
	1960	AFRICAN FEMALE	103,48 (89.8)
	1970	AFRICAN MALE	..
	1970	AFRICAN FEMALE	..
	1980	AFRICAN MALE	..
KIMBERLEY	1960	AFRICAN MALE	..
	1960	AFRICAN FEMALE	..
	1970	AFRICAN MALE	31,02 (85)
	1970	AFRICAN FEMALE	..
	1980	AFRICAN MALE	82,25
..	1960	AFRICAN MALE	98,62 (85.6)
	1960	AFRICAN FEMALE	..
	1970	AFRICAN MALE	..
	1970	AFRICAN FEMALE	..
	1980	AFRICAN MALE	..

DD 11/7/86

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Stores step up security awareness

Dispatch Reporter

EAST LONDON — Department stores and supermarkets here are becoming increasingly security conscious and most have stepped up their security measures in an attempt to combat the recent spate of bombings that have hit cities countrywide.

The majority of store managers questioned said that over the past few months they had implemented spot parcel and handbag checks, posted more security guards inside the stores as well as in parking lots, and had also embarked on intensive staff awareness programmes.

The store manager of a national supermarket chain here, Mr D. Ricketts, said staff were being trained to recognise explosive devices and were being made aware of potentially dangerous situations.

Mr T. Lawrence, the branch manager of an Oxford Street departmental store, said the store had not had to change its security system much, but it had constant patrols by security guards who were trained to be on the lookout for any potentially suspicious or dangerous situations.

The manager of an outfitters, also in Oxford

Street, Mr C. van der Merwe, said the store's plate glass windows had been covered with a plastic filament, and in the event of a bomb exploding the chances of the glass splintering and causing injuries would be lessened.

He said the store's security guards had also been made more aware of security procedures and carried out parcel and handbag checks, as well as regular evacuation drills.

The manager of another large departmental store in Oxford Street, Mr K. Levey, said the store had recently been fitted out with security glass. Staff had also been warned to be on the alert for any strange or suspicious-looking parcels or objects left unattended in the store. Periodic security checks were also made of the perimeter of the store in rubbish bins and on pavements.

The security manager of a departmental store, also in the city centre, Mr T. Pollock, said staff awareness programmes had been implemented over the past few months.

"Obviously we have stepped up our security to a degree, but have not yet resorted to searching handbags or parcels," he said.

Security workers to meet

Labour Reporter

MANY employers were still not observing the new wage determination for security workers, Mr Patrick Mkhize, a spokesman for the Vukani Guards and Allied Workers' Union, said yesterday.

He said that in terms of the new wage determination which had come into

effect on July 14, wages should have been increased and hours of work should have reduced, but many employers were not following the legal limitations.

Mr Mkhize said the security worker was still the most overworked yet least paid.

For 60 hours a week, a

watchman gets R262 a month.

The union, an affiliate of the Council of Unions of South Africa, Cusa, is convening a meeting of all workers in the security industry for 7 30 a m on August 10, at its offices in Northfield House, 122 Field Street, Durban, to decide on a line of action.

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24/7/86

N/M

Deite



Security firm reinstates six

By LEN MASEKO

A SECURITY company is to reinstate six workers allegedly dismissed for being members of a union.

Coin Security group has agreed to re-employ the workers on the same terms as before and that their employment will be retrospective to the day of their dismissal.

This follows negotiations between the Vukani Guards and Allied Workers' Union and management.

- Striking Mobil workers yesterday rejected management's offer to refer the dispute, arising from the dismissal of a worker, to an arbiter.

The members of the Chemical Workers' Industrial Union (CWIU) have been on strike since Wednesday last week. Three Mobil plants on the Reef have been affected by the strike.

- Scores of CWIU members took part in a brief work stoppage at Kempton

20/8/86
SOWETAN
Park's Chet Chemicals yesterday in protest against "management's delay of holding an introductory meeting with the union".

The workers ended their stoppages after management agreed to meet union representatives next Wednesday — a first meeting leading to a recognition agreement between the two parties.

- About 170 Le Carbone workers are still out on strike at the company's Industria plant.

They are demanding recognition of their union, the Metal and Allied Workers' Union.

A spokesman for Mawu said yesterday that Le Carbone management had offered to re-employ the strikers "using its own discretion". The union had rejected this on the grounds that some members might not be taken back, he said.

Set minimum wage, cleaners ask Govt

MORE than 1 000 members of the Brushes and Cleaners Workers' Union decided at the weekend to ask the Government to set a minimum wage for all employees in the cleaning industry.

The workers also demanded better working conditions. Employers were asked to allow those employees knocking off in the middle of the night to put up on employer premises until daybreak.

The union, which has more than 4 000 members, also urged employers to recognise "people's holidays" such as June 16, May Day and others as paid holidays.

The union's general secretary, Mrs Mary Ntseke, said her union's members earned an average of R218 a month.

"This is most disgraceful. We have demanded a wage board sitting to bring the wages in line with the present cost of living. The workers gave the union a mandate to demand an increase in

wages," Mrs Ntseke said.

• The Dunlop strike in which about 600 workers are involved, entered its third week today.

The strike started over wages and better working conditions.

• Workers at Expandite adhesive factory in Isando went on strike on Friday.

The strike follows a dispute over job description and job grading.

A spokesman for the Chemical Workers' In-

dustrial Union said about 50 workers are involved in the strike. The union, the spokesman said, has been asking Expandite management to implement job grading for the past two years without success.

The company, he added, has decided to employ a consultant who would implement job description, but workers are not satisfied with that.

A spokesman for the company was not available for comment.

