SERVICES SECTOR — ENTERTAINMENT & RECREATION
LABOUR

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Clash over TV actors

Sun Times 18/5/75

SUNDAY TIMES Reporter

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

SABC 'no' to unions

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

The director of SABC-TV, Mr Pieter de Bruyn, said this week that he would not negotiate with the registered trade union — the South African Theatre Union (Saftu).

"We will not be dictated to by trade unions," he said. "We have a scale for artists which we have drawn up ourselves and which we believe will be perfectly fair. We will deal with each actor and performer individually."

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

Registered

The chairman of Saftu, Mr Michael Coulson, said SABC-TV had told him they would not allow any third party to intervene in negotiating fees.

"It is quite possible that a major row will develop between actors and the SABC in the near future over the issue of fees and other matters.

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

Another matter that deeply concerned Saftu was the possible lowering of professional standards by the recruiting of non-professionals which will be created by TV.

"We cannot have a situation where non-professionals get into the act by working for cut rates. It is essential that the non-professionals are treated professionally," Mr Coulson said.

Mr De Bruyn's reaction is that all artists performing on TV would be paid "according to their merit."

"There will be no cheap labour on TV. We will pay everyone what he or she is worth."

The president of the Transvaal Musicians' Union, Mr Harold Herbert, said his union was preparing a standard contract for musicians which it intended to present to SABC-TV.

"We have always managed to negotiate with the radio people," he said. "If TV won't negotiate with us we will be very sore"

Mr Coulson and Mr Herbert expressed concern over the influx of foreign actors and performers into the country

"One of our first priorities is to ensure that no overseas artists take TV work away from local talent," Mr Herbert said.

They felt this was an area in which the unions and SABC-TV ought to get together on as soon as possible.

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

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

A leading Johannesburg agent, Mr Don Hughes, said it was too early to say exactly what the implications would be of the SABC's policy of no intervention by third parties.

Most actors and musicians were not prepared to commit themselves on these matters at this stage. As one leading actor put it: "Most of us would rather not say anything now as we might jeopardise our futures with the SABC by speaking out."

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Actors' union fights test case

RDM 4/6/75

MICHAEL VENABLES

THE South African Theatre Union (Saftu) has been increasingly concerned in recent years about the professional theatre managements' practice of bringing in considerable numbers of actors from overseas -- sometimes complete casts and not infrequently the majority of the cast for a production.

The passing of new legislation last year with regard to work permits has given the union at least some influence in this respect and some of the managements are now negotiating with Saftu before signing up overseas artists.

A test case has been made of the issue of British actor John Rutland who is playing the role of the blackmailer in the Toerien-Firth production, "The Pay-Off", at the Intimate Theatre.

Michael Coulson, chairman of Saftu, assured me yesterday, however, that this is in no way a reflection on the ability of Mr Rutland, whom I and other critics have praised highly for his virtuoso performance.

The point at issue is that the union does not feel that sufficient efforts were made by the management to find a South African actor who could play the role.

"We feel", said Mr Coulson, "that South African actors should enjoy the same sort of protection against the unbridled importation of casts and individuals that is taken for granted by their colleagues in virtually every other part of the world

"We have no objection at all to managements bringing in stars of international [illegible] but audi-

ducer resorts to hiring artists overseas."

In the case of "The Pay-Off", he said, the Toerien-Firth management had consulted Saftu and it had been decided that there was no objection to the two famous stars of the play, Jeremy Hawk and Elspeth March, being brought out from Britain.

The question of whether it was necessary to import an actor to play the blackmailer was not settled, though, and when John Rutland arrived he was the only imported member of the cast for whom no work permit had been issued.

After representations by Saftu to the Minister of the Interior a temporary arrangement has been made Rutland has been issued with a permit to work here for six weeks, during which time Pieter Toerien and Shirley Firth must satisfy Saftu that they have tried to find a local actor capable of playing the role If they do not succeed, Rutland will stay to tour the country in the play

Prerogative

It seems unlikely, on the face of it, that anyone can be found who can match Rutland's performance. But then this is, Saftu insists, a matter of general principle in which they will be satisfied provided that any local professional who believes he might fit the bill has been given a chance to audition

Ultimately the decision as to whether a suitable actor is available is up to the management "That", as Michael Coulson said, "is a management's prerogative"

An aspect of the general dispute over imports is that it has sometimes been suspected in past productions that supporting roles

than of economy.

It has been suggested that because of the perennially high level of unemployment in British theatre and the low salaries paid there (British Equity's minimum wage being considerably lower than what an established actor can command in South Africa), managements can actually save money by bringing in actors who are desperate to work and cost far less.

If they have a Johannesburg season and a national tour in mind, managements could save enough over several months on an artist's salary to off-set the airfare

Whether or not this suggestion is justified, Saftu points out that a South African actor can't get permission to work in England or America without Equity's approval and they believe that they are justified in at least demanding auditions here first

Mr Coulson added that the union was very pleased to see that, presumably as a result of the recent talks with Toerien and Firth, their production of "A Streetcar Named Desire", which opens in Cape Town this week and will come to Johannesburg, has a very largely South African cast, including the key role of Stanley Kowalski, who will be played by Michael McGovern.

● **Speaking from Cape Town, Pieter Toerien said he and Miss Firth would welcome applications to audition from any professional actors who feel they can match Mr Rutland's performance.**

Hansard 17 2 June 1978.
Question

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[illegible]

(1) [illegible]

(a) [illegible]

(b) [illegible] proper [illegible]

(2) No, consideration [illegible] given to the removal of [illegible] reasons I have just [illegible] decided against such [illegible]. It was however decided that [illegible] the bar may [illegible] be removed on an [illegible] basis

WEEKLY WASH? HOME AND DRY

SUN TRIB. 16/7/78

By MADGE SWINDELLS

HOUSEWIVES have been quick to catch on to the labour-saving trend of doing the family wash in a coin-operated laundrette.

Home experts claim that in the United States 84 percent of women use coin-operated launderettes for the heavy weekly wash, even though many of them own washing machines.

British statistics are not so high, but rising rapidly. In South Africa it was originally thought domestic servants and an easier life-style would hamper the growth of launderettes, but it has had the opposite effect.

Black and white women sit side-by-side waiting for their washing. And discovered that it pays them to collect far more laundry and wash it in the launderettes.

So far, the "pro's" are accounting for up to 50 percent of many launderettes" business. Many women take the washing in to lighten the load of their domestics and leave it while they shop.

Peak hours are the evenings and weekends when working girls and bachelors take in their weekly wash.

Already, more than 100 launderettes have been established in the country and new ones open daily. One of the big reasons for their success is a straightforward case of economics. It costs 50 cents to wash the family's weekly load, plus 20 cents to dry it, amounting to R11,20 a month.

Experts have taken the cost of electricity, water, service charge and spare parts, plus interest on outlay for a normal, family washing machine and they claim that the housewife saves R6,87 a month or R82,38 a year.

North Sea oil hopes put 10p on Daily Mail A, taking the shares 22p higher over the week. But oil shares were worried by fears of another increase in oil prices, with BP falling 22p. However, it was still 94p on the

Questionnaire

Name (first name only) ... her do - either ...

Farm number ...

1. How did you come ... n a city?

2. Have you ever thou ...

If yes, why don't ...

3. What sort of work ... n your working ... urs, holidays)

on a farm or som ...

4. What jobs would yo ... o do?

Why?

5. If worker has not ... don't you go to school?

If worker began but ... olling: Why didn't you finish your s ...

Problems

1.. What would you most ... (wag ... conditions?

In your living cond ... reational facilities)

Forgery of entures and other Securities

132. Forgery, imp avings.—Any person shall be guilty of an offence if he—

(*a*) with inter offers, utters or disposes of, knowing it to be f ate as to shares, debentures or other securities erm as defined in section 134 (*c*), any broker's t s form, share warrant or coupon issued in pursua cument purporting to be such share warrant o

(*b*) by means ertificate, form, share warrant, coupon or docum rged or altered, obtains or receives or endeavour interest in any company or obtains or receive r to receive any benefit, dividend or money pa

(*c*) by impers erest in any company, including any share warr ance of this Act, obtains or endeavours to obtain rant or coupon or receives or endeavours to r due to any such owner, as if he were the true a

(*d*) without la proof whereof shall lie upon him)—

(i) engra wood, stone or other material any certific company or any share warrant or coupon o be such interest, share warrant or coupon issued or made by any particular company in pursuance of this Act or to be a blank certificate, share warrant or coupon so issued or made or to be a part of such a certificate, share warrant or coupon; or

(ii) uses any such plate, wood, stone or other material for the making or printing of any such certificate, share warrant or coupon or document or of any such blank certificate, share warrant or coupon or any part thereof; or

(iii) knowingly has in his custody or possession any such plate, wood, stone or other material.

STAR 8/1/80

Race is no handicap

(293)

Own Correspondent

DURBAN — The Jockeys Academy at Summerveld is now multiracial.

The academy's selection panel met in Durban yesterday and, of the 11 apprentices to be admitted this year, two are coloured boys.

They are Warren Saudan (15) from Rhodesia and Pravin Dhipnarain (15) from the Cape. They were the only applicants who were not white, who met the statistical, academic and sporting requirements laid down by the Jockey Club of South Africa.

Transfer of Shares and Debentures

133. Registration of transfer of shares or interests.—(1) Any transfer of shares of or interest in a company shall be registered by the company by entering in its register of members the name and address of the transferee, the description of the shares or interest transferred and the date of the registration of such transfer and, if it is a transfer of partly paid-up shares of or interest in an existing company, the amount outstanding on each share or interest, shall be entered in the said register.

(2) Notwithstanding anything in the articles of a company, it shall not be lawful for the company to register a transfer of shares of or interest in the company unless a proper instrument of transfer has been delivered to the company: Provided that nothing in this section shall prejudice any power of the company to register as a member any person to whom the right to any share of the company has been transmitted by operation of law.

(3) On the application of the transferor of any share of or interest in a company, the company shall enter in its register of members the matter prescribed by subsection (1) in the same manner and subject to the same conditions as if the application for the entry were made by the transferee.

(4) The registration of any transfer of shares of or interest in a company shall be subject to the law relating to stamp duty and estate duty.

FATTIS & MONIS STRIKE

For almost a month 88 workers at the Fattis & Monis factory in Bellville Sout have been on strike. They struck because five of the fellow workers were dismissed. The workers say the dismissals were because all five were members of a trade union. The union was trying to negotiate for better pay and hours of work R40 a week and an 8 hour working day. A director of the factory says these demands are "out of all proportion" and unreasonable and would lead to "disruption" in his firm.

Officials of the 10 000 member union (the Food & Canning Workers Union) say the dismissed men had signed a document giving the union rights to negotiate for better conditions. The factory has refused to negotiate with the union. It says the men were replaced by machinery and that it was part of a cut-back of staff.

Although those dismissed are 'Coloured', more than half the men on strike are African contract workers. In spite of the threat of being endorsed back to the Homelands, the African workers have stood firm with their 'Coloured' brothers and sisters. On the first day of the strike men from the Department of Labour tried to separate 'Coloured' & African workers who had gathered outside the factory. The workers refused to be separated. One said, "We were all there for the same purpose."

Moves of solidarity with the striking workers are increasing. At a solidarity meeting last week more than 500 university and college students from U.W.C., Hewat, Peninsula Training College and Bellville Technical College called for workers to be reinstated and for a boycott of Fattis & Monis products.

The Western Province Traders Association says it will instruct its members not to sell the factory's products unless there is negotiation.

The South African Council of Sport (SACOS) has called on all sports bodies and schools affiliated to SACOS to support the call for re-employment of the workers and a boycott of the factory's products.

At a meeting at U.C.T. over 500 students supported a call for a boycott of all Fattis & Monis products.

Fattis & Monis insist that there is no 'dispute'. However a director of the firm says he is worried about the calls for a boycott of the factory's products by blacks as much of the factory's trade is with blacks. The management have kept production going by employing scab workers in the place of the stiking workers. However production has been slowed down.

Who are Fattis & Monis? Fattis and Monis is the factory which produces the following products: All Record flour products including self-raising flour, Cake flour, Bread flour, Sifted flour, Unsifted flour, Wjeatie Treat flour; All products with the Fattis & Monnis brand name including icecream cones, wafers, cake cups, macaroni, spagetti, large & small shells, ribbon noodles - broard, narrow, plain and green, rings and dilatines; All the above noodles and spagettis under the following brand names: Pick In Pay, Pot of Gold, Princess, Checkers and

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Cape Coloureds race barrier

By SYLVIA VOLLENHOVEN

ANOTHER race barrier will fall this week when the Cape Performing Arts Board appoints black singers to its permanent chorus.

The breakthrough, announced by Cape deputy director Mr Tom Veldhuis, follows months of negotiations and auditions.

Cape was the first performing arts board in the country to open its doors to resident black artists.

"The first one was employed a few months ago by the ballet company.

Mr Veldhuis said yesterday he could not release the names of the singers because final negotiations were still taking place.

It is believed four black artists who have been temporary singers in the Cape opera chorus since September are in line for the vacancies.

The Cape vacancies have been created by chorus members becoming soloists and leaving the company.

Commenting on the move, Joseph "Joe" Gabriels, the tenor who was forced to leave South Africa 14 years ago to sing in Italy, said:

"It is commendable only if all sections of the company will in future appoint people on merit and not on skin colour.

"Opera and associated arts, must free itself from racialism

"If Cape is really going to be open all the way, I will certainly come back to stay and sing in my beloved home town."

Theatre union in move to include blacks

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THE South African Theatre Union (Saftu) may take initial steps for the necessary permit to accept black members, said Mr Hugh Rouse, chairman of the commission of inquiry for the union.

"Before the end of the week I would like to contact as many black theatre personalities as possible to arrange for a meeting, probably to be held at Orlando DOCC on May 25," he said.

He said the reason he wants to hold a meeting first with black actors before making an application to accept them as members of the union is that he wants them to voice their feelings about his plans.

"We want to get many black actors who are regularly employed in theatre. The other reason for holding the meeting before making an application is that we want to get the figure of township stage artists who are deeply involved in theatre before writing to the Minister of Manpower and Utilisation," said Mr Rouse.

He added: "It is high time we opened our doors to black actors. They must know about the union and how it can improve working condition."

Permission to accept coloured and Asian members has recently been granted to the South African Theatre Union by the Department of Manpower and Utilisation.

The union has not yet applied for a permit to accept black members. The permit includes a special exemption to admit such members to the executive and to operate racially integrated union branches.

Hansard

14(778) 21/5/80 293

Nwanedzi Camp: staff quarters

*2 Mr. D. J DALLING asked the Minister of Agriculture and Fisheries.

(1) Whether the non-White staff quarters at Nwanedzi Camp in the Kruger National Park are fenced in, if so, when was such fencing erected, if not, why not;

(2) whether it is intended to fence in such quarters, if so, when will the fencing be erected?

The MINISTER OF AGRICULTURE AND FISHERIES:

(1) No. The fencing of the non-White staff quarters at Nwanedzi Camp is on a program consisting of various items to be carried out in connection with the improvement of facilities for Black staff in the Park. All work in this connection is carried out in accordance with a priority schedule and due to other urgent priorities the said item could not yet be fitted in.

(2) Yes. Later this year.

*3. Mr. J H JORDAAN—Reply standing over

UNIVERSITY OF CAPE TOWN
EXAMINATION ANSWER BOOK

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.

(1)	Internal (2)	External (3)
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Stage folk to meet on a link-up

Post 4/5/80 (293)

By KAIZER NGWENYA

THE possibility of black actors, dancers and singers joining the South African Theatre Union or forming their own union will be discussed on Sunday at Orlando DOCC.

Mr Hugh Rouse, chairman of the commission of inquiry for Saftu, said they first wanted to hold a meeting with black artists and hear their feelings before applying for a permit to accept them as members.

"We are also going to discuss payments of the artists and how Saftu could negotiate on behalf of an artist with theatre managements, SABC, TV and film producers," he said.

He added: "We always try to get better work for artists. We also see to it that they work under good conditions and are paid according to merit.

"It is also our duty to see that an artist is not working more than the required hours.

"At the meeting on Sunday, we will explain to black artists how the union works and how it can improve working conditions."

Mr Rouse said film director Simon Sabela, playwright Boikie Mohlamme and actor Sam Williams have already agreed to attend the meeting.

"I would be grateful should producers like Grace Senne, Gibson Kente, Maishe Maponya — to mention but a few will turn up at the meeting.

"Actors, dancers and singers are also welcome," he said.

After the DOCC meeting, Saftu may take initial steps for the necessary permit to accept black members.

Recently the union was granted a permit to accept coloured and Asian members by the Department of Manpower and Utilisation.

Saftu has not yet applied for a permit to accept black members.

The permit includes a special exemption to admit blacks to the executive and to operate integrated union branches.

The Orlando DOCC meeting will start at 11 am.

NOTE

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2. E

3. Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used.

4. Do not write in the left hand margin.

ARNING

No books, notes, pieces of paper or other material may be brought into the examination room unless candidates are so instructed

Candidates are not to communicate with other candidates or with any person except the invigilator.

No part of an answer book is to be torn out

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

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30 Indians sacked by Turf Club

N. Mercury 3/9/80

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Mercury Reporter

DURBAN Turf Club has sacked about 30 of its Indian staff from its racing stables at Summerveld following allegations by workers that they had been unfairly treated by manager Mr Danie du Toit.

Workers given two weeks' pay and told 'don't return'

Workers claimed yesterday that they had been told of the dismissals when they had gone to collect their pay from Mr du Toit at the end of August.

Mr Jurken Dardeo, who had worked at the stables for the past 12 years, said none of those sacked had been given reasons for the dismissal.

'About 30 Indians were fired at one go,' said Mr Dardeo, adding that they had been given two weeks' pay and had been asked not to return to the stables yesterday.

Mr Harrilal Sewnarain, a driver, told the Mercury that two familes who had lived at Summerveld for many years, had been told to vacate their houses immediately

He said Mr Jugnand Garrib and another man had worked for the Turf Club for more than 30 years.

'Mr Garrib is about 60 years old and he cried when he was told that he had been sacked,' said Mr Sewnarain.

Mr Sewnarain, who grows vegetables for the racehorses at a property leased out to his father by the Turf Club, is convinced that his dismissal would result in him losing the lease.

'The lease expires soon and it is unlikely that it will be extended,' he said.

Mr Garrib said that some of the workers had heard that the main reason for the sackings was that some men had been found drunk on a number of occasions and also because of recent fires at Summerveld.

Mr du Toit confirmed yesterday that the workers had been dismissed but declined to comment.

Mr Mervyn Campion, secretary of the Turf Club, also declined to comment.

Re: Term 4: The riskiness of this flow is likely to be equal to that of Term 3 thus the same discount factor is suggested. To facilitate a fair comparison with leasing the most rapid method of depreciation allowed Receiver of Revenue should be used. Further-more depreciation in this context includes the investment initial allowances.

Re: Term 3: Here it is suggested that a discount factor equal to (or slightly higher than) the interest rate on a comparable loan should be used for this term. This stream is riskier than the stream in Term 2 because the lessee requires to have a taxable income to get the cash flow.

RDM 30/12/80

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Unrest at club

PRETORIA. — Police were called to the German Club in Pretoria yesterday to prevent 12 black staff members, who had been dismissed, from allegedly inciting others to strike.

A club spokesman said the men were dismissed after a sit-down strike on Sunday over working conditions.

They allegedly started inciting other staff members when they came in yesterday to collect their pay.

"The whole thing is being settled amicably," the spokesman said. "We are getting officials from the Department of Labour to come in to discuss the matter." — Sapa.

Actors reject open union

By KAIZER NGWENYA

THE SOUTH African Theatre Union (Saftu) has been granted permission to become non-racial but many black artists and promoters are not interested.

A spokesman for the union said yesterday in Johannesburg that the Minister of Manpower Utilisation, Mr S P Botha, had granted the union permission to change its constitution and this meant the body would soon become non-racial.

A recent referendum of the present membership showed overwhelming support for the concept of Saftu being non-racial, the spokesman said.

Soweto playwright Sam Mhangwani reacted strongly "We don't want to be used under the cloak of non-racialism. Let them start a new body altogether with new office-bearers."

Actor James Mthoba said he is not interested in Saftu even if the union can offer him the post of chairman.

"The union wants blacks to join for the white man's gain. No, these people want to use us to gain recognition overseas," he said.

Actor/playwright Sam Williams said Saftu had done a good thing by opening its door to all artists. "I am going to join the union. I feel black artists need a union like Saftu. We have battled for a long time to get our own union and failed," he said.

WE TIMES 2/4/81 293

"FILM" extras must be paid more — UFE

Sowetan 13/4/81

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BLACK film extras are not treated as artists which they are but as necessary evils, said Denis McInerney, chairman of the Union of Film Extras (UFE).

"The union views with extreme displeasure the unethical methods many agents have adopted to extract monies from photographic models stuntmen, film and TV extras and associated small part actors It is **Ufe's** intention to reveal these, and other practises at a meeting of protest to be held at the Johannesburg Public Library on Wednesday night (April 15)" he added

"The union", he said "was formed last month to look after the interests of stuntmen, extras, photographic models and small part actors"

He said the union want black artists and photographic models to join and a provision has been made for blacks to sit on the executive

"In an inaugural meeting held recently I made it clear to the members of **Ufe** that as long as I am the chairman of the union there will be no discrimination between black and white artists I intend to stick to this policy of mine", he said.

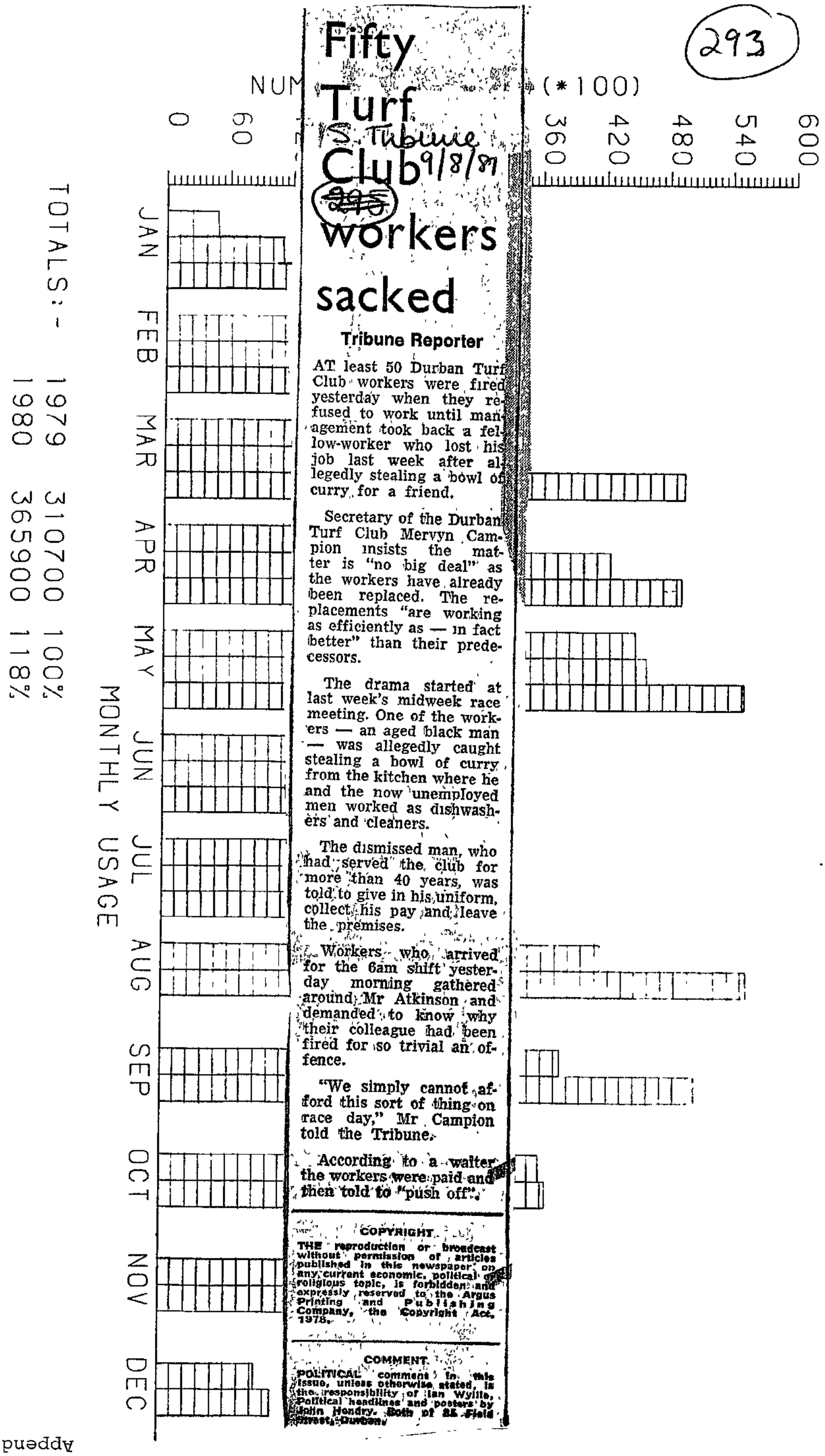
Mr McInerney said **Ufe** is looking for an agent who will agree to operate to the standards laid down by the union He insisted that there is no truth in the allegation that production companies refuse to engage artists who are members of a union

What will the Union of Film Extras do for black photographic models, stuntmen, film and TV extras and associated small part actors?

"It, will work towards improving their fee and general working conditions **Ufe** will also establish overtime pay for "shoots" on Saturdays and Sundays, initiate a clothing and travel allowance, insists on a cancellation fee and ensure a minimum of delay in payments "

The union wants to create a sliding scale of payment for individual "on camera" action or speech. It will encourage its members to exercise their potential in playing small parts and negotiate a higher fee for those parts", he explained.

The **Ufe** meeting will start at 8 pm and is open to persons of all races who have worked for a minimum of 3 days in front of a camera and who are already on the books of an agent



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Fifty Turf Club workers sacked

S. Tribune 9/8/81

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Tribune Reporter

AT least 50 Durban Turf Club workers were fired yesterday when they refused to work until management took back a fellow-worker who lost his job last week after allegedly stealing a bowl of curry for a friend.

Secretary of the Durban Turf Club Mervyn Campion insists the matter is "no big deal" as the workers have already been replaced. The replacements "are working as efficiently as — in fact better" than their predecessors.

The drama started at last week's midweek race meeting. One of the workers — an aged black man — was allegedly caught stealing a bowl of curry from the kitchen where he and the now unemployed men worked as dishwashers and cleaners.

The dismissed man, who had served the club for more than 40 years, was told to give in his uniform, collect his pay and leave the premises.

Workers who arrived for the 6am shift yesterday morning gathered around Mr Atkinson and demanded to know why their colleague had been fired for so trivial an offence.

"We simply cannot afford this sort of thing on race day," Mr Campion told the Tribune.

According to a waiter the workers were paid and then told to "push off".

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COMMENT

POLITICAL comment in this issue, unless otherwise stated, is the responsibility of Ian Wylie, Political headlines and posters by Robin Hendry. Both of 25 Field Street, Durban.

Appendix A

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Turf club employees may be reinstated

NM 11/8/81

Mercury Reporter

THE labourers who refused to work on Saturday at the Durban Turf Club following the suspension of one of their colleages the previous Wednesday will be re-employed if they report back to the club at the next race meeting, a spokesman for Durban Turf Club's catering section said yesterday.

The spokesman also said that Mr John Mvumbu, at the centre of the dispute, was not fired but suspended for one week.

He will be reinstated if he reports for duty at the next race meeting.

Mr Mervin Campion, secretary of the Durban Turf Club, said the 69 men who refused to work were all 'casual labourers', employed only on the day of race meetings and sometimes on the day following during the peak season. Because of these conditions of employment Mr Mvumbu's suspension only excluded him from one day's work.

According to the catering section's Induna the incident on Saturday resulted from a communication breakdown between management and the labourers. They refused to work because they thought Mr Mvumbu had been fired, and left the premises before he had a chance to explain to them that he had only been suspended.

The Induna is worried that the men who refused to work might think they have been fired and not realise that they can reapply for their jobs.

Most of them live in the Botha's Hill area, and it will be difficult to get a message to them, he said.

The Star Thursday July 1984

Star 15/7/84

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JAZZ

Music Union includes blacks

By DON ALBERT

Anne Sherman, chairlady of SAMA (South African Musicians' Association) Transvaal, has just received permission from the Department of Manpower Utilisation allowing black musicians to join SAMA following legislation passed in November, 1981.

She said all this had come about because of a meeting she attended last year with 39 other union leaders and the Minister, Mr Fanie Botha

Mr Ken Varner, national chairman and national administrative controller of SAMA, said his Natal committee had discussed the matter of black musicians and singers and had deferred the matter until such time as the Government had made a clear ruling

I mentioned that this was now the case and he replied that it would have to be a national decision and that a special meeting of SAMA would have to be called before a statement could be made

However, he said there was a clause allowing black musicians to join the union in the original constitution

Once black musicians are able to join SAMA their exploitation would cease as they would have access to SAMA's legal representative to check through contracts and to advise on copyright and so on

SAMA (Transvaal) have a musical scheme, instrument insurance and a pension scheme Ms Sherman is now looking into reasonably priced housing facilities for members

As far as black musicians or entertainers working in white licenced premises is concerned, she has been advised that permission can be obtained direct from Fedhasa.

Holiday Inns have been granted permission and at the moment have three black or coloured acts booked on their circuit

Big band era here?

By DON ALBERT

Over the past few weeks I have had the opportunity of listening to two, although it seemed like three, of our big bands.

The reason for my saying this is that I heard the one band twice, on an off-day and on a good day and the difference was so defined it sounded like two entirely different bands

I heard the George Hayden big band at the Sandton Jazz Club a few weeks ago and it was nothing short of a disaster.

The ensembles were rough, solos mediocre, one of tenor players sounded as though he never once modulated the entire night His wrong notes stood out and in general the band was sloppy and unswinging

Recently at the Johannesburg Jazz Club this band was as different as Guy Lombardo and Count Basie From the first note the band was roaring Lead trumpeter Alan Wright (who had flu at the SJC gig) had his chops in great shape and Ken Gibson, a drummer who has never impressed me made me eat my words with his kicking and driving playing

Between these two and strawboss Johnny Volkswinkel on lead alto, the band shone and swung

I get the idea that somewhere along the way George Hayden exerted some discipline.

Besides the musicians already mentioned I find that Jasper Cook on trombone improves at every hearing and Radie Meyer played some impressive big band piano

I don't think Hayden will allow the band to slip into that lethargic state again because hot on his heels is the Dennis Mortimer big band

This is made up of amateur and semi-pro musicians who are playing more for the fun of it and to

George Hayden . . . blowing us into a big band era?

keep their chops in shape, more or less along the lines of the rehearsal bands overseas

They show tremendous potential, are well rehearsed and they swing nicely. Probably the biggest weakness in this band lies in the trumpet soloists who are a little rooty-toot for some of the fine Sammy Nistico (Count Basie) arrangements.

I would leave all the trombone solos to Jake Pressly as the other trombonist falls into the same class as the trumpeters

Pam Mortimer, alto, is the strongest solo voice and it might be a good idea to have an arrangement which features her on flugel horn just to perk up the brass solos.

Overall, though, this is a kicks band and they enjoy what they're playing They are getting more and more exposure and have already garnered a host of fans including myself

Could this be the start of a Big Band Era in Johannesburg? I hope so

Star 7/8/82 293

Jockeys weigh up pros of strike action

By Andrew Davidson

The Battle of the Bulge was taking place in racing circles in the Transvaal today as more than 20 jockeys made themselves "unavailable" for Saturday's race meeting at Turffontein over a "fatty" dispute with the Jockey Club

And the weight-watchers problem could put the major Nomads meeting in jeopardy and spark off the first "strike" — albeit unofficial — by the masters of the turf

The Jockeys' Association on the Rand has long been concerned about the weights to which certain of their members have had to ride.