No. R. 1800

29 Augustus 1986

WET OP MASJINERIE EN BEROEPSVEILIGHEID,
1983

AANWYSING VAN HOOFINSPEKTEUR

Die Minister van Mannekrag maak hierby bekend dat hy Imanuel Mülder, Hoofdirekteur Beroepsveiligheid in die Departement van Mannekrag, ingevolge artikel 19 (1) van die Wet op Masjinerie en Beroepsveiligheid, 1983 (Wet 6 van 1983), as Hoofinspekteur vir die doeleindes van daardie Wet aangewys het.

P. T. C. DU PLESSIS,
Minister van Mannekrag.

No. R. 1805

29 Augustus 1986

WET OP ARBEIDSVERHOUDINGE, 1956
NYWERHEIDSRAAD VIR DIE HAARKAPPERSBE-
DRYF, KAAPSE SKIEREILAND.—HERNUWING VAN
OOREENKOMS

Ek, Mattheus Willem Johannes le Roux, Direkteur: Mannekrag, behoorlik daartoe gemagtig deur die Minister van Mannekrag, verklaar hierby, kragtens artikel 48 (4) (a) (ii) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalinge van Goewermenskennisgewings R. 1902 van 2 September 1983 en R. 300 van 15 Februarie 1985 van krag is vanaf die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Oktober 1986 eindig.

M. W. J. LE ROUX,
Direkteur: Mannekrag.

No. R. 1806

29 Augustus 1986

WET OP ARBEIDSVERHOUDINGE, 1956
NYWERHEIDSRAAD VIR DIE HAARKAPPERSBE-
DRYF (PRETORIA).—WYSIGING VAN OOREEN-
KOMS

Ek, Pieter Theunis Christiaan du Plessis, Minister van Mannekrag, verklaar hierby—

- (a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalinge van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die

No. R. 1800

29 August 1986

MACHINERY AND OCCUPATIONAL SAFETY ACT,
1983

DESIGNATION OF CHIEF INSPECTOR

The Minister of Manpower hereby makes known that he has, in terms of section 19 (1) of the Occupational Safety Act, 1983 (Act 6 of 1983), designated Imanuel Mülder, Chief Director, Occupational Safety in the Department of Manpower, as Chief Inspector for the purposes of that Act.

P. T. C. DU PLESSIS,
Minister of Manpower.

No. R. 1805

29 August 1986

LABOUR RELATIONS ACT, 1956
INDUSTRIAL COUNCIL FOR THE HAIRDRESSING
TRADE, CAPE PENINSULA.—RENEWAL OF
AGREEMENT

I, Mattheus Willem Johannes le Roux, Director: Manpower, duly authorised thereto by the Minister of Manpower, hereby, in terms of section 48 (4) (a) (ii) of the Labour Relations Act, 1956, declare the provisions of Government Notices R. 1902 of 2 September 1983 and R. 300 of 15 February 1985 to be effective from the date of publication of this notice and for the period ending 31 October 1986.

M. W. J. LE ROUX,
Director: Manpower.

No. R. 1806

29 August 1986

LABOUR RELATIONS ACT, 1956
INDUSTRIAL COUNCIL FOR THE HAIRDRESSING
TRADE (PRETORIA).—AMENDMENT OF AGREE-
MENT

I, Pieter Theunis Christiaan du Plessis, Minister of Manpower, hereby—

- (a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and

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Cape Times 11/9/86



Lead alert for workers in heavy traffic

By CHRIS ERASMUS

TRAFFIC policemen and newspaper vendors working in heavy traffic should have tests every six months to ensure that the build-up of lead in their bodies from petrol fumes is not reaching dangerous levels.

This is one of the recommendations made by Cape Town researchers who, in a study of lead levels in newspaper vendors, have found that lead in petrol can reach dangerous levels in people exposed to heavy traffic.

The researchers, under Professor Maurice Kibel, UCT/Red Cross Children's Hospital Professor of Child Health, studied two groups of vendors. One from central Cape Town, which has high lead levels in the air, and one from Bellville, which has lower levels.

Both groups had higher body-lead levels than

comparable groups of children not exposed to traffic fumes for long periods and the Cape Town group had higher levels than those from Bellville.

Professor Kibel said the study proved conclusively that lead in petrol contributes directly and significantly to increased lead levels in people exposed to traffic fumes thereby settling a long-standing international dispute about the role of lead additives in petrol.

The levels in some of the children approached the internationally accepted limit of 30 g/dl of blood.

But there was no cause for panic — even the highest levels found were not dangerous.

Since the study was conducted last year, the government had reduced the lead content of petrol at the coast from 8,6 g/l to 6 g/l.

But this was still three times as high as lead in overseas petrol and should be further reduced, said Professor Kibel.

Cape Times

day, September 12, 1986

Vendor dispute ends

Labour Reporter

THE dispute between the Media Workers' Association of South Africa (Mwasa) and Allied Publishing over the treatment of newspaper vendors ended yesterday when both parties reached agreement on pay increases and working conditions.

According to a Mwasa spokesman, Allied have agreed to give vendors permanent staff status and have increased their basic weekly wage to R60. Allied also agreed to provide protective clothing.

The agreement, which was confirmed by Allied management last night, resolves the dispute which led to a three-week strike by Allied vendors in January.

RESIDENTS of Mofolo Village in Soweto are living in fear of their lives after two families were terrorised and their houses damaged by alleged employees of a Johannesburg security firm at the weekend.

The attacks came immediately after a coloured security guard employed by the firm was murdered at Mshenguville, in Mofolo last Friday.

Weapons

Witnesses told the *Sowetan* yesterday that a group of security guards travelling in nine vehicles and armed with an assortment of lethal weapons, including firearms

Guards in a 'terror spree'

and pangas, attacked two houses, breaking windows and doors.

They said the guards also assaulted people indiscriminately and demanded to be shown the man who killed their colleague.