They believe that the maximum mass, under rules of 57 kg stop some riders getting mounts because they have difficulty making the weight

Last week they asked the Jockey Club to

To Page 3, Col 6

ION B

EVERY CANDIDATE MUST enter in column (1) the number of each question answered (in the order in which it has been answered), leave columns (2) and (3) blank

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3(b)		

Surname

Star 9/8/82 293

Jockeys set to strike

from page 1

raise this figure to 59 kg

Although a Jockey Club spokesman said today that the request would be "considered by the stewards of the head executive" it seems this is not enough for the jockeys

Riders taking part in this Saturday's meeting at the "Big T" should have accepted their mounts by 11 am today.

But, said Mr Sandy Christie, Turffontein's chief executive and general manager "We had calls from more than 20 jockeys saying that they were unavailable for Saturday

"This is, however, I stress, not a dispute between them and Turffontein,

"Meanwhile we have, within the rules, postponed scratchings for the meeting until 10 am tomorrow

Mr Michael Tillett, Chief Stipendiary Steward of the Transvaal said today that should any of the jockeys refuse to ride on Saturday after being "engaged by a trainer" then they would be "in breach of contract" and "in trouble"

Another Turffontein spokesman said "If they don't declare themselves able to ride we will be hard-pressed to accommodate those who have horses down to run"

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NOTE CAREFULLY

1 Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering

2 Blue or black ink must be used for written answers The use of a ball point pen is acceptable Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used

3 Names must be printed on each separate sheet (e g graph paper) where sheets additional to examination book(s) are used

4 Do not write in the left hand margin

WARNING

1 No books, notes, pieces of paper or other material may be brought into the examination room unless candidates are so instructed.

2 Candidates are not to communicate with other candidates or with any person except the invigilator

3 No part of an answer book is to be torn out

4 All answer books must be handed to the commissioner or to an invigilator before leaving the examination

Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University

a Anne Hogan, leave the Johannes- - which two policemen were acquit- .er. Mrs E Hogan is in the foreground urther back.

● Reports — Page 3

Anti-bird device tested

CAPE TOWN — A new anti-bird device, which could prevent bird strikes similar to the one involving a Boeing 737 this week, is being tested by the South African Air Force

A nylon ribbon spanned at a certain tension next to a runway causing an irritating high-pitched noise is being tested at the Yesterplaat Air Force base near Cape Town

At Waterkloof Air Base in Pretoria, falcons are used to scare birds away from the runways

At London's Heathrow Airport, methods range from firing flares to broadcasting tape recordings of bird distress calls

Flight SA 312 was forced to shut down one engine when a bird was sucked into the jet engine The aircraft circled Table Bay for more than an hour, using more than 1 000kg of fuel so it could to land — Sapa

● See Page 3

Govt could lose in jockey row

RDM 17/8/82 (293)

Racing Editor

THE Government could lose more than R1 000 000 a week in tax revenue if an agreement is not reached this week on the jockeys' riding fees dispute

A conservative estimate is that the Government receives at least R500 000 a meeting from taxes on the sport

Jockeys have requested an increase in riding fees from R20 to R40 per mount

The Witwatersrand Association of Racing Clubs will meet on Thursday to discuss the matter There are fears that racing could be paralysed if the increase is not granted

This possibility escalated yesterday when Mr Gerald Turner, chairman of the Transvaal Jockeys Association, said "all the jockeys throughout the country are now united in their stand for an increase"

Mr Turner said the fees have been increased by only R5 since 1975

GERALD TURNER
firm on new riding fees

If an amicable solution is not reached, the Transvaal jockeys will hold a special meeting on Saturday September 4

This would almost certainly paralyse the Turffontein meeting on that day

The Rand Daily Mail established yesterday that South African jockeys lag far behind their British counterparts in remuneration

● See Page 22

So who said the Irish are such mugs?

London Bureau

LONDON — The Irish in Britain Representation Group is claiming its first victory in a campaign to force the withdrawal from sale of joke Irish mugs — with handles on the inside

A London retailer, the Covent Garden General Store, has stopped selling the mugs and returned outstanding stocks to the manufacturers

The decision was taken following approaches from shoppers, the store's manageress said

She said the store had been selling the mugs in small quantities for some time

"But we decided it was not in good taste and the staff agreed," she said

The IBRG, which last month failed to persuade the Attorney-General to prosecute sellers of the mugs, is delighted with the Covent Garden store's decision, according to London committee chairman, Mrs Bridget Gavin

Gold and dollar both strong

LONDON — The dollar rose unexpectedly yesterday Gold was also strong.

Gold was fixed at $341,75 in London in the afternoon and at $337,25 in the morning Friday's second fixing was $338

● Report — Page 13

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from today at only the following intersections

● Barry Hertzog Avenue left into Judith Road, Emmarentia

● Wessels Street left into Jorissen Street, Braamfontein

● Joubert Street extension left into St Andrews Road,

against a red light, even if there are no pedestrians or cross traffic

Mr Pearce said no time limit had been set for the experiment, although he expected it to be no more than six months

The chairman of the Johannesburg Transportation Committee, Mr Jan van

Call to shun Oudtshoorn after race bar at ballet

ARGUS 14/10/82

TOWNS such as Oudtshoorn which this week banned coloured people from a Capab ballet, would be avoided for future performances "if I as director of the Capab ballet company, have anything to do with it", Mr David Poole said today

Mr Danie van Eeden, director of Capab, said, however, a boycott of towns which refuse to admit multiracial audiences would have to follow a policy decision by the board of Capab" Such a decision could not be taken before the next executive committee meeting at the end of the month

He added that while the matter was "obviously serious, no official report had been handed to him yet He could therefore report to the executive committee only on the strength of newspaper reports

Mr Poole, who is also head of the University of Cape Town's Ballet School said the Oudtshoorn incident had seriously embarrassed the ballet company

Mr Jan van Eck, Progressive Federal Party MPC for Groote Schuur and spokesman on Capab, said in George last night "The time has probably come when Capab should reconsider sending tours to towns which refuse to allow all races to attend its performances"

He said "more cultured and enlightened platteland communities which have no objection to multiracial audiences should then get preferential treatment from Capab"

He added it was disgraceful that the deputy mayor of Oudtshoorn, Mr S Greeff, was also the National Party MPC

As a public representative of the NP, a party which now continually claims to be in favour of reform he should be in the forefront of condemning this disgaceful episode

Mayor speaks on Cango cave problems

Argus Correspondent

OUDTSHOORN — The "authorities concerned" are satisfied that the Oudtshoorn Town Council is active in solving the problem of facilities for all races at the Cango Caves, the Mayor, Mr Arnold de Jager, said last night

He was speaking at a Press conference, which was announced unexpectedly by the mayor during the course of a council meeting

FINANCIAL

Replying to questions at the conference, the mayor said that Cango Caves facilities had not been discussed by the council in committee

The Cango Caves Committee, under the chairmanship of Dr Hennie Rossouw, had already been instructed to give serious attention to the question of facilities

Mr de Jager said the present complex at the caves had been planned more than 17 years ago and had been in use for 15 If the council found that the costs of changing the present facilities to provide for the next 20 to 25 years could not be funded by the Cango Caves account, it would approach the authorities for a financial contribution

Only over the Easter weekend and during the December/January holidays was there a heavy flow of visitors

CAPABLE

During 1982 there had been no "non white" visitors on 126 days and on 88 days there had been not more than 25 On only two days had there been 1 000 "non white" visitors

It was obvious, therefore, that it would require a very high capital outlay to give practical expression to new facilities at the cave

During December 1982, 1 960 people visited the caves

He said the considered Miss A Olivier, manageress of the Cango Cave Restaurant, which a coloured group was asked to leave recently, quite capable of doing her work

The mayor said in a prepared statement "The Town Council of Oudtshoorn was in contact with the relevant authorities regarding the facilities at the Cango Caves and their use by all visitors, and these authorities are satisfied that we are already giving very serious attention to the matter in the interest of national policy and the maintenance of better relations in a responsible manner.

"These actions are aimed at a methodical carrying out of a series of policy decisions taken by the town council since January 1979 when it said 'With regard to the Cango Caves the present arrangements are being maintained but the possibility is not excluded that in the future and after proper consultation with the relevant authorities, the existing facilities of this tourist attraction could be given an international status'

"As soon as the final planning of the proposed alterations to the facilities have been completed and can be introduced, the mayor will issue a further statement"

Walk-out workers have been replaced

D. Dispatch 17/5/87

293

QUEENSTOWN — Five workers who walked out after an incident at the Kentucky Fried Chicken outlet in Queenstown on Friday have been replaced, according to Mr Gary McCleod, managing director of the franchise holders

Mr McLeod said he was forced into a situation where he had to employ people in the place of those who walked out

"I do not know why those people walked out," he added

Four workers walked out in sympathy with a woman colleague who was told by management to go home and report for duty the following day

The woman concerned, Miss Beauty Goxo, had been involved in an argument with a colleague about some change according to Mr Xola Nodikana acting Secretary of the African Food and Canning Workers Union (AFCWU)

Mr McLeod said the workers had not been fired but had walked out

In a statement issued last night the organising secretary of the AFCWU Mr Bonisile Norushe said he was still discussing the matter with Mr McLeod and hoped the matter would be 'amicably settled with the reinstatement of those who had walked out'

Music union disbands after 32 years

293

Mercury 31/5/83

Mercury Reporter

THE South African Musician's Association has been disbanded after 32 years.

And the national chairman, Mr Ken Varner, has blamed the union's demise on Government indifference to the needs of 'light music' entertainers, the apathy of musicians, and on 'parasitic agents' who monopolised the music scene.

There also had been internal problems.

He said the Transvaal branch had failed to satisfy head office that it had a properly elected chairman and committee.

There had been 'a strange reluctance' on the part of key persons in Johannesburg to accept their dismissal by head office in 1982.

Registered

He said they had seriously prejudiced Sama by persisting in making unauthorised policy announcements to Government officials, the Press and musicians.

He said Sama had been registered as a trade union in 1980 and had 420 Durban members. The R10 750 in hand would go into a trust fund for needy musicians.

South African musicians were barred entry to other countries on political grounds but it had been impossible for Sama to stop the growing flow of foreign musicians into South Africa

'The nett result is that foreign groups occupy some 90 percent of local hotels and restaurants when local musicians of all race goups should have preference,' he said.

Agents

He had made many personal calls on senior Government officials and even to the Minister of the Interior to stop the inflow of foreign musicians. But the SABC National Symphony Orchestra and the provincial symphony orchestras were still dominated by foreigners.

Agents never truly earned their fees, forcing family men to sign contracts heavily loaded against the musician, he said.

The original unregistered Natal Musician's Association had had wide appeal and undoubted recognition from officialdom. But in Janaury 1978 the immigraton officials refused to deal with anything but a registered union.

Sama was duly formed but no advantages were gained, he said.

The intrusion of pre-recorded tapes in shew business had wrought a drastic fall-off in work opportunities in travelling shows.

Mr Varner said he would continue to distribute the Offbeat newsletter.

Juluka clashes with UK musicians union

(293) S. Express 19/6/83

By IAN HOBBS

LONDON — A furious row has broken out between the multiracial pop group Juluka, now touring Britain, and the Musicians Union

The group, on the fringe of a major international breakthrough, have been ostracised by TV and radio because of union action

Johnny Clegg, founder member and leader of Juluka — and a card holding member of the union — yesterday accused them of "ignorance and bigotry'

He said he was appalled that they were "hiding behind their ignorance' and refusing to meet him

Clegg is backed by the pop Press in Britain which has also accused the Left-oriented union of being "out of date and out of touch"

But the Musicians Union plunged itself deeper into the controversy this week by declaring that they would allow Juluka to appear on TV — if they gave all money they earned to the Anti-Apartheid Movement

They declared that if the colourful South Africans were to be allowed to appear on TV they would have to donate their payments to the Anti-Apartheid Movement and a British group would have to be given equal TV time

The union added that any South African musicians who left South Africa because of racial oppression — and had no intention of returning as long as apartheid existed — would be given union membership and jobs

The union's action is widely regarded as face saving, but also an indication that they will not budge on the cultural boycott of South Africa

Ironically, Juluka which has suffered harassment and arrest in South Africa, supports the cultural boycott

But Clegg said "We are not political and we will not take political action — and that clearly upsets some people here. We are musicians not politicians

But as musicians we declare our love for South Africa and all its people. We are blind to racialism and if we are making a social statement through our music we are very proud of it

"We have been deeply hurt by the stupidity and ignorance of the British union How dare they just take convenient action against people like us? If they are determined to harass South Africa, their action must be properly constituted and considered

"They should set up a committee and hear proper evidence We suffer bigotry at home but it is not much better here"

He emphasised that Juluka had already lost fortunes by refusing to play before segregated audiences or condescending in any way to apartheid — and they would not now give an inch to the form of apartheid they had hit represented by the British trade union

The indications are that the musicians' union has been horribly embarrassed and it is claimed many members are unhappy about the situation

Juluka opens its tour of seven concerts in Watford north of London, on Monday and will conclude in Hamburg

● Multiracial South African group Juluka are on the success wagon in Britain, despite difficulties

Police hunt the 'Golden Stingers'

LONDON — Baffled police are hunting for an audacious gang who cut a phone cable and tapped calls as part of a swindle that netted them R1,3-million in Krugerrands

The theft this week ranked among the cleverest in British criminal history and has been dubbed the 'Golden Sting' — sting is underworld slang for a confidence trick

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STAX
ALEXAN
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25 Ruby St.
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EXCLUSIVE

Harry Fuchs's

THE MILLIONAIRE WHO OWNS THE HOTTEST BIT OF LAND IN

MILNERTON

W/E ARGUS 27/8/83

Island

THE CAPE

293

W/E ARGUS 22/8/83

What's the fuss? asks the man on the bridge

● EVERYTHING Harry Fuchs (left) does has something to do with the sea — even his hobby which is hobie-cat sailing. Now his love of the Cape coast and his wealth have suddenly made him the somewhat incredulous owner of one of hottest pieces of real estate in the Peninsula — Milnerton Island, and landed him in the middle of one of the hottest development controversies in years.

AT 40 Harry Fuchs is a millionaire who drives a Rolls Royce Silver Shadow during the week and a Range Rover at weekends. But he hasn't always been rich.

When he started out life his main qualification was a passion for the sea. He became a crayfish diver, progressed to underwater salvage then started doing small underwater construction jobs.

The demand for his services grew and his business became bigger and bigger. It is now a multi-million rand undertaking with some impressive contracts to its credit — like the breakwater at Koeberg and the tidal pool at Strandfontein.

Everything Harry Fuchs does has something to do with the sea — even his hobby which is hobie-cat sailing.

Now his love of the Cape coast and his wealth have suddenly made him the somewhat incredulous owner of one of hottest pieces of real estate in the Peninsula — and landed him in the middle of one of the hottest development controversies in years.

Harry Fuchs is the man behind the Milnerton Island project and behind Harry Fuchs is a passion and a dream to turn a neglected, overgrown stretch of Table Bay coast into what he believes will be one of the most beautiful residential complexes in the country.

That Harry Fuchs adores his R3-m island there can be no doubt. Standing on windswept sand dune this week, he said: "I still can't believe that I actually own this property."

Plans in detail

So why all the fuss ? He doesn't know. The last thing he ever wanted was to get involved in upsetting anything ecologically sensitive; to have environmentalists on his back.

Apart from the obvious attraction of being a very viable proposition financially, he thought development of the island — up to now private property and inaccessible to everyone but the owners — would be welcomed, not only by the 300-odd families who would eventually live there, but by the town of Milnerton whose rates revenue will be swelled by at least 7,5 percent.

Following the protests against the project by Milnerton ratepayers, Weekend Argus asked Mr Fuchs and architect Mr Douglas Roberts to explain the plans in detail and put the case for development.

The first thing Mr Roberts stresses is that Mr Fuchs is not a "spec" builder into making a quick buck and pulling out. Before even contemplating the project he approached environmental experts for their advice and guidance.

"If there was any suggestion that the island was ecologically sensitive, he wouldn't have gone near it."

Scientists who had made studies of the area were asked what the affect of development would be on the river estuary, the seaboard and on the plant and animal life.

Initial reports were favourable and included one by Professor John Grindley of the School of Environmental Studies at UCT who described the site as "an exciting position for development".

Mr Fuchs then commissioned the CSIR to do an impartial study of all aspects of the project, including an enviromental impact report.

He says that the CSIR's report, which he handed to the Milnerton Town Council this week, supports the project and recommends that it goes ahead.

Dredge river mouth

Mr Roberts explains that one of the initial tasks will be to dredge the river mouth to just below low-water level so that there is always water in it. Seasonal silting occurs at present and it cannot be used at low tide.

A new road bridge will link Milnerton to the island and the present wooden bridge will be retained for pedestrians.

Landscape architects have been appointed and a feature of their work will be the retention of the most sensitive part of the island, the primary sand dunes. These will be cleared of alien growth and planted with indigenous vegetation Timber boardwalks will be erected over them to protect the undergrowth from trampling by pedestrian traffic.

Silt dredged from the river will be used to backfill and stablilise the river bank.

The design of the houses themselves has not been finalised but, Mr Roberts says, they will be unique, tasteful, related to waterside living and compatible with their surroundings.

Low-profile buildings

The team working on the project consists of some of the best local and overseas-trained expertise available, says Mr Roberts, and some of them have worked on similar sea-water related housing in the United States.

The general idea is for low profile buildings, "largely single-storey, some double-storey and a few of them will be three-storey condominium-style structures."

However, no building will be taller than Sonnekus, the house already on the island, which is to be retained and blended into the overall scheme.

Both Mr Fuchs and Mr Roberts stressed that nobody's view would be obstructed by the development. The public would would still have access to the beach and the dredged river would actually be improved as a recreational amenity.

Some of the figures involved look like this: cost of land, R3-million; dredging the river, R500 000; construction of bridge, R750 000; stabilising the river bank, R350 000; sewerage, R150 000; cost of a three-bedroomed seafront unit, R180 000 to R200 000; total rateable value of completed project, R70-million.

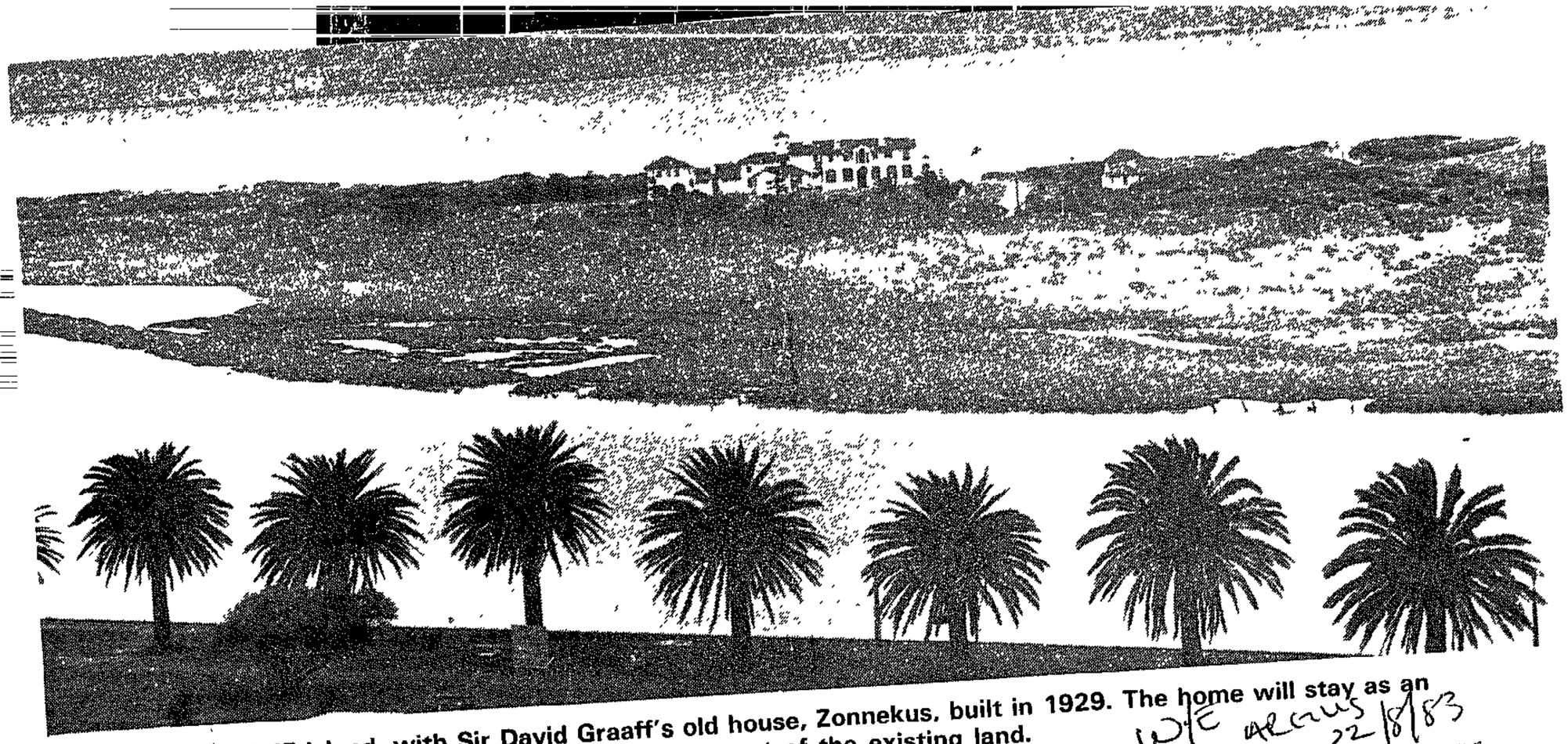
Cohesive unit

Mr Fuchs is adamant that the island should be developed as a whole, cohesive unit.

"The alternative would be to chop it up into plots and sell them. But you would have someone putting up a mansion next to a pondok; Cape cottage style next to Spanish ... Then it would be an eyesore."

He does not feel that his project will in any way detract from the bay and coast he loves. He believes he is creating an asset for Cape Town and an exciting opportunity for more people to live next to the sea in an area in which land for residential expansion is already stretched to the limit.

"Where else in the world can you live and bring up kids in such beautiful surroundings and still be only seven minutes from the centre of a major city ?" he asks with the enthusiasm of a man who really believes in what he is doing.



● THE island, with Sir David Graaff's old house, Zonnekus, built in 1929. The home will stay as an historic part of the existing land.

W/E ARGUS 22/8/83

● ARCHITECT'S sketch of the planned development on Milnerton island from the sea. Neat houses are tucked away in among the dunes.

All work and no pay for actors?

293 RDM 4/11/83

CINEMA · RALPH DRAPER

SCORES of actors in South Africa, whose income is variable at the best of times, are still owed fees for work done on films that "bombed" — or made a lot of cash

These range from thousands of rands owed to lead players to small amounts due to amateur actors and members of the public who were extras and walk-ons

Some of these debts date back to 1980, and those concerned have given up all hope of being paid.

The South African Film and Theatre Union, Saftu — the local actors' trade union — has good working arrangements with the SABC and most theatre managements, but the real problem is in the field of feature films.

It has been magnified with the trend for overseas producers to make international movies in South Africa, where the weather is good, there is a pool of trained film technicians and no shortage of professional actors and spare-time "hopefuls".

Yet some of the biggest projects have resulted in financial dissatisfaction The epic "Zulu Dawn" had severe cash-flow problems in 1978 and the South African production "The Second Mile", starring Cameron Mitchell, was never released — leaving everybody in the red

On the other hand, South Africa has produced strikingly successful movies like "Kill and Kill Again", which netted more than $7-million (about R8 240 000)in "rentals" to the American distributors and grossed about $25-million (about R29,5-million) at cinemas

Yet its leading actor, karate star James Ryan, says he is still owed his percentage of the profits

"All the actors were paid their fees and bonuses," he said this week, "but I am still R8 000 down on the percentage

"As for 'The Second Mile', my immediate salary was to be R5 000 and I was to receive another R2 500 on acceptance of the distribution rights, plus 5% of profits.

"I received nothing as the project collapsed It's a sore point with all of us"

An even bigger loss on "The Second Mile" was incurred by the post-production house Panorama Sound. Mr Felix Myburgh said on behalf of that company this week "We wrote off about R20 000 on that one

"Still, that's the nature of our business — high risk I'd say our ratio of gains to losses is about 60 to 40."

At the other end of the payment scale, extras in these and other film and TV productions lost their money largely because of a defaulting agent

In 1980 some of them formed the Union of Film Extras (UFE) in an attempt to achieve solidarity among part-time film actors. Ten of them obtained a court order against the agent for a total of R1 215 in outstanding fees.

Despite this, they received nothing because lawyers could not trace the agent to serve the order A year later the UFE was disbanded

Saftu and the Afrikaanse Akteursgilde represent featured players, not extras, and except for individual agents (most of whom are above reproach) there is now no protection for casual players

As for professional actors, Carel Trichardt, chairman of Saftu, says:

"At the moment we are in negotiation with the SABC for actors to get their money quicker, and so far as theatre is concerned we have had no complaints.

"I cannot speak for the independent film companies, but film contracts stipulate certain terminal dates In any case, we can act only for members and at the moment there are a couple of cases pending

"Saftu has gone a long way in opening up negotiations and we have a standing committee with the SA Association of Theatre Managements Things are going well as far as these are concerned. But if actors sign a bad contract, that's their lookout.

"As to agents, we have a meeting with the Personal Managers Association on November 8.

"With films, the main problem is slow payments. There is not enough control and I think this has to be worked out right from the top"

Hotel wage hike

THE Witwatersrand Liquor and Catering Trade Employees Union has completed a new wage agreement for hundreds of members on the Witwatersrand — but the union is unhappy with the minimum wages.

In terms of the agreement negotiated at the Industrial Council, increases for workers who earn below R250 per month, will be 25 percent and 15 percent for those over R250 as from August 1.

The union's secretary, Mr Dirk Hartford, said in a statement that the agreement meant that the overall minimum wage in hotels will have gone up from R168 to R218 per month.

Food

"Deductions for food and accommodation have not been increased and wages will now be negotiated annually instead of every three years.

"As far as the union was concerned, Mr Hartford said, the minimum wage that will be paid in the hotel industry was far from satisfactory. Black workers are mostly affected by the agreement and would struggle for a minimum of R350.

"Our union's experience in the recent negotiations has once again highlighted one of the major flaws in the Industrial Council system. We have found that bigger employers are able to hide behind smaller employers on the question of minimum wages," Mr Hartford said.

Sunday Times 3/5/84

Schoolchildren coin a cool R7m as casuals

(293)

By Don Robertson

SCHOOLCHILDREN earn over R7-million a year doing casual work in supermarkets, cinemas and small suburban shops.

What started out years ago as a fun way of earning extra pocket money, has now developed into big business.

But because this means of earning additional cash is attracting more children to the working ranks, it has left itself open to abuse. A personnel manager from one of the larger groups told Business Times that because of the flood of applicants, "the lowest wages possible can be paid".

Others, such as Edgars, take the matter more seriously and offer comprehensive training in the various working categories.

Exact numbers of working children are difficult to establish as most of the major supermarkets do so on an individual basis at each store and do not have national figures.

However, groups such as Edgars employ between 2 000 and 3 000 schoolchildren and students over high trading weekends, a figure which rises to between 5 000 and 7 000 during the Christmas holidays. Checkers employs about 2 300 casual workers at weekends, while the Ster/Kinekor group makes use of about 730 children as ushers.

Thousands more are employed by other major groups such as the OK, Pick n Pay and Woolworths where up to 200 children work at weekends at the various stores around the country. Dion's prefers to use university students on a casual basis and employs only a few schoolchildren.

Allied Publishing employs a large number of children for the distribution of newspapers.

In all, it is estimated that about 50 000 children are employed by the various companies during the week and on weekends, with each scholar putting in about 8 hours at an average salary of R2 an hour.

On this basis, schoolchildren earn about R800 000 a week or R7,2-million a year for that bicycle or tape recorder.

Many companies are reluctant to discuss their use of casual labour.

And Emma Mashanini, general secretary of the Commercial Catering and Allied Workers' Union, is very much against the use of child labour.

She points out that schoolchildren often take jobs which could have been given to fulltime workers and feels that the additional work involved also hinders the children's advancement at school.

The minimum legal wage payable to casual labourers in stores is R1,43 an hour in the main centres and R1,23 in the smaller centres and no worker may be employed for more than 25 hours a week or more than three days a week.

Ster/Kinekor pays a minimum wage to ushers of 83c an hour, but must pay this for three hours' work, even if a shift does not last this long. It also provides transport home after a film.

Most companies, however, pay more than the minimum and an average wage of about R2 an hour is more usual. At Edgars, many children have been employed on a casual basis from standard eight or the age of 16 through to completion of their university studies. These "qualified" workers earn considerably more than the minimum.

Legally, casual labour must be paid one-and-a-third the hourly wage paid to fulltime workers, but many employers do not stick to this requirement. By law, the hourly wage paid to cashiers should be R2,97, based on the minimum rate of R436 paid to fulltime cashiers.

The most common jobs held by schoolchildren are as cashiers, which command a higher wage, as well as packers behind a till or loading shelves and serving behind specialised counters in supermarkets.

23/7/86

N.M.

Riksha men meet to discuss conditions

Municipal Reporter

THREE representatives of the 24 beachfront riksha pullers wanting an increase in their charges yesterday met the City Council's Amenities Committee.

The committee agreed to the proposals put forward by Mr Mohavama Zulu, Mr Samson Sibiya and Mr Alfred Mngomezulu to permit a maximum fee of R2 a passenger.

Amenities chairman Ros Sarkin (Morningside) said: 'We have agreed, subject to the approval of Manco and the city council, that the 24 rikshas be in two divisions, possibly one for the North Beach and one for the South Beach route.'

She said the decision did not preclude a possible increase in the number of riksha pullers if there was a demand, but cautioned that younger men did not appear to be interested in the job.

Toilets, showers, and safer storage facilities for the rikshas, financial arrangements and bylaws governing the pullers would also be investigated, she added.

Mr Sovothobele Nxumalo, whose riksha was stolen last week, has had it returned to him in a damaged state.

Cape Times 5/11/86 (293)

Grooms demand wage increase

Labour Reporter

GROOMS at the Milnerton racing stables, who earn a minimum wage of R50,50 a week, are demanding a 200 percent pay increase in what is believed to be their first-ever wage negotiations with the trainers who employ them.

According to sources within the racing industry, the more than 200 grooms are considering taking industrial action unless the employer body, the Owners and Trainers Association (OTA), agrees to grant them substantial increases.

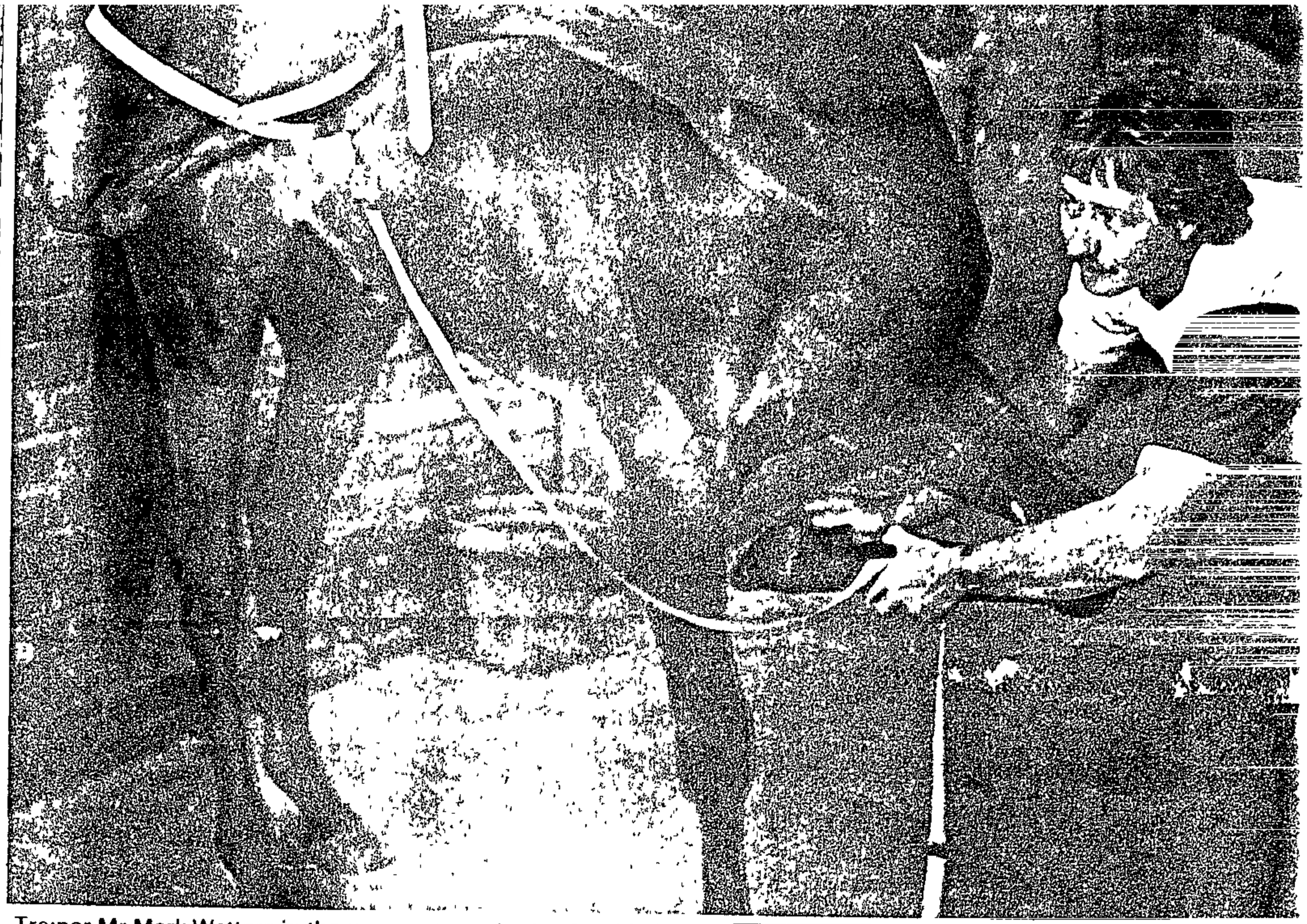
The grooms, who are not represented by a trade union, decided to ask for the wage increase at a mass meeting on Friday.