A spokesman for the street committee said: "Some of the youths were forced into one of the vehicles and taken

to a police station. They were harassed and tortured on the way. A youth who tried to escape was shot in the buttocks and another stabbed across the mouth."

She said residents in the area were living in fear that the men would come back and terrorise them again.

The street committee also resolved this week that a milk delivery company, which has hired the security firm, stop delivering milk in Mofolo with immediate effect.

Eyewitnesses also said the men looted clothing and stole R200 from one of the two houses.

Home patrols cop a new market

Business Day Reporter

BURGLARS are not the only ones jumping on the crime bandwagon — some 25 to 30 home patrol firms have set up shop in Johannesburg. Three years ago there were none.

Home patrols have become fashionable in the northern suburbs where, security experts say, they are carving a niche in a society that no longer trusts police protection.

But police disagree. When asked if police have lost control of the suburbs because of the large forces being deployed in the townships, an SAP spokesman avoided the question.

"It is so that the unrest situation places an extra burden on the SAP," the spokesman said. He said the duties of security firms "differ vastly" from those of the SAP and that private firms could never take over police duties.

Security industry executives are not convinced. They point to the small number of policemen per population

in SA as an ideal spawning ground for both crime and private security forces. The SAP admit there are only 1,6 policemen per 1 000 citizens in SA against the Western norm of six to 10 per 1 000.

Jeremy Frere, who pioneered the First Force patrol at Fidelity Guards, explains: "The existence of the urban guerrilla has allowed these tactics into the home situation."

He says homeowners, particularly in Johannesburg's northern suburbs, realise the police are overworked and have logically turned to home patrols to safeguard property. Patrol firms make regular night inspections of homes and promise to be on location within four minutes if an alarm is set off at a residence.

The head of Unisa's criminalology department, Professor T J Van Heerden, says the rise in private security

is merely "the old idea of collective security" in a new form.

John Hammill, director of Pritchards Services Group SA, says private enterprise has seen a gap in the market and exploited it.

But some observers question whether it is the responsibility of the police or private citizens to ensure safety.

Elaine Barsotti, MD of Johannesburg's first patrol service, Sandton Sentry Security, argues patrol services are not unique to SA. She says rising suburban crime is "not the fault of the police but of the baddies".

But the vice-president of the Security Association of SA, Gerd Cruywagen, says the unwillingness of the police to respond to alarms has paved the way for security firms.

Police no longer monitor private alarm systems because 80% of call-outs are false alarms. A high workload has also played a role.

Own Correspondent

MOST workers in service stations earned between 46% and 55% of the minimum wage required for a modest low-level standard of living, a University of Cape Town research team has found. The Southern Africa Labour and Development Research Unit (Saldru) also found that a wide range of labour and artisan wages had decreased in real

Shock findings on wages

terms, particularly over the past 12 months.

In its quarterly monitor of minimum wage measures, Saldru said it was "alarming" that current real wages in the metal industry were "the lowest for

the last four years for most unskilled workers, and also the lowest in more than 10 years for skilled workers".

The new Industrial Council agreement in the metal industry, which provided for wage increases of 16,8% for

unskilled workers and 11,5% for skilled workers, had again failed to protect workers against inflation — which was running at 18,7% in August — and had therefore contributed to a decline in their standards of living.

Saldru said that in 30 of 41 new wage clauses in 23 Industrial Council agreements, the real value of minimum wages for labourers fell.

Dead end for black trainees

Arb 17/11/86
Labour Reporter

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BLACKS in the Peninsula hoping to become hairdressers are paying up to R1 000 for courses which do not qualify them to work in salons, according to the SA Hairdressers Employees' Industrial Union.

This is because there are no recognised facilities in South Africa where blacks can train as hairdressers and the courses offered by private training establishments — which can cost up to R1 000 — are not accepted by the industrial councils.

Miss Veronica Orme, regional secretary of the union, said about

five private establishments in the Western Cape offered training.

"The training is limited and trainees are under the impression that when they leave they can work in a salon," she said.

"This is not correct as hair-dressing salons fall under an industrial council which requires that trainees serve an apprenticeship and complete a recognised course before they can qualify."

She said the industrial council was hoping to meet owners of the training establishments to reach an agreement that pupils would be taught according to the recognised curriculum. That would make it possible to set standards and wages.

LIQUIDATION

Where that blasted

225 security guards in court

Business Day Reporter

ABOUT 225 security guards — arrested on Monday at the CMR hostel in Roodepoort — pleaded not guilty in the Roodepoort Magistrate's Court yesterday to charges of trespassing. They were granted R50 bail.

The Security Systems men were arrested after a dispute between management and their union. The case was postponed to December 9.

Vendors backed

THE Consumer Council is concerned about the clamping down on street vendors in the Johannesburg central business district.

In a statement issued in Johannesburg this week, the watchdog group said the harassment of street vendors by traffic officers was seen as counter-productive, especially when unemployment figures were rising steadily.

The council said street vendors provided for themselves and their families without be-

By SY
MAKARINGE

ing a burden to the taxpayer.

"Traffic officers who confiscate the goods of these entrepreneurs should concentrate on their responsible task of ensuring free flow of traffic," the statement said.

If vendors operated their businesses in an orderly way, they must be encouraged.

to promote free enterprise, more employment and a thriving economy

Jo'burg's hawkers celebrate new deal

287
SPAR
12/12/86
Municipal Reporter

Johannesburg's street hawkers yesterday celebrated the opening of the new fixed stalls in the Hoek Street mall.

The stalls are a Small Business Development Corporation project sponsored by a major food company.

The opening marks the establishment of the fourth "free hawking zone" in the city's central business district (the others are at Kazerne, New Doornfontein and Faraday stations).

It was hailed by Mr Ben Vosloo, managing director of the Small Business Development Corporation (SBDC), as "a major step forward in providing a new deal for hawkers".