They are also demanding a pension fund and improvements to their accommodation

The minimum wage, which is laid down for unskilled workers by the Department of Manpower, has not been adjusted for more than two years, although the OTA granted its existing employees an increase in November last year.

A member of the association, who did not want to be identified, said that although the Department had not increased the minimum wage this year, the OTA would "almost certainly" grant its employees an increase.

"But it is unlikely to be anywhere near 200 percent."



Trainer Mr Mark Watters in the unaccustomed role of stable-hand, examining the legs of his crack three-year-old Aquanaut. Picture OBED ZILWA

Cape Times 8/11/86 (293)

Trainers clean stables as grooms go on strike

By HILARY VENABLES
Labour Reporter

ALL the grooms at the Milnerton Turf Club stables went on strike yesterday afternoon to protest against their employers' refusal to meet their demand for a R90 weekly wage.

Trainers, who were forced to muck out stables and groom, feed and water about 400 horses themselves yesterday, said the strike would not affect today's race-meeting at Kenilworth

Every horse being transported to the races normally requires a handler to travel with it

"We'll go in the trucks ourselves if we have to. We'll get them there somehow," said trainer Mr Peter Kannemeyer, who has five horses running today

To Page 2

Striking grooms at the Milnerton stable yard.

From Page 1

Cape Times 8/11/86 (293)

Grooms on strike

"Nobody's indispensable. I assure you I'm not panicking."

Mr Mark Watters said the trainers had made the grooms a "very good offer".

If his stable-hands failed to return to work he would "make other arrangements", he said.

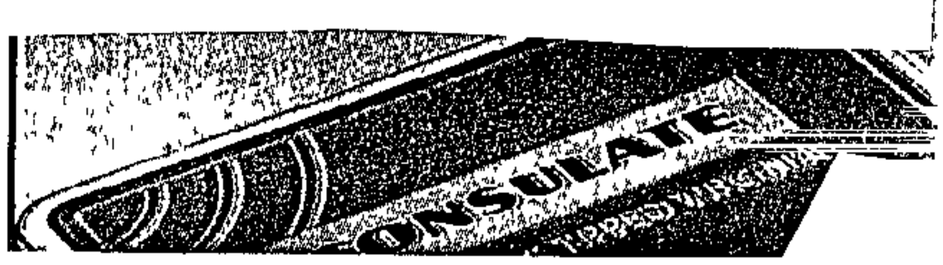
The 250 grooms, most of whom are paid R46 a week plus accommodation and some food, originally demanded a 200 percent wage increase.

The race-horse trainers who employ them have offered R60 a week, but the grooms said yesterday they would not go back to work until their final demand had been met.

The grooms, who were gathered in the stable-yard, said they had asked for a big increase because they could no longer afford to send money to feed and clothe their children in the Transkei, or to supplement the meals which the trainers provided.

"They said they could not afford R150, so we said we would take R100 They said they could not afford that, so we went down to R90. But we want R90 and we will not go back until they give it to us," one man said.

The grooms said their work was hard and dangerous, they worked long hours and felt they deserved to be paid better



9/11/86 SUN TIMES

It's still racing as grooms strike

293

By ELSABE WESSELS

A STRIKE by grooms forced racehorse owners and trainers to roll up their sleeves to prepare their runners for yesterday's meeting at Kenilworth, Cape Town.

A wage dispute between hundreds of "underpaid" stablehands and Cape owners took a dramatic turn yesterday when scores of grooms failed to turn up for the second successive day.

Nevertheless, racing at Kenilworth went ahead as usual, according to Mr Vaughan Norton, general manager of the SA Turf Club.

Helpers

Stand-in grooms recruited from family, friends, amateur racers and schoolchildren were tending to the horses. Trainers were forced to muck out stables and groom, feed and water the 100 horses taking part in yesterday's events.

Hundreds of helpers from the Cape's horsey set had to lend a hand in looking after more than 600 horses at the Turf Club's training centres at Philippi and Milnerton.

Top trainer Mr Burt Abercombie said he thought the grooms' demands "partly legitimate"

Strike action was called on Friday afternoon after the grooms — who earn a "below-the-breadline wage of R46 a week" — demanded a wage increase to R150 a week.

Trainers offered R64 a week. This was turned down by the grooms, who are now demanding a 'minimum' wage of R90 a week.

Strike ends as grooms accept offer

293

Cape Times 11/4/86

Labour Reporter

THE grooms' strike at Cape Town's main racing stables has ended with the grooms accepting a R14-a-week increase from the racehorse trainers who employ them.

The strike, which began on Friday, was unprecedented in the history of the South African racing industry where most stable-hands earn the statutory minimum wage of R50,50 set in 1984.

It forced trainers at the Milnerton and Phillipi stables, and at Terrance Millard's stables in Blouberg, to groom and feed their own horses, muck out stables and use white volunteers to assist them at Saturday's race meeting at Kenilworth.

The grooms, who originally asked for a 200 percent increase, dropped their demand to R90 a week on Friday before going on strike in response to a final offer of R64,50 minus R4,50 for food and accommodation.

According to sources at the Cape Town Turf Club, the trainers held a lengthy meeting with the grooms on Sunday during which the grooms agreed to accept the final offer which amounts to a 28 percent wage increase.

One trainer, Mr Mark Watters, said he felt the increase was "fair after such short notice".

"In the future we will look at the wages again," he said. No grooms had been fired.

The chairman of the Owner Trainers Association, Mr Jack Goldblatt, confirmed that a settlement had been reached.

Stables strike ends after grooms accept pay rise to R64

RDM 11/11/86 (293)

Labour Reporter

GROOMS who went on strike for higher wages at the weekend have gone back to work.

They said they had accepted an increase to R64. They were earning R50,50, of which R4,50 was deducted for food and accommodation.

It was the first time grooms had taken united action in support of a wage demand.

They initially demanded R150 a week, dropped to R90 a week and stopped work on Friday when employers offered R60.

The strike involved hundreds of grooms from the South African Turf Club stables at Philippi, the Cape Turf Club at Milnerton and trainer Terrance Millard's Bloubergstrand establishment.

Grooms said they were not satisfied with R64.

They said they worked a 6½-day week with a half-day off on Sunday. They worked from 4am to 11.30am and from 1.30pm until they finished, often as late as 8pm. On racing days they worked all day.

There were no employment benefits, medical aid, sick pay or pension scheme.

They slept 20 to a bungalow and were given a bag of mealie meal each a month and occasionally the heads of two cows for each bungalow.

Mr Jack Goldblatt, chairman of the Owners' and Trainers' Association, confirmed the men were back at work. He could not comment further without approval from his committee, he said.

Grooms bow under sport of 'kings'

SOUTH 26/3-1/4/87 (293)

By VUYO BAVUMA

RACING is known to be the sports of kings but for grooms at the Milnerton racing stables it's a life of drudgery

The workers, regarded as backbone of the multi-million rand racing industry, are unhappy about their working and living conditions.

But the trainers denied that the grooms were badly treated saying

Hostels restricted to males only

relationships being the trainers and grooms is "unique and harmonious".

The grooms would get new accommodation soon but not more pay, a spokesman said.

They feel they are being underpaid They are paid an average of R60 a week for working more than 10 hours a day

Before their strike in December last year the grooms were paid an average of R44 a-week. Their original demand was R150 a week.

They say they are assaulted at times and claim a worker was injured in a shooting incident in December last year.

Some workers claim the injured groom was trying to help a man being hit with the butt of a gun by a trainer He was then shot.

All are migrant workers staying at hostels next to the Milnerton racing stables. The stench of the stables no longer troubles them Most hostels are overcrowded and in a bad condition.

In some of the hostels, 30 workers occupy a room with no ceiling

The workers are given weekly food rations Only the grooms are allowed to stay at the hostels. The hostels are restricted to males and some of the workers squat in nearby bushes with their families.

A father of five from the Transkei, begins at 4 in the morning and ends after 5 pm. He gets a break of only two hours and earns R64 a week

"We are not in a pension or medical aid fund Last year I was sick for about two weeks and never got paid during that period," he said.

A spokesman for the Trainers' Association, Mr Emi Amoedo, denied

'Horse trainers are not filmstars.'

that the grooms were being "ill-treated in anyway."

"Allegations of assault are new to me Grooms who claim they have been assaulted should come forward. We'll assist in investigating their complaints and there is also a police station nearby," Mr Amoedo said.

He said the allegation about a worker being shot by a trainer was "devoid of all truth".

"The fellow was asked by a trainer why he was on the premises because he was no longer employed there In an ensuing scuffle, the trainer's gun accidently went off. The bullet hit the ground and a piece of road concrete hit the groom in the temple, injuring him The whole thing was an accident," Mr Amoeda said.

Responding to the workers's complaint about "low" wages, he said the trainers could not afford to pay the grooms more money."

Horse trainers are not film stars. Most of the money doesn't go to them Because the racing world is full of glamour, people think there is a lot of money involved."

"The racing industry generates a lot of revenue for the Provincial Council as it is heavily taxed The money is then used to build hospitals, build roads and provide other services.

"Besides their wages, the workers get a certain percentage when a horse he trains, wins. They also get free accommodation and food rations."

Some workers had been unfairly dismissed, Mr Amoedo said, but were re-employed after the matter had been reported to attorneys and the Department of Manpower".

Cold hole 'better than the bushes'

MILNERTON groom Stan will long remember January 15. On that night he anxiously watched his wife giving birth to twins in their "home" - a hovel in a disused racing stable

Stan's wife, like several other families, live in bushes or hovels near the Milnerton stables They are denied access to the hostels where the grooms live.

Stan began working at the racing stables in 1974,. He has been staying in the "hovel" since last year.

He told SOUTH he was staying in bushes before he discovered the hole.

"In the bushes it was terrible with the cold and rain sometimes affecting the children.

"One day when my wife was about to give birth,I bumped into this place. Immediately, we moved in. We were very relieved." he said.

Although it was cold in the hole, it was better than staying in the bushes. "At least it doesn't rain here. We have a shelter over our head."

Recalling the night his twins were born, Stan said "My wife and I were worried because it was very cold on that night With the help of some women everything went smooth. We rushed to hospital later."

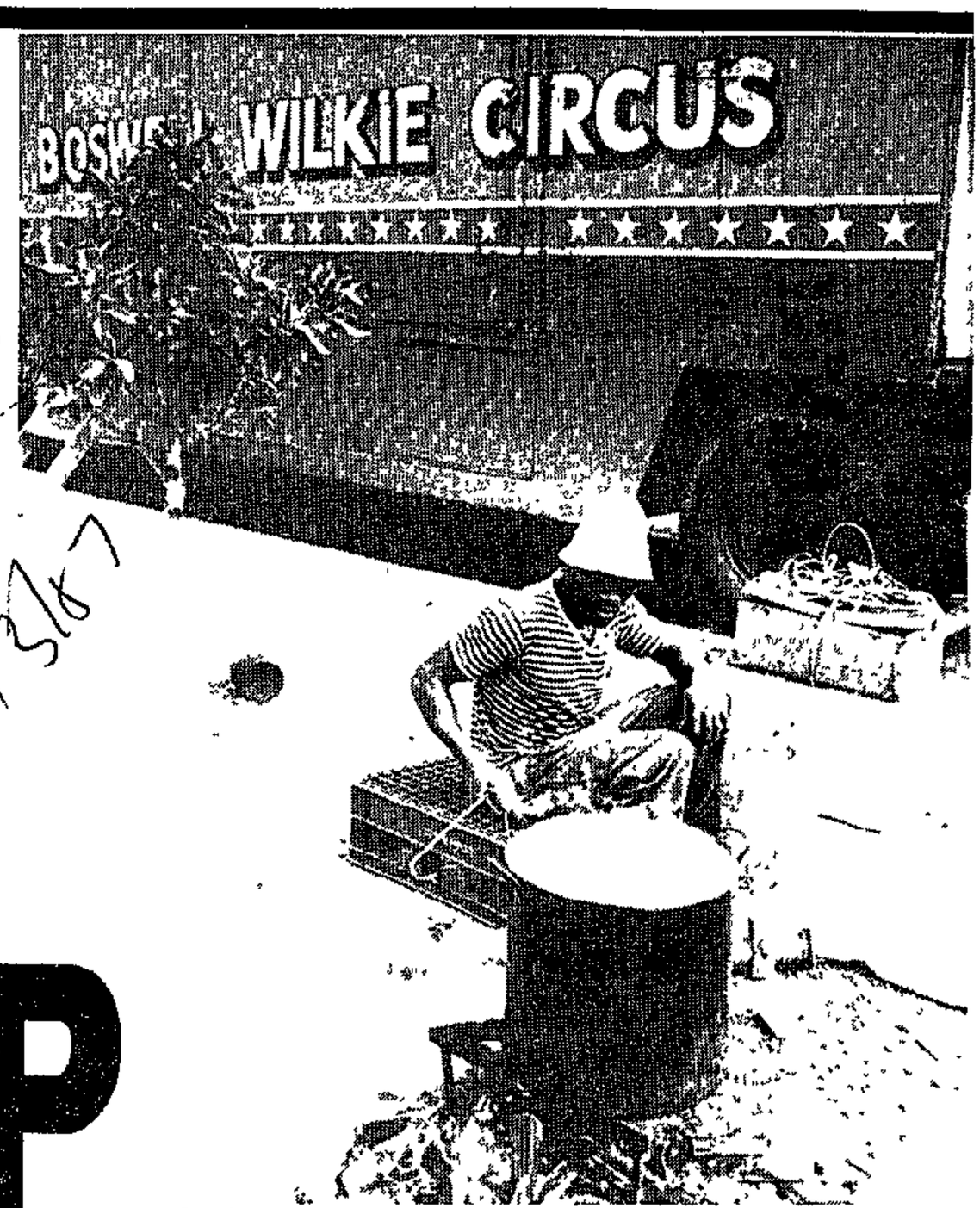
He said he left his family at 5 in the mornings. "My family has to leave the place before sunrise to avoid my employer. For the rest of the day, they have to watch for the police because they are squatting illegally," he said.

Grooms and their families bed down in old stables

Life is tough at the BIG TOP

(293)

South 5-17/3/87



A circus worker takes time to cook lunch

By CHRIS GUTUZA

THE Boswell Wilkie Circus came to town to bring joy and laughter to many.

But the "backroom boys", the labourers who help make the magic of the big top possible, are not amused at their working conditions.

The grooms and animalfeeders who spoke to SOUTH said they earned R20 a week, but other "boys" who had different jobs earned slightly more.