"They are the job providers and formal traders of tomorrow. Many people will start as hawkers and move on to become the shopowners of the CBD."

NO NEED TO MOVE

The new era dawning for the city's street vendors means that those who set up business in the stalls no longer have to move every hour and not return to the same spot within 24 hours.

This follows the easing of the city's by-laws.

A spokesman for the Hoek Street hawkers, Mr Orchard Ndlovu, said at the opening of the stalls that hawkers were used to being hunted in the streets by the traffic police. The new system would alleviate the situation.

The SBDC has identified nine other areas in the CBD where it intends establishing hawkers' pitches.

SBDC spokesman Mr Dawie Crous said the Johannesburg Town Planning Department had already made representations to the management committee to legalise the proposed areas.

SPM 20/11/87

Ice-cream vendors strike

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CAPE TOWN — Dairymaid ice-cream vendors are on strike in a dispute with management over the possible closure of several Western Cape depots.

Chairman of the shop stewards' committee for the Food and Allied Workers' Union (Fawu) Mr W Petersen said yesterday that about 130 vendors had gone on strike on Friday.

Management was considering seeking a court interdict to order the vendors back to work. Own Correspondent.

Vendors' retrenchment is postponed

DAIRY. Maid has extended the date for retrenchment of about 150 ice-cream vendors — which has caused a four-day strike at their epping factory — to February 28.

The extension was announced this week by acting manager Mr J Loock.

The Food and Allied Workers' Union (FAWU), acting for the vendors, had called for the retrenchments to be

postponed until the end of March.

Mr Loock said this indicated the company's readiness to consult with the union on the issue.

"The company has at all times been prepared to consult in terms of the agreed retrenchment procedure and by agreeing to an extension of the effective date of the retrenchments it is merely restating its pre-

vious position and allowing the union a renewed opportunity to consult where it failed to do so previously", he said.

But he rejected a FAWU proposal that new people from both sides attempt to mediate the dispute.

"Mediation on retrenchments is not contemplated at all by the retrenchment procedure agreed to with the union and any request by the union that the company submit to mediation is in breach of the agreed procedure and in the company's opinion entirely unreasonable," said Mr Loock.

The union claims about 300 workers are on strike, but Mr Loock said the figure was 220.

— Sowetan Correspondent

Sowetan
23/1/87
(S)

Sowetan
23/1/87 (287)

We are being squeezed out, say Salon owners

By SY MAKARINGE

SMALL hair-dressing salons owned by blacks are being gradually forced out of the market by large companies who offer their service at cheaper prices.

A number of black hair-dressing salon owners claim their chances of progressing in the industry are minimal as large companies are out to force them to remain "nothing else but mere hair-dressers".

They said the companies, which manufacture or import hair products, monitor how much a salon buys from them.

They claimed that a company then selects a salon with a good turnover, opens a new shop in the vicinity and offers the products on hair-dressing services at prices they cannot compete with.

They also claimed that white companies used fronts to protect their own identities.

One salon owner, who asked not to be identified, said, as an example, he sold a gel at R10, while this was obtainable from white salons at R5,99.

He said these companies sold gels to salon owners at R6,59.

"We obviously can't compete with these prices. As we can't manufacture our own products, we see this as an effort to force us out of business," another angry hair salon owner said.

Mr Neil Holdsworth a spokesman for an association for hair-dressers said some of the claims were correct and others incorrect.

He said he could not say for certain that companies which were opening new salons were trying to force black salon owners out of the business, but confirmed that there were salons which were being opened next to others.

"There are companies which are causing a lot of problems in the industry. We can't close them down but they must give the consumer his money's worth. It's only when they fail to do this that we can take action against them," he said.

A new product manufacturer who investigated and confirmed some of the claims made by black salon owners said he would do his best to protect black entrepreneurs from "unethical" companies.

"Blacks are being swallowed up and financially ruined by these people. This must be stopped now," he said.

Hotel staff to get pay rise

25 29/1/87 Labour Reporter 287

NATAL'S 8 000 hotel employees are to receive a 16% pay increase following the conclusion of a new wage agreement with employers, Mr Ronnie Kisten, president of the Natal Liquor and Catering Trades Employees' Union announced yesterday.

He said although the rise — which for some employees would represent an extra R37 a month — was not fantastic, it was the best deal the union could secure.

'The hotel industry is going through a bad patch and I don't think making excessive pay demands at this stage is the correct thing.

'I would rather we keep all our members in employment instead of facing the prospect of the loss of their jobs,' he said.

Mr Kisten said that in terms of the new agreement, minimum wages of general service employees — who make up the bulk of the workers in the industry — would increase from R235 a month to R272 a month, retrospective to January 1, 1987.

The agreement was reached this week following protracted negotiations between representatives of the union and the Federated Hotel Association of South Africa, Fedhasa, he said.

Mr Frank Parkington, chief wage negotiator of Fedhasa, said the agreement was concluded after 'many months of hard negotiations'.

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W/M 29/1/87 Labour Reporter (287)

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Mwasa talks with Allied in deadlock

By MOIRA LEVY

THE Media Workers Association of South Africa (Mwasa) is to declare a dispute with the management of Allied Publishing after almost four weeks of wage negotiations resulted in deadlock.

Union representatives described the R60 a week paid to newspaper vendors as "a disgrace." They emphasised that vendors were often married men with families to support.

Vendors were employed on a permanent basis for the first time last year.

"They had always been employed as casuals until then, even if they had worked 20 years or more," union official Mr J

Smith said.

Mwasa has demanded wage increases of between 25 and 32%, but management is offering between 15 and 17,5%.

The union welcomed the "generous" bonuses paid by the company for extra time worked, but pointed out that they were not protected by the provisions of the Basic Conditions of Employment Act which governed overtime and other benefits.

Mwasa has pledged its support for Cosatu's Living Wage Campaign.

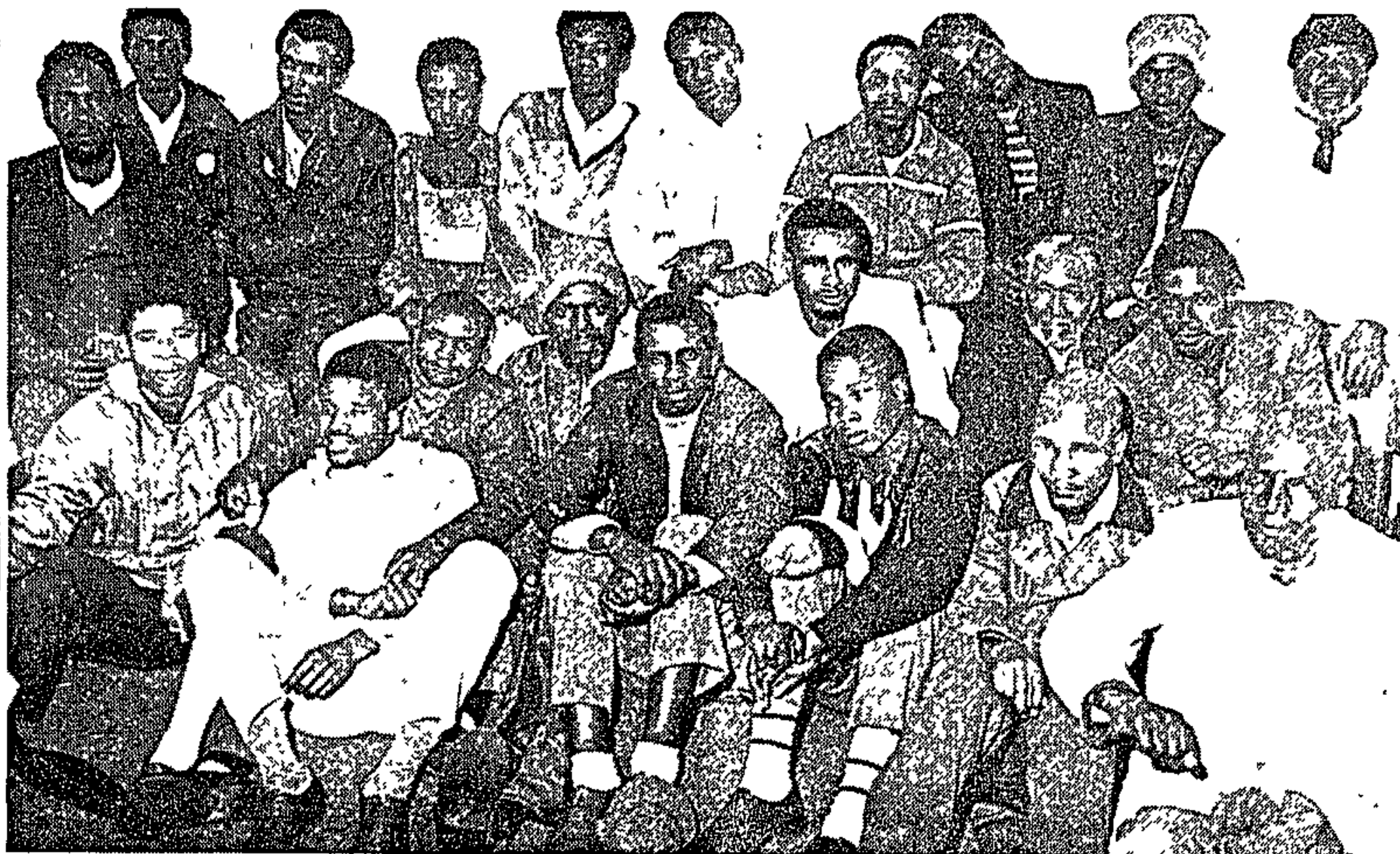
Mr J A Rayner, Provincial Manager of Allied in the Cape, said the company had no comment "at this stage".

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South
23-28/4/87



Former Peninsula Security Guards who have been on strike for almost a year

AN out-of-court settlement was reached between 25 striking security guards and their employer in one of the most drawn-out labour disputes in the Western Cape in recent years.

The workers, all South African Allied Workers Union (Saawu) members, had been on strike since March last year.

They were dismissed in October by the firm, Peninsula Security Guards, but continued living at the firm's hostels at Langa.

This week Mr De Xavier

25 guards settle dispute with firm

Gouveia, a director of PSG, who brought the application to evict the striking workers, agreed to pay each five weeks' salary of R302,30.

He also allowed them to stay at the hostel subject to certain rules until Au-

gust 1.

About 75 other striking workers who had not been summonsed are still staying at the hostel.

Workers told a Wynberg Civil Court that they had been assaulted and handcuffed before being

sacked.

Mr F Vali claimed accommodation was a condition for his employment and that his services were not properly terminated. He therefore could not be evicted from the hostel.

Mr Manyasa Ntlazana said he had been sacked because he was a member of Saawu.

The two strikers were granted summary judgment against the eviction order.

Last week, however, an application for summary was granted against Mr Lawrence Ntsizi.

2-7/7/87

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W/ARGUS
11/7/87

NEWS

Hope for underpaid guards

Weekend Argus
Correspondent

JOHAN NESBURG

Many of the country's estimated 150 000 security guards are paid well below the minimum rates for the industry.

Sources say guards at some firms are working 12 hours a day, seven days a week, often without getting the rates for Sundays and time-and-a-third for Saturday afternoons and public holidays to which they are entitled.