"We are being treated like convicts It is expected of us to work six days a week, sometimes seven and we earn very little money.

The long working hours which include feeding the animals, preparing them for ring items which carry on all day and cleaning cages, seem to go unnoticed.

"We are on standby day and night," said one of the workers.

Taking a break while the show goes on inside the big top

Beaten up

"Some of us had dared tell one of the supervisors that we were going to ask Mr Robert Wilkie for an increase. He beat us up with an iron bar," a worker claimed

A supervisor with the circus for 21 years, Mr Daniel Shibanbo, denied that workers had been assaulted.

He said he earned R250 a week and some workers with long service earned between R70 and R80 a week.

Interviewed a day later, the worker claimed he was again beaten by a supervisor after he had spoken to SOUTH. He showed a swollen black eye to back his claim.

Two workers who joined the circus in the Transvaal, said they could not come out on R20 a week.

"I have a wife and two children to support. The rent of my house in the Transvaal is R36,82 a month. I have to send all the money I earn to my family and have nothing for myself. My wife and two children find it very hard to get by on the money I send "

A soft-spoken man who claimed he did skilled work at the circus, said he loved his work but should earn much more than his present wage of R110 a week.

"I have four children, two of whom attend school in Johannesburg and two who stay with my mother in Knysna. It's very difficult to support them properly with the wage I'm earning now," he said.

In spite of several attempts, circus manager Mr Robert Wilkie could not be contacted.

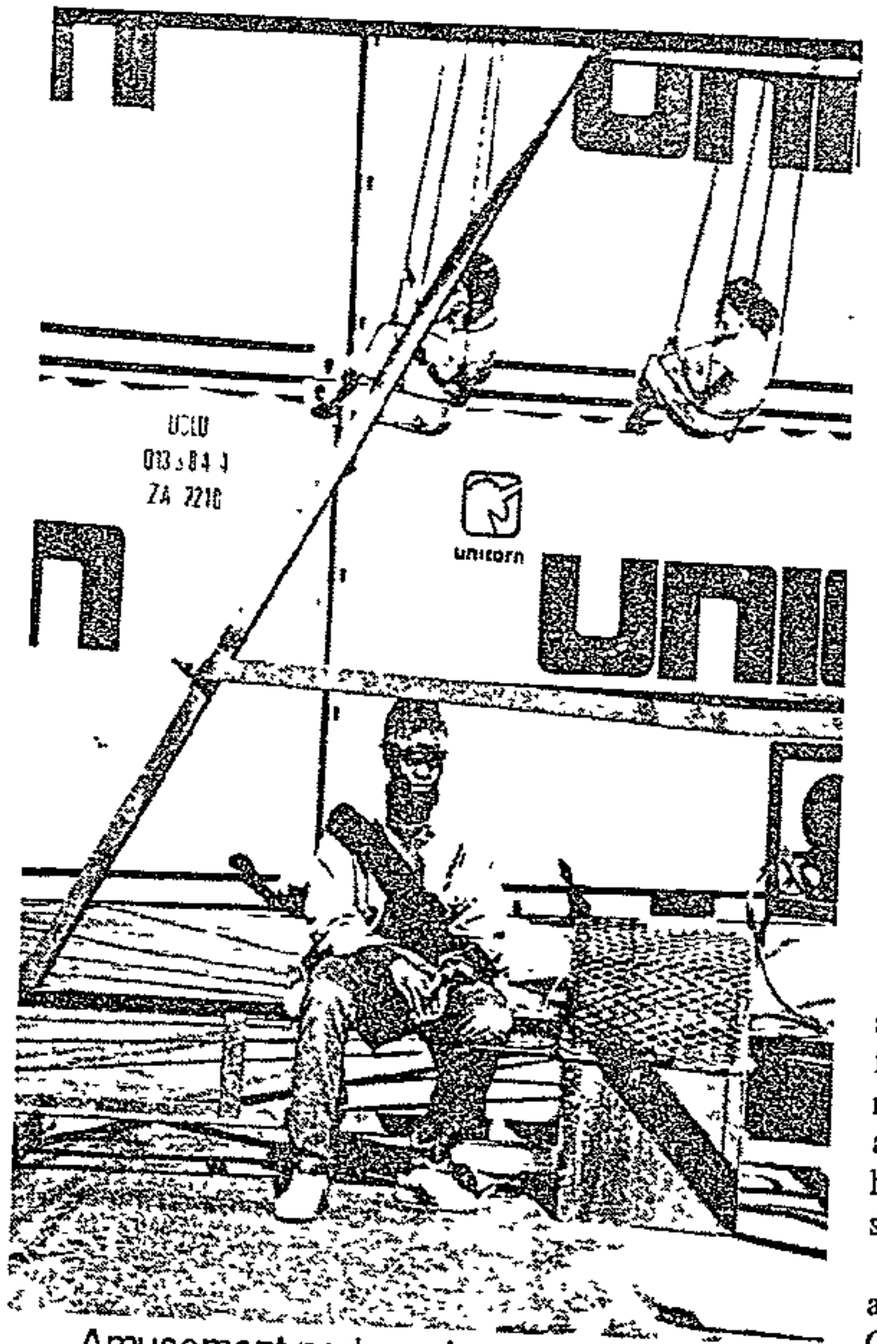
His father, Mr Wilmar Wilkie, founder of Boswell Wilkie Circus, said his workers always had the freedom to speak to his son and many did so. He said the workers who complained were the "new boys" who found the reality of working in a circus different from what they had thought.

"As for the allegations of assault, I am not aware that workers are being assaulted. What I do know is that they sometimes engage in drunken brawls and fight over women."

He added that the circus was also hit by the devaluation of the rand and that it cost a lot of money to keep it on the road.

Twenty four rand, a cooldrink and a pie is their pay...

(293)



Amusement park workers say they are assaulted and underpaid

By CHRIS GUTUZA

TWENTY-FOUR rand plus a cooldrink and a pie twice a day. That is what some workers at a Cape amusement park claimed they are paid for keeping the funland's rides swinging.

Other workers at Cape Pleasureland Amusement Park claimed they are struggling to make a living on R25 a week and some on even less.

A labourer who has been with the firm since 1981, said he earns R40 a week.

Another worker, Mr Amos Ncobo, claimed he has more than fifteen years service but earns only R39 a week.

"We are struggling to survive but wary to ask for an increase because many workers who have asked for more money have been fired," a worker said.

A casual helper at the amusement park during the Cape Festival said he operates some of the rides because of a staff shortage following the firing of several "boys".

Some of the workers also complained that they are beaten up for allegedly being drunk on the job.

Some may have had a drink, but it often happened that innocent workers were beaten up, they said.

According to workers they all stay on a farm near Kraaifontein. "Conditions are not too bad at the farm, but it could be better."

Their only break comes in winter when equipment has to be serviced They earn their usual wage in that period.

Two youths who started in February said they earn R24 a week plus a cooldrink and a pie twice a day.

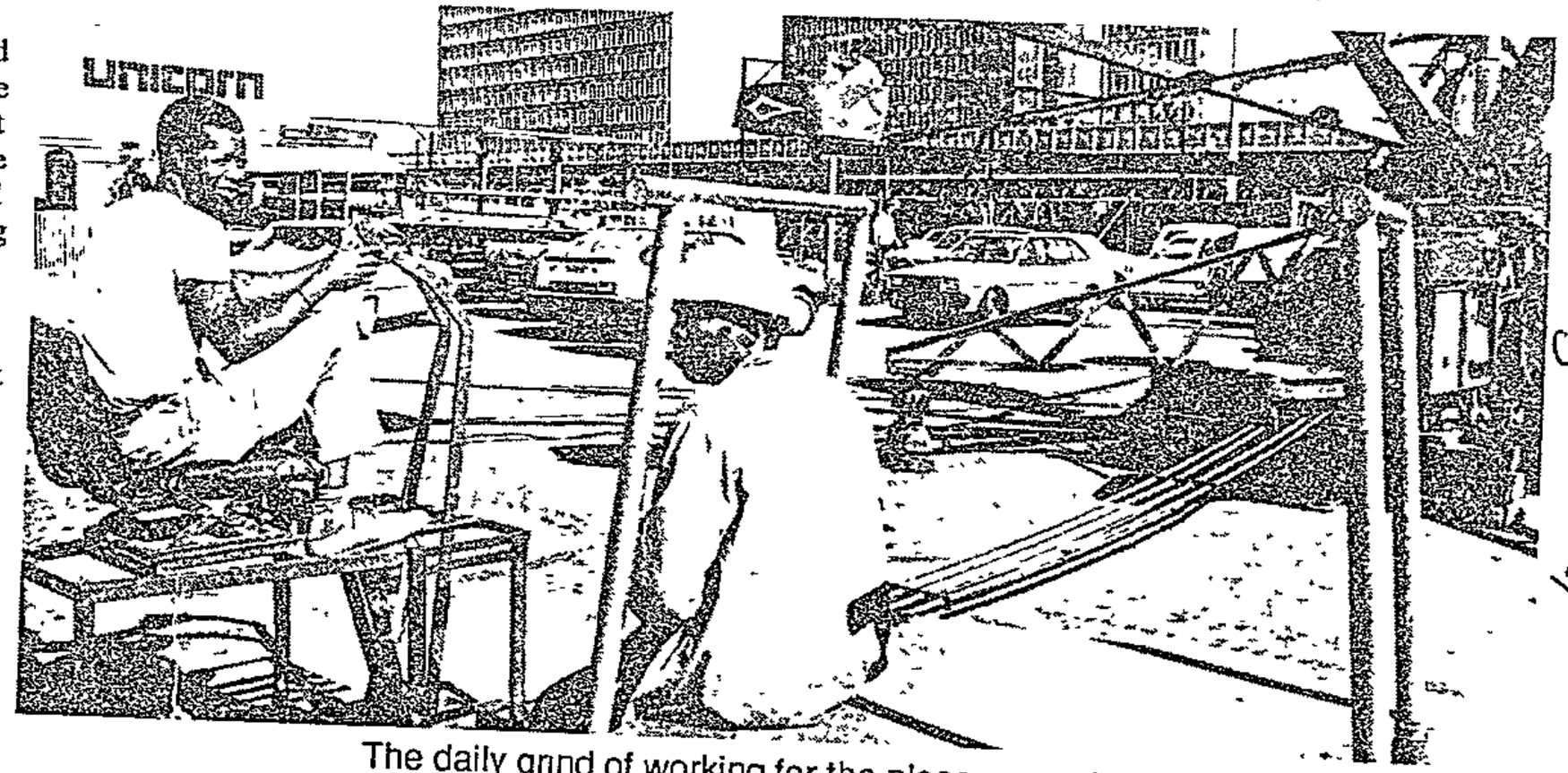
According to the workers, two brothers are in charge.

"We prefer to work under the younger brother, Wayne de Raedt, because he treats us better

"He pays us more money and also gives us a regular bonuses besides our wages. His boys are not beaten up."

Asked to comment, the elder brother, Chucky, said there was enough political and crime stories to publish and newspapers should not bother with entertainment programmes.

He referred SOUTH to a director of the national group,but he was not available for comment.



The daily grind of working for the pleasure seekers

15-21 Aug 92

Jockeys may harm their health in their 'battle with the scales'

Staff Reporter

ARE jockeys healthy or is their constant battle with the scales bad for their health?

A panel of medical experts are trying to answer this and other questions about the health and lifestyle of jockeys.

The Jockey Club of South Africa is concerned about the health of jockeys after a recent finding that some have been so weak from losing weight that they barely have the strength to mount up.

The research project, believed to be a world first, is to be headed by Tygerberg Hospital's Dr Demetre Labadarios who is attached to the University of Stellenbosch Medical School and also heads the Medical Research Council's metabolic research unit.

RESTRICTS

The researchers will be studying 140 jockeys.

Jockeys' low weight is vital to their livelihood and they must remain between 46kg and 57kg. If their weight is high it restricts the number of horses they can ride.

"We don't know the effects of constant or repeated dehydration or of the feasting and fasting eating pattern that some jockeys have.

"We are trying to find what the dangers are of these methods of control in the short and long term, or whether control is in fact unattainable," Dr Labadarios said.

The research will look at the methods used for weight control which include limiting the intake of food and drink, taking diuretics, wearing sweat clothes, using saunas and exercising.

Factors such as dietary intake, electrolyte disturbance, anxiety about their weight and its affects on their ability to earn their living — even their smoking — will be looked into.

"I want to find out how they control their weight and what effects these efforts have on their health, nutritional status and stress levels and how these in turn affect their social and family lives," said Dr Labadarios.

"How does their weight control affect their ability to perform their task of riding races? How likely are they to have accidents or to transgress the rules? Do they eat on race day, how much and when? These are all questions that we shall be trying to answer."

Dr Labadarios will be looking at horses as well as jockeys to see if races are run faster now than previously and whether the weights should be increased.

Boys join the jockey academy between 14 and 16 years of age, and must be short and light — about 33kg and 142cm and take a size three shoe.

Research with apprentices at the jockey's academy may be done at a later stage.

"Less than one percent of the adult, male, world population weighs under 46 kilos, less than three percent under 50 kilos," said Dr Labadarios.

"We want to know where this group of small men comes from. Are they from small families? Were they small babies? Or do they control their growth at an early stage?"

ON THE SCALES: Jockey Felix Coetzee, one of the jockeys who will be taking part in the research programnme.

CAPE TIMES 22/7/87

Grooms get wage structure

(840 293)

DURBAN. — The stay-away by 600 grooms at the Summerveld Training Centre, which threw part of the racing industry into chaos, ended yesterday morning.

After negotiations, it was agreed to standardize wage structures and a minimum starting wage of R40 a week was introduced, with minimum wages of R50 and R60 for senior grooms.

"Trainers paying above these minimum wages will continue to do so," said Mr Jeff Fobb, an attorney who was called in to negotiate on the trainers' behalf. — Sapa

Faulty tote machines: go-slow threatened

ADELE BALETA

Racecourses on the Highveld have lost more than R20 000 in the past two months as a result of faulty tote software and tellers have threatened to stage a go-slow.

Mr Graham McClarty, tote manager at Gosforth Park racecourse, said that problems had been experienced since June 13 when the computer system was modified to enable individual tote terminals to accept bets for meetings in the Transvaal and Natal.

Anonymous callers to The Saturday Star said that tote tellers had arranged a go-slow for today's Gosforth Park meeting between the third and seventh races in protest against having to pay out of their own pockets as a result of shortages registered by the terminals.

The tellers say that the errors made are due to faulty terminals.

One caller said the tellers were planning to start a union.

Mrs Ellen Bailey, a teller said that there had been a go-slow for about a half an hour at the Newmarket race course on Thursday but she said no-one had told her about the go-slow planned for today.

"There have been problems with the terminals but I think a lot of it is exaggerated," she said.

COMPLAINING

Another teller who did not wish to be identified said: "I am one of the lucky ones who never run short, but at least 95 percent of the women who work at the tote are complaining about the new system.

"Some of them never make any money as they have to pay in all their wages. They end up working for nothing"

Mrs Molly Barnes said "problems with the new computer software was the main bugbear.

"We have not received any training on how to use the new system and no-one has given us a verbal explanation. Management have been doing everything possible to rectify the problem."

Mr McClarty said that the problem with the sell-pay tote system was isolated to individual terminals and that the system as a whole was not faulty.

The main problem experienced was that terminals occasionally took a long time to clear after a winning bet had been paid out.

"If a winning ticket is to be paid out, it is fed into the terminal and the operator should then press a special key to get the terminal to issue a receipt. If the operator does not wait for the receipt to be issued and feeds in another winning ticket there is a possibility that the terminal will credit the new ticket with the previous winning dividend.

"Consequently, we have instructed tellers not to feed in a winning ticket without receiving a receipt of the previous bet paid out," he said.

293

Star 15/8/87

AGAIN!

(293)

18/10/87

SIT

Only Maggie scorns summit promise of more sanctions

SUNDAY TIMES FOREIGN DESK

IRON LADY Margaret Thatcher yesterday stood defiant and alone against the rest of the Commonwealth over the sanctions issue.

The British Prime Minister made it clear that her Government would not sway from its dogged opposition to tougher economic measures against SA.