Mr Jimmy Nuns, national chairman of the South African Security Employers' Association, says the industry is now pinning its hopes on two new policing measures.

New measures

The first, the Security Officers Bill, which could come before Parliament in the next session, will require all companies and employees to be registered.

The other, an Industrial Council which could start work within the next nine months, will enable wages to be negotiated between managements and unions. Such pay scales will be policed by inspectors.

Ex-hotel owner fined over wage deductions

Labour Reporter

THE former owner of the Locomotive Hotel in Salt River has been fined R6 127 and must repay an equal amount to an industrial council after being convicted on three charges under the Labour Relations Act.

Roger Fullerton pleaded guilty yesterday before Mr M J Tolken in the Cape Town Magistrate's Court to charges of failing to pay to the industrial council for the Liquor and Catering Trades money deducted from employees' wages for industrial council expenses, trade union subscriptions and pension contributions.

The contraventions of the main industrial council agreement were committed at various times between October 1983 and October 1985.

In a written statement read to the court by his attorney, Fullerton said he was sorry he had caused harm to his former employees.

In reply to questions from Mr Tolken, he said he had lost everything when the hotel went

into liquidation and he was sequestrated, owing about R350 000.

The prosecutor, Mr M McEwan, said the offences were very serious and amounted to theft.

Mr Tolken imposed a fine equal to the amount owing in pension contributions, or six months' imprisonment suspended for four years provided Fullerton paid the industrial council R6 127 at R200 a month.

Construction squeeze on

MICK COLLINS

CONSTRUCTION conglomerates are continuing to hack profit margins to the bone, with many admitting to 3% and less to keep afloat.

All sectors — building, construction and civil engineering — are labouring under tight conditions.

Industry sources say what was viewed as a normal 15% contract mark-up 10 years ago is now a dream as suicidal tendering and a dearth of contracts sees the squeeze on margins tightening.

Group Five CE Peter Clogg says he is operating on 3% on cost just to keep the organisation going.

Basil Read director Chris Jarvis says margins are less than 5%.

LTA group MD Colin Wood says conditions over the past year have continued to be difficult throughout the industry.

SA Federation of Civil Engineering Contractors executive director Kees La-gaay says the recent improvements in conditions have proved to be short-lived.

R5m FORFEITURE SET ASIDE

JENNY BOBERG

THE forfeiture to the State of more than R5m in cash and property belonging to a former African Bank employee was set aside by the Pretoria Supreme Court yesterday, and the SA Reserve Bank was ordered to pay certain costs.

But the court upheld the attachment of the property, which remains frozen.

The urgent application to set aside the forfeiture and attachment was brought by Arthur Edward Ferreira, former assistant GM of African Bank, his wife Emella Lorraine Ferreira and Arlo Financial Services.

The State President, the Minister of Finance, the SA Reserve Bank and its

Governor and Senior Deputy Governor were named as respondents.

Ferreira is one of eight former African Bank employees named in a Government Gazette as suspected of contravening exchange control regulations.

He faces 105 charges of fraud and 315 charges of contravening exchange control regulations through which, it is alleged, he gained more than R6m.

The SA Reserve Bank was ordered to pay Ferreira's costs. Ferreira's wife and Arlo Financial Services are to pay the costs incurred by the respondents.

Turkish union urges SA coal ban

A CALL by Turkey's metalworkers' union on Istanbul to ban SA coking coal imports is baffling coal exporters and steelmakers.

The reason: SA's coking coal sales to Turkey are infinitesimal.

But some steel industry sources believe a loud call for an embargo on SA coking coal will help deflect international attention away from SA steel and iron

ore sales to Turkish steelmakers.

Turkey is said to be embarrassed by accusations it is being used as a back door for SA steel to enter the EC.

If true, it is unclear why a Turkish union, and not the government, has taken up the anti-SA sanctions gauntlet.

Breakfast treat for ladies' tennis men

South
6/12/87

***South* LABOUR**

PSG men paid out

TWO former Peninsula Security Guards were last week awarded a total of R6 000 compensation for "unfair dismissals".

Mr S J Jezile, a father of four from Langa, and Mr P M Jezzu, a father of six from Guguletu, were dismissed by their firm towards the end of last year.

The Industrial Conciliation Board rejected reasons the owner of PSG, Mr Manuel Gouveia, gave for firing the workers.



Mr Jezile and Mr Jezzu with their cheques

NR645-11/8/87
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Epping firm's security men in pay strike

Labour Reporter

A STRIKE over wages has hit an Epping security company.

The Security Workers Industrial Union said 38 guards employed by Saayman's Security went on strike early this month.

The guards claim that for several months they have received only part of their wages and sometimes none at all, no overtime pay and no Sunday compensation.

A Mr Saayman, who said he was managing director of the company and would not give his first name, said it was an illegal strike.

"I am busy with it, but have nothing further to say," he said.

The union said in a statement: "In spite of many efforts to negotiate, many workers received no wages after working 240 hours for June, and others were not paid for July."

The union said members demanded the payment of all arrear wages, payment of special Sunday compensation as required by law.

It had not had a reply from the company.

800 guards stop work

By Adele Baleta

About 800 security guards employed by Pritchard Security Services yesterday stopped work, demanding the reinstatement of five dismissed workers. The strikers are demanding overtime pay and a living wage — R600 a month. Other demands include transport home from the workplace late at night and notice before being transferred from one place to another.

According to a Transport and General Workers' Union (TGWU) spokesman, the five workers — two cleaners and three security guards — were fired two months ago.

VICTIMISATION

"The security guards were dismissed for promoting the union, which is not recognised by the company, among the workers.

"It was a clear case of victimisation," the TGWU spokesman said.

The TGWU spokesman said the current minimum wage for a cleaner was R160 a month and R262 a month for security guards.