Only hours after the Commonwealth plan to tighten the screws on SA was announced, Mrs Thatcher and other Commonwealth leaders began sniping at one another.

The Vancouver talks ended in acrimony last night, with the leaders of Australia, India, Zambia and Zimbabwe — dubbed the "Gang of Four" by British spokesmen — accusing Britain of spreading "misinformation".

"We feel the Iron Lady has got it all wrong, perhaps deliberately," said Zimbabwean Prime Minister Robert Mugabe, who called Mrs Thatcher "the odd woman out".

Vindicated

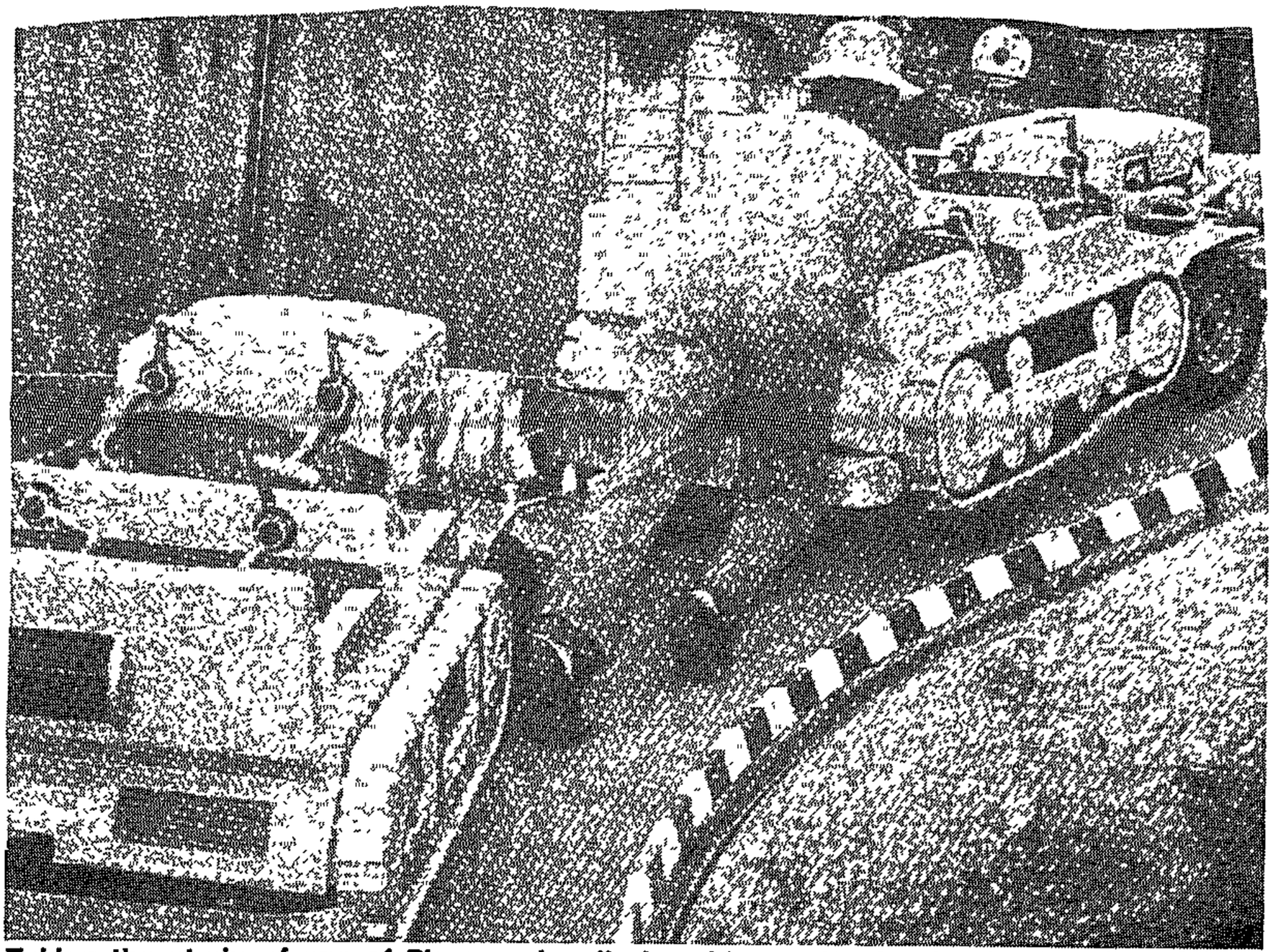
But Mrs Thatcher said other leaders were "making a great deal of noise" and claimed her position had been vindicated. Asked if she felt isolated, she replied: "Hardly. I think in a way we're winning the argument."

According to reports in London last night, Mrs Thatcher will launch a brave new effort to win support for her policies with an historic New Year visit to black Africa to press home her argument against tougher sanctions.

It is thought that her programme will take her to Zimbabwe, Zambia and, possibly, Botswana.

She will drive home the message to black leaders that positive help from Britain to reduce their dependence on South Africa will do more to raise living standards and break down apartheid than a mutually damaging sanctions campaign.

See Page 2



Taking the strain of one of Pleasure Land's joy rides — the burden is also financial
Picture: CHRIS QWAZI

Not much fun next to the merry-go-round

293

18-23/12/87

By RICHARD BARTLETT, Port Elizabeth

A DAY at Pleasureland is one of the highlights of the Christmas season, but for the workers who make the merry-go-round go round, life is not much fun.

Pleasureland, a travelling fun fair, spends every Christmas in Port Elizabeth. From there it travels to Cape Town, Johannesburg, Vereeniging, Pietermaritzburg and Durban.

About 30 workers travel with the fair, assembling and dismantling the show. Working high up on the scaffolding was dangerous, they said.

Many of them are their families' sole breadwinners. Their pay scale ranges from R45 to R140 a week. Part-time workers receive R5.

The working day starts at 8am and ends at midnight. Although they have five hours off from 1pm they cannot leave until the show winds down.

The workers' homes are caravans while they travel around the country, and single quarters in the township when they are in Port Elizabeth.

The employees receive no benefits, leave or overtime pay. They get Sundays and a few public holidays as leave. Christmas is a time of goodwill but to them it means only a day off.

A worker said he has worked for Pleasureland for 27 years and had not seen his family for eight years.

Another employee said a pile of metal girders fell on top of him. After months in hospital undergoing operations, he received no medical compensation.

The manager refused to give his name or comment on the allegations.

"The press only writes about the bad things," he said, mentioning the 1 600 orphans who were given free rides for a day.

The screams of pleasure-seekers will not penetrate the ears of the workers whose salaries for a week could get them three rides on the roller-coaster. — Pen

SERVICE SECTOR - ENTERTAINMENT & RECREATION - LABOUR

1991

Theatre union strife

●From PAGE 13 (293)

ing conditions and protection under standard contracts, and has won 70 percent of all legal cases fought on behalf of members.

Pawe representative Malcolm Purkey said this week that he and Maishe Maponya had spent an hour and a half at the Saftu meeting explaining the Pawe stance and answering questions W/E mail 8/2-14/2/91.

Starting from the premise that one union was better than two, Pawe had made it clear from the outset that any merger would entail merging Saftu into Pawe Pawe was concerned that it maintain the advantage of its rapid growth and leverage into the industry, but recognising the experience and expertise of Saftu in the field, was ready to absorb these into its ranks

"We are concerned that managements do not take advantage of the temporary state of affairs.

"To those faced with choosing one or the other union, we can only say· Choose the one that you think will best serve your interests and those of the industry as a whole.

"We will be having our annual general meeting — our first after 18 months of getting established — at the Market Theatre on February 24 at 10am, at which we will elect a new council."

Theatre unions battle over merger

W/E mail 8/2-14/2/91 (293)

South Africa's two theatre unions — the 25-year-old Saftu, and Pawe, founded in 1989 — agree that one union is better than two. But there are major obstacles in the way of a merger, reports

RAEFORD DANIEL

THE hoped-for merger between the South African Film and Theatre Union and the newly-formed, non-racial Performing Arts Workers Equity is not going to take place — yet.

Members of the 25-year-old Saftu, conceding that, in line with current political and union trends in South Africa today, Pawe has the potential to be a future force in the industry, and acknowledging that there is little room for two unions to operate independently, have already voted overwhelmingly in favour of a merger "when and if this should become possible".

But as things stand at present, that possibility is a remote one. In the words of one observer, "Pawe does not want a merger, but a takeover."

The Saftu council claims that, while it had done the groundwork on which a new and consolidated union could be formed, it has found it difficult to establish practical working links with the Pawe council.

In a move to resolve the difficulties, Saftu called a meeting last week in which it was unanimously decided that Saftu continue in existence "until such time as members were happy to merge".

The Saftu council alleges that Pawe had adopted Saftu's constitution without liaising with Saftu; that while Saftu had invited Pawe council members to attend Saftu council meetings and to all negotiations in which Saftu has been involved since August last year, Pawe had not reciprocated.

It further alleges that Saftu has supplied Pawe with all its membership lists, standard contracts, etc, but that it was only in December that Pawe had agreed to formally join a merger steering committee.

Saftu council, accordingly, was not able to advise members of what Pawe had to offer. Members would have to approach Pawe directly for such information.

But while the possibility of a merger had been pursued in meetings with representatives of Pawe's council, a merger *per se* no longer seemed viable because of Pawe's insistence that the new union retain the name Pawe only and that there be no reference to Saftu at all; that, in the event of a merger, the Pawe council remain intact while Saftu, no longer fully represented, might have certain members co-opted on to the Pawe council.

A major obstacle was that Pawe refused to take on any of Saftu's debts or liabilities; which are composed only of fees due to lawyers fighting cases on behalf of Saftu members, such as the Gaynor Young versus Pact case.

Saftu has received legal opinion that a carry-over of debt could not be avoided in the event of a merger. This was especially the case as a large number of Pawe's paid-up members are also Saftu members, and the merger could be deemed a ploy to avoid responsibility for the repayment of debts.

The meeting considered the options of Saftu

- Remaining in operation as a separate union indefinitely;
- Being phased out over a period of 12 months to "see in" the new union;
- Being dissolved immediately.

For the past 25 years Saftu has succeeded in attaining increased minimum rates in theatre, film, television and radio, as well as for voice-overs, radio spots and jingles; improved work-

●To PAGE 14

Remove 'disrespectful' photos, demand workers

(293)

Star 14/12/90

By Shareen Singh

A photographic exhibition at the Market Theatre evoked an angry response from black workers at the theatre who held a placard demonstration yesterday, demanding the removal of some photographs.

The workers objected to Steve Hilton-Barber's award-winning photographs of a Northern Sotho initiation ceremony, arguing that the photographs "destroyed a cultural tradition".

A spokesman for the workers, Vusi Ngidi, said women and children were not allowed to witness the initiation ceremony where boys were circumcised.

"Displaying such pictures for public viewing and exposing it to women and children shows disrespect for our culture. A circumcision ceremony is sacred and not meant to be a public affair."

Staffrider Magazine, the organiser of the exhibition, discussed the matter with Mr Hilton-Barber on Wednesday night.

He said the ritual should be documented, not only to add to the growing photographic cultural heritage, but to help educate and broaden understanding of different cultural practices.

He had obtained permission from the initiates and the principal of the initiation school to photograph the ceremony and publish the photographs.

It was ludicrous to suggest that by photographing a sacred ritual one violated it, he said.

"I have not revealed anything that was not already known ... I have merely given it a visual face."

Exhibition organiser Andries Oliphant said three of the theatre workers arrived at the meeting late, expressed their objections to the photographs, and left.

People had a right to express objections and criticise, but not to silence or censor anyone, Mr Oliphant said.

If he was forced to remove the photographs, he would close the entire exhibition.

CAPE TIMES 22/12/90 293

Capab worker cuts start

38 made redundant

Staff Reporters

THE first of a number of retrenchments at Capab were announced yesterday, as at least 38 Capab workers in the technical, maintenance and wardrobe departments were made redundant.

Capab chief director Mr George Loopuyt said that more retrenchments would be announced before the end of the year.

"It is a lengthy and a sensitive process and involves many meetings with each department. We will not divulge the names of those retrenched," said Mr Loopuyt.

The retrenchments resulted from a R2m cut to Capab's 1991 subsidy.

The retrenchments have affected Capab Opera's earlier decision to replace the last four of its 15 performances of "Hansel and Gretel" with the more popular opera "La Bohème".

"Staff cuts would make it too difficult to effect these changes," a spokesman said in a press release.

Meanwhile, seamstresses left work early yesterday because they were too upset to work.

About 21 painters, prop-makers, carpenters and labourers in the workshop, 11 workers in the wardrobe department and six workers from the maintenance department were retrenched, according to Capab technical director Mr Pieter de Swardt.

According to Mr De Swardt, those workers who were retrenched will work the whole of January and have one month's severance pay before leaving Capab at the start of the new financial year.

Retrenchment packages were first offered to those over 60 and willing to take early retirement, after which it was on the basis of "last in, first out".

● See Focus — Page 20

Mr George Loopuyt

Capab set to axe 86 workers

CAPE TIMES 29/12/90

293

Staff Reporter

A TOTAL of 86 Capab employees, including top management staff, will be retrenched at the start of the new financial year, chief director Mr George Loopuyt announced yesterday.

The figure includes the 38 workers in the technical, maintenance and wardrobe departments who lost their jobs just before Christmas.

"The figure, which is lower than we anticipated, covers everybody in the organisation, including those in the Eastern Cape. I suppose that is the only happy thing about this all. The number was also reduced by a handful of people who were leaving anyway," Mr Loopuyt said.

He said those who were being laid off had already been informed, except for "one or two who were difficult to reach".

"They will be told on Monday," he said.

Mr George Loopuyt

Capab will not release the names of those who have lost their jobs at this stage, said publicity officer Mrs Yvonne Williams-Short

Mr Loopuyt said the retrenchments will not affect the 14-member drama company or the recently established eight-actor outreach programme.

"The drama company has not changed one iota," Mr Loopuyt said.

About 21 painters, prop-makers, carpenters and labourers in the workshop, 11 wardrobe staffers and six workers in Capab's production services and technical departments were dismissed last week.

Those who have lost their jobs will all work until the end of January, and will receive one month's severance pay. The cuts are a result of the R2m cut in Capab's government subsidy.

Durban gets ready for holidaymakers

Argus 2/12/90 (283)

By CHARLES MOGALE

DURBAN has geared itself for the traditional influx of holidaymakers expected to flock there during the festive season.

The Durban City Council has already spent R1,3-million to woo visitors to the city and avoid a repeat of the chaos which erupted last year when beach facilities could not cope with the thousands, who took advantage of the opening of beaches to all races.

Mayor Jan Venter said he had received letters and calls from people threatening never to return to the city because of the events last year.

Venter said: "Those people who think they can come here and have an acre of space to themselves will find that unfortunately it cannot be so."

He believed the facilities available were sufficient for everyone to have a good time.

The Durban Publicity Association, which is running the advertising campaign for the council, has also launched a 'Be Beachwise' show to encourage tourists to use facilities to the optimum and to be tolerant.

Hotel bookings have dropped 15 percent compared to this time last year. However, the council blamed the recession, and pointed out that 65 percent of the people who visit the city do not stay in hotels.

Several promotions, including Fish Week (from December 7-15), are expected to draw more visitors with hotels reducing tariffs to as low as R30 a night.

SAP public relations officer Col RR Reynolds said although a major crime prevention clampdown was planned, the police would not act harshly for minor offences.

"These include women going topless," Reynolds said.

They would be handed over to the city police department.