Management of the security company held meetings yesterday to discuss the situation and could not be contacted for comment.

● Last month 350 employees of another security firm, Fidelity Guards, went on a three-day wage strike.

Call Trip 13/887

Workers strike at Saayman's

Staff Reporter

THE "entire workforce" at Saayman's Security in Epping went on strike yesterday, one of the strikers said.

Three of the 41 security guards employed there had been dismissed, and their colleagues felt the dismissal had been unfair.

All of them are members of the Security Workers' Industrial Union (Western Cape).

The managing director of Saayman's Security, Mr S W Saayman, said via his secretary yesterday that he did not wish to make any comment.

Sowetan 18/5/71

GUARDS IN PAY RIP OFF — CLAIM

By SY MAKARINGE

DISCONTENT is brewing at a Johannesburg security firm where black security guards are allegedly being short-changed when they receive their salaries.

The nightwatchmen, who all work for the Alert Industrial Security, alleged in separate interviews that senior employees of the company open their envelopes and take some of the money without their consent.

The men, who asked not to be identified for fear of reprisals, said these "deductions" were not reflected in their pay slips. They said the money deducted in this way varied from person to person and ranged from R20 to R50.

The security guards earn an average of R300 a month.

One of them told the *Sowetan* that they were afraid of protesting as they feared losing their jobs.

"Jobs are very scarce these days. One dared not ask why he was short-paid if he still needed his

job. It is heart-breaking, but what can one do under the circumstances?" asked the night-watchman.

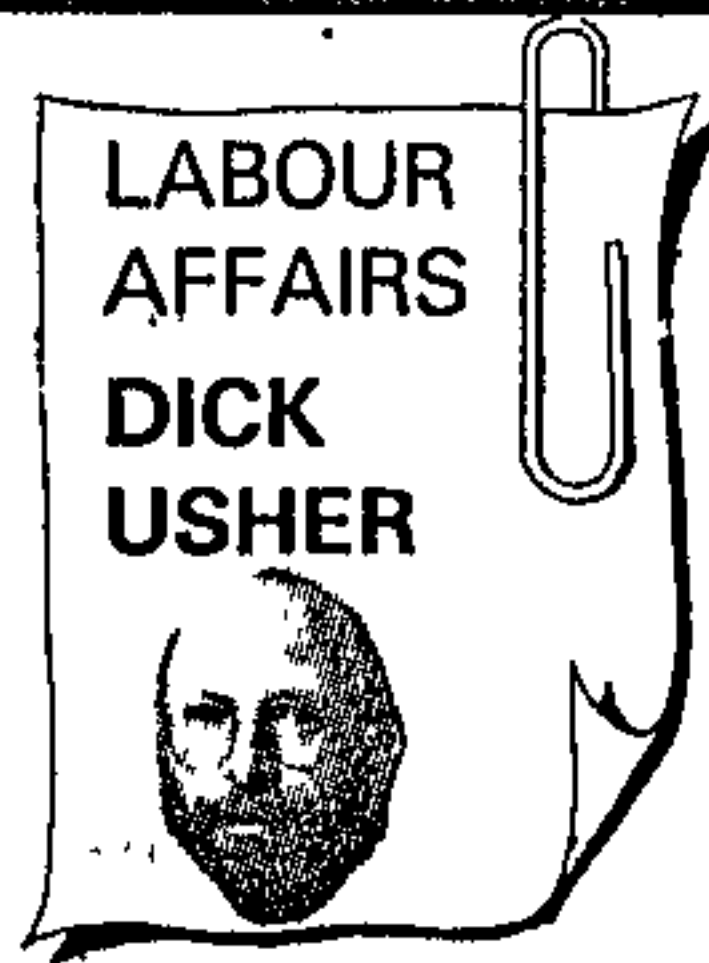
The guards said, this had been going on for several months.

Mr Andrew Young, general manager of Alert Industrial Security, said he was not aware of this practice. He added that he would investigate the allegations as soon as affected members of the staff approached him.

Mr Young said all deductions were reflected in the salary advice slips. He said for the first four months of the guards' employment, the company deducted money for their uniform. This was also reflected in the pay slips.

He said more than 90 percent of the night watchmen received their salaries at the office and were paid out by different people.

"I can't believe this. If their complaints are genuine, they must come to me instead of running to newspapers. My doors are always open," Mr Young said.



... and then they ask why workers want to join unions

THE kinds of things that people will sign, or be coerced into signing, are always a subject of some fascination.

Some fine examples of these relating to employment in the hairdressing industry lately fell into my hands.

Purporting to be contracts of employment, they had legal friends falling about with laughter.

But the problem is that they're not really funny because to get a job the worker has to sign one of these things which can then be waved at the employee as a "binding" contract.

Employees who are ignorant of the law and their rights, or are a bit short on self-assurance, then accept that by signing one of these documents they've given the employer the right to act without any limitations.

One of these "contracts" could be funny, if only because one of its clauses has a subliminal hint at what the employer really thinks about himself and his employees.

NO LEGAL STANDING

To get a job with this Mitchell's Plain salon a prospective employee has to agree that he or she "shall at all times, during the subsistence of this contract be faithful and loyal to the EMPLOYER; conduct and demean herself/himself in a manner befitting her/his status which shall bring honour and esteem to the EMPLOYER."

It's gobbeldegook and has no legal standing, but does the employee know this?

Then there is the clause in which "the working days shall be from Mondays to Saturdays, but the hours of work and the time off from work shall be determined by the EMPLOYER."

And if you don't like working 10 hours a day, six days a week with no time off, tough.

You've signed. Of course, the employer simply can't do it, but if you're a young hairdressing apprentice, do you know that? Or are you

willing to put up with anything for the sake of a job?

This particular employer also takes to himself the right to "second the EMPLOYEE to any other salon of its choice subject to the same terms and conditions."

The Industrial Court, if this ever reached it, could well take the view that such a secondment, depending on circumstances, would be an unfair labour practice. It also contains a wonderful restriction of trade clause which says:

FIND FRESH EMPLOYMENT

"In the event of the EMPLOYEE leaving the Employment at any time, he/she shall not be entitled to be employed in or to operate or be interested, directly or indirectly, in any hairdressing or similar business within a radius of EIGHT (8) kilometres from any of the EMPLOYER'S salons for a period of two (2) years from the termination of this contract."

Which would mean, given the size of Mitchell's Plain, that the employee would have to go off to another town to find fresh employment.

The legal eagles tell me that a court would probably take a jaundiced view of an attempt to enforce this.

Another of these documents (which claims to be "as per Industrial Council for the Hairdressing Trade") proposes that "conditions of employment with regard to days off, working hours, salary and commission structure, annual leave or position can be

changed according to the needs of the business" and that "all grievances are to be discussed with the employer before going to the union or other staff members.

And people sometimes ask me why workers want to join trade unions.

Security guards strike 287

ABOUT 800 security guards employed by the Johannesburg-based Pritchard Security Services Group staged a one-day work stoppage on Monday — the second strike to hit the security industry in less than a month.

Observers believe unions are turning attention to pay and working conditions in the industry.

National Security Employers Association vice-president Roy Macfarlane said yesterday: "There's definitely a new awareness among security firms to the possibility of strikes, but a concerted union attack on the industry is unlikely."

He said a pooling agreement in the association would ensure that property was not left unprotected if a strike

B/D

HAMISH McINDOE

brought the operations of a security firm to a standstill.

The Pritchard strike was reportedly over demands to reinstate five dismissed employees, higher wages and better working conditions. The Transport and General Workers' Union could not be reached yesterday to confirm that.

Pritchard Group MD Ashely Walker said management was talking to various unions to settle worker grievances. He said: "But I'm not prepared to prejudice the talks by disclosing what they are."

□ About 350 Fidelity Guards employees staged a three-day stoppage over a wage dispute last month.

'2m people dependent on fruit exports'

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By AUDREY D'ANGELO
Financial Editor

THE multi-million rand deciduous fruit industry is one of the biggest employers — and earners of foreign currency — in the Western Cape.

But the European organizations and retailers who handled 500 000 tons of fresh fruit from SA last year earned more than twice as much from doing so as the growers and others in this country.

This was among facts given to the Confederation of Importers and Marketing Organizations (CIMO) in Europe by the SA ambassador to the European Economic Community (EEC), Bhadra Ranchod, at their annual conference in Brussels.

He was speaking against a background of pressure for protectionist measures against agricultural imports and the continuing threat of sanctions.

Ranchod said that a total of European Ecu 566m was earned by European organizations and retailers by handling SA fresh fruit exports last year, compared with Ecu 240m earned by growers and others in SA.

"If we take the average retail price of a case of

Cape grapes in Europe and break that down to the final payment to the grower in SA, then these figures indicate that Europe retains two-thirds of the gross income and the exporting country receives one third.

"Given these conditions, it is difficult to understand why certain bureaucrats are calling for increased protectionism or restrictions against Southern Hemisphere imports."

Ranchod said the European market was becoming increasingly competitive.

But fresh fruit production in SA would continue to grow, employing better techniques, better varieties and improved handling procedures to make it more competitive.

Pear production would reach a volume of nearly 300 000 tonnes by 1995 compared with the present 160 000 tons a year.

Table grape production was expected to reach about 175 000 tons in 1995 compared with the present 100 000 tons and total production of stone fruit would grow steadily to reach 300 000 tons in the same period.

Stressing the need to export this fruit to pro-

vide employment in areas like the Western Cape, where there is little alternative industry, Ranchod said that about 2m people in the whole of southern Africa were dependent on the industry.

Production could not be absorbed by the domestic market and without fruit exports there would be "mass job losses with catastrophic results".

such as Rhodesia, Northern Rhodesia, Nyasaland, Mozambique and East Africa.

Today it is part of SA's largest banking and financial services group, Standard Bank Investment Corporation (Stanbic).

With assets of more than R19 000m, the group employs 23 000 people and provides its services through over 900 outlets countrywide. — Sapa



Former security guards Bongo Bambeli and Sixengxentse Stokwe outside their shack in Langa

Evicted guards destitute

ABOUT 50 Langa security guards, evicted from their hostel are destitute

The workers, most of whom are Transkeians and elderly, are members of the South African Allied Workers Union (SAAWU).

They were evicted by their company, Peninsula Security Guards, in July this year.

Interviewed at their shacks in Langa, the workers claimed they had been unfairly dismissed.

Others claimed they had not received severance money when they were sacked.

Some said their families were starving because they were no longer sending money.

Most earned an average of R60 a week.

Sixengxentse Stokwe, 58, who had been working at the firm since 1980, said: "It's always cold and our shelters leak when it rains."

Bonga Bambiso, aged 69, said his health was deteriorating.

"It is cold in the shack. We sleep on the ground as we don't have beds. I don't have money to go to the doctor."

Philemon Lumkani, sacked in August, said his seven children had left school after he could not send money to his family.

"I get food from people who are sympathetic to our problem. Others do part-time jobs in the townships to earn a living. Sometimes I wash people's cars to get something."

Not a cent

"I was not given a cent when I was sacked. I asked about the deductions made from my wages when I was still working but that didn't help," he said.

Simon Tivi said: "In April I went away on two-weeks leave but I was fired when I returned. The management said it had discovered that I was union member."

Mr Manuel Gouveia, the PSG personnel manager, denied that the workers were not paid.