Lowveld pension blues

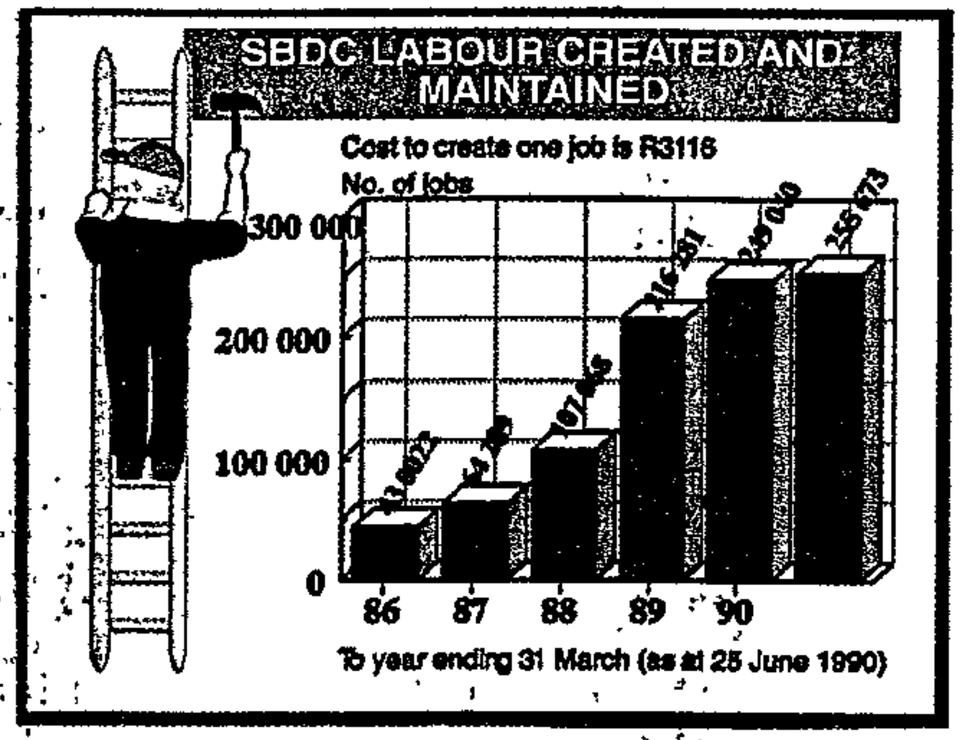
SEVERAL pensioners from a remote lowveld village have not received their payouts since March last year.

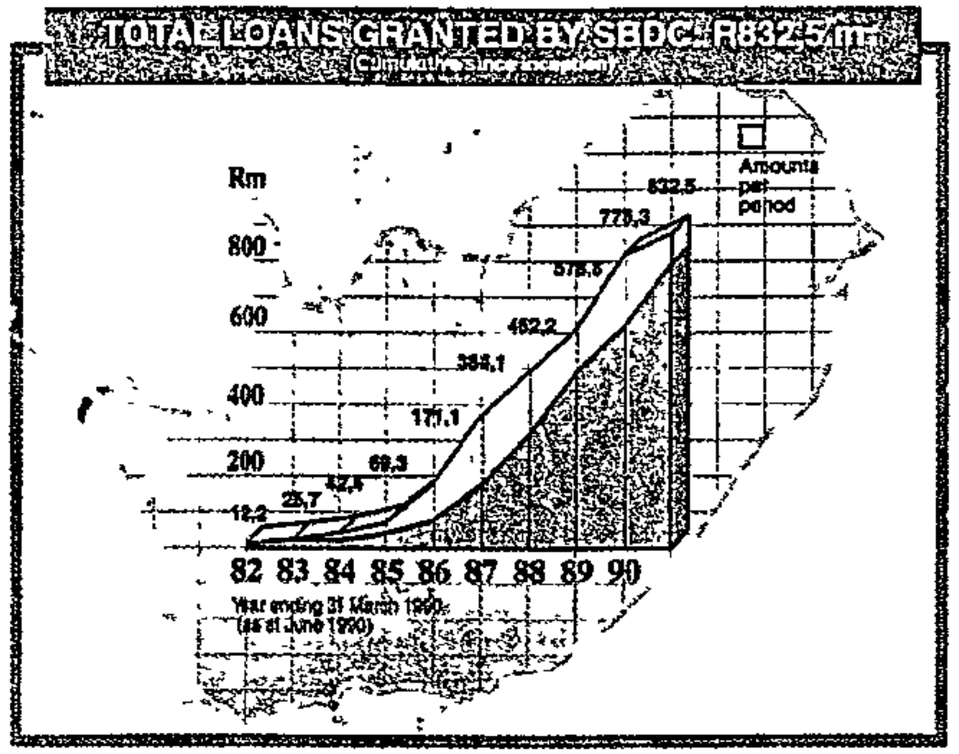
Phineas Malatela of the Legal Aid Centre in Marble Hall said problems started for 18 pensioners from Kgautswane village, Lydenburg, when payouts were transferred from Lydenburg to an outlet 60km away.

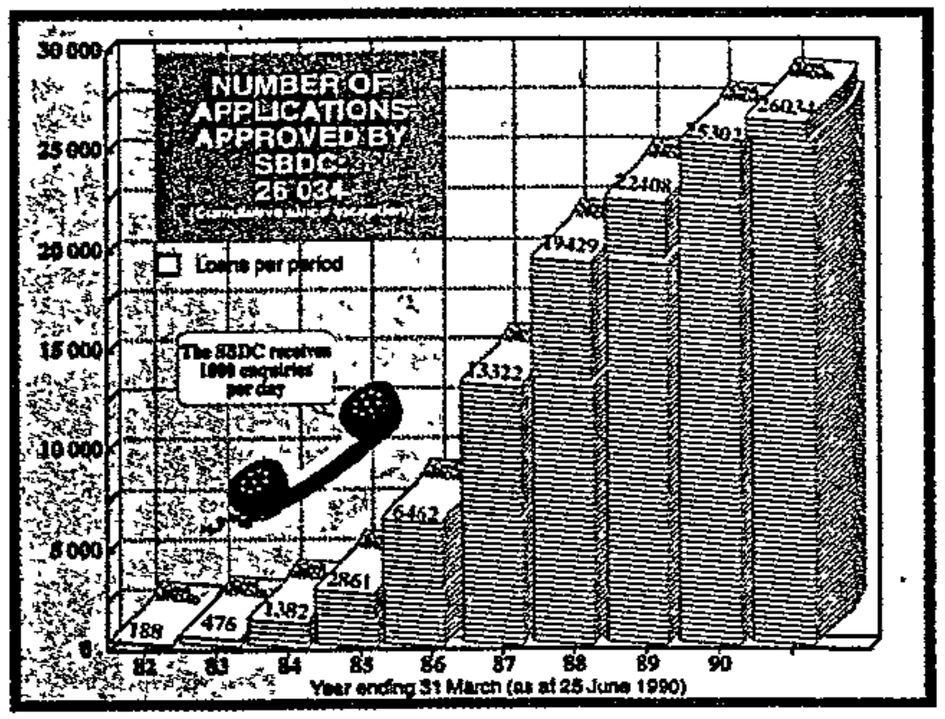
Eastern Transvaal TPA pensions official Jan van der Merwe confirmed there were "certain problems" with pensions, and called on pensioners with problems to submit their names, ID numbers and other particulars to his office so queries could be forwarded to Pretoria. The next payout will be on December 6. – Sapa

S.B.D.C. 10 years of success — A Star survey

The Giraffe, invented locally, now seen on film sets across the world







A long unwinding film of success

293

By Jacqueline Myburgh

More and more small business firms are being encouraged by the SBDC to spread their wings and test their initiative and expertise on world export markets Successes are multiplying

Ken and Deanne Eddy have used their engineering talents to break into an international arena where South Africa may have been considered still at the apprentice level — the film industry.

The husband-and-wife team found their inspiration when they spotted the sky-high cost of importing into South Africa the specialised movie equipment needed by local film-makers — in particular the sort of gear needed to shoot panoramic scenes from helicopter level

Why not design and make the apparatus here at home?

The first test of the equipment they manufactured came with the production of the well-known SA Tourism Board travelogue "A World in One Country" — with Deanne at the controls of the helicopter they used, and Ken on the camera

The critics both at home and overseas ran rave reviews The awards flowed in. So did the export orders

When the film director of the Shaka saga needed a light and versatile crane capable of swinging cameramen around at rooftop level to look down and catch the magic of the spectacular mass impi scenes, the Eddys sat down and designed a slender mechanical skyscraper that they named the Giraffe — what else?

Today, the Giraffe is an unmistakable piece of equipment on any big film set Overseas film-makers visiting South Africa were immediately interested. And today the lanky Giraffe is an unmistakable piece of apparatus at work on film sets around the world.

The Eddys currently export helicopter apparatus and cranes to Canada, Britain, Kenya, South America, France and the USA.

Their reputation goes on growing from displays at such international exhibitions as Photokina in Cologne and Olympia in London

Turnover of the business has increased tenfold in the past five years Ken and Deanne have seven employees and are currently setting up new premises at Paarden Eiland with a view to further expansion.

Three Cape Town entrepeneurs who also took the international route have had their achievements rewarded by being named in the list of "Entrepeneurs of the Month" that the SBDC uses to record top small business performers

Firefite (Pty) Ltd is a family business involved in the manufacture and export of fire detectors to almost 20 countries world-wide.

When Robert and Margerett Macfarlane started their business — installing fire detectors — 20 years ago, they operated from home. Initially, the fire detectors were imported from overseas, but soon the couple decided that they should manufacture the apparatus themselves

Two years later they opened a small office with three employees

The company expanded and today the Macfarlanes manufacture one of the world's most advanced fire detector systems They serve 70 percent of the South African market and are the only manufacturers of fire detectors in South Africa.

About 10 years ago, Robert's brother Malcolm and his wife Minnie joined the company in order to facilitate further expansion. By this stage, Robert and Margerett had visited Europe and Britain with the purpose of exporting their equipment and establishing an international company

They discovered, however, that they were not competitive on the export market but returned with knowledge which enabled them to improve their existing system to measure up to international standards.

Later, a sale and technical service centre was established in Britain, enabling the Macfarlanes to provide overseas customers with a first-class service.

Malcolm and Minnie left for England to establish and run this office

Today, Firefite fire detectors are exported to, amongst others, Britain, Spain, Italy, Portugal, Germany, The Netherlands, Belgium, Australia, Communist China, Hong Kong and Singapore Plans for further expansion are in the pipeline

The Macfarlanes' success can be attributed chiefly to their professional approach They strive towards becoming world leaders and not followers, as is clearly reflected in their motto "A Commitment to Excellence"

Another export success story is that of Gabler Medical, established 26 years ago by Alfred Gabler, senior

In those days, almost all medical equipment was imported, and Mr Gabler seized the opportunity to manufacture certain items locally, and to introduce a range of innovative products as well.

Today, Gabler Medical claims the largest share of the local market, despite having remained a small company with only 25 members of staff

Shortly after Reiner Gabler joined the company about 2½ years ago, a decision to actively seek export markets was taken.

Initially, they made use of the services of export organisations, but Reiner soon realised that their only chance of success would be to explore the overseas market personally and thoroughly

Political pressure was one of the biggest stumbling blocks and this led to their marketing the products under trademarks which would be acceptable in Europe

THEATRE: *Pact workers are dismissed after an 'illegal' strike*

Pact dogged by labour disputes

W/E Mail 5/10- 11/10/90

293

Labour disputes are dogging Pact, with the dismissal of 270 workers last week. **RAEFORD DANIEL** reports

PACT'S problems in the labour field are continuing.

Soon after breaking with the South African Association of Theatrical Managements (Saatu) and substituting its own wage contract for that agreed to with the South African Film and Theatre Union (Saftu), the Performing Arts council of the Transvaal is in dispute with the Paper Printing Wood and Allied Workers Union (Ppwawu), having dismissed 270 workers on Tuesday of last week on the grounds of their having declared an illegal strike

Patrons at the State Theatre in Pretoria had their first intimation of a problem when Denis Reynecke, director general of Pact, mounted the stage at the first interval to apologise for the botched scene changes in the first act of the ballet *Cinderella*

"As you know we are having strike problems," he said, "and the changes are being done by students and other voluntary helpers."

It is understood that at some stage other staff members, some members of the new multiracial union, the Performing Arts Workers Equity (Pawe), had also been approached to replace workers who had been sacked and that they had declined to do so, even when threatened with the loss of their jobs.

The sackings, according to Ernest Masala, Ppwawu's branch organiser for the Northern Transvaal, came about after the Pact management had called in its company lawyer to deliver an ultimatum that the "strikers" return to work within five minutes or be dismissed.

From as early as May, Masala said, the workers had been negotiating with Pact to deduct union fees through stop orders on their pay cheques.

The Pact management had responded in July that this could be implemented only after permission had been obtained from the Department of Manpower.

On September 24, the management reported that the issue was no longer in the hands of the Department of Manpower and now had to be referred to the industrial council.

The management did give the assurance, however, he said, that the issue of staff retrenchment was a thing of the past.

The workers wanted confirmation of this in writing.

At a report-back meeting the following day workers said that management was dragging its feet on the main issue of stop orders.

At 1.55pm, Masala said, management met but declined to address the workers on the issue, giving them five minutes to get back to work.

At 2.15pm, the shop stewards were called to the office, where they encountered the manager, the company lawyer and two other people.

The company lawyer said the workers had declared an illegal strike and that he would address the workers.

The shop steward's pleas that the workers would not respond to someone not known to them were ignored and the company lawyer, using a defective loud hailer, reiterated that the men were engaged in an illegal strike and gave them five minutes to return to work or be dismissed.

Many of the workers did not understand as he was speaking in English. Also many could not hear, but the company lawyer, offered a clearer loud hailer, refused to use it

Realising they had a problem, the shop steward phoned the Ppwawu office.

"I advised that the men return to work and that further meetings be arranged to resolve the matter.

"But when he returned to the meeting six uniformed policemen had arrived. In their presence the company lawyer again told the men they had five minutes to get back to work.

"I telephoned the manager to arrange a meeting on the afternoon of the 26th. I phoned again at 3 and 4.30 with a request that the men be allowed to return to work. This was refused.

"At a meeting of the 26th the company lawyer was asked to again put the position to the men after they had returned to work. His response was that the pay packets were ready for collection. He then closed the meeting and walked away."

Pact's deputy director general Louis Bezuidenhout said that management had been sympathetic to the workers' demands "to the smallest detail", but had pointed out that they were going about the matter in the wrong way. Approaches to the Department of Manpower were not going to help and could only retard developmemts in the matter.

"One of the problems was that more than one union was involved. The industrial council agreement allowed facilities for the deduction of dues from staff salaries for only one, so we advised that permission had to be sought from the council to implement the question of stop orders.

"But the members refused point blank all question of an approach to the council. We appealed to them on the Monday before the strike to write a letter to the industrial council but they refused.

"We also offered them an interim arrangement whereby dues would be accepted in the office. This too was turned down.

"The biggest problem would seem to be the recognition of the union. We had presented them with an agreement recognising the union. This, too, they refused to accept."

Screamer, 'Birds' battle in camera

(293)

Sowetan 16/10/90

Sowetan Reporter

THE press was yesterday barred by the Industrial Court in Johannesburg from publishing evidence led in the legal battle between Moroka Swallows Limited Football Club and its former coach, Mr Stanley "Screamer" Tshabalala.

The presiding officer, Mr MA Bulbulia, made the ruling following a successful application by Mr Herman Kocks, who represented Swallows.

Bulbulia made the ruling in terms of Section 67 (2)(A) of the Labour Relations Act which states that "evidence and arguments led during the hearing may not be disclosed in the media prior to the determination or award having been made available by the court".

Tshabalala, who was represented by Mr Henk Havenga, has brought an application befo : court seeking an order forcing Swallows to pay him R75 000 in salaries from July 1 1989 to September 30 this year.

Tshabalala alleges that his summary dismissal last year, before the expiry of his contract, constituted a breach of contract and an unfair labour practice.

Sowetan reporter Monk Nkomo, who was *subpoenaed* to give evidence in court, was not called to the witness stand after he had cleared certain issues with Swallow's lawyer.

The first witness to be called yesterday morning was Swallows director Mr David Chabeli.

Land issue will be focus

THE commotion among farmers about land ownership in South Africa is expected to come to a head in Pretoria next week when their organisation, the South African Agricultural Union, holds its annual congress.

A mild motion on the issue appears on the agenda, which is unlikely to placate the firebrands in the farming community. Sowetan 16/10/90

These are mainly Transvaal and Free State diehards who insist that white ownership of land outside the homelands should remain in white hands. — *Sowetan Correspondent.*

PACT's shows 'must go on'

Sowetan 27/9/90

(293)

NO performances by PACT will be cancelled - in spite of Tuesday's dismissal of 200 workers who had engaged in an illegal strike, according to a statement from the Performing Arts Council of the Transvaal.

PACT spokesman Louis Bezuidenhout told Sapa that this had been the second such strike action taken by the workers: the first had occurred on June 21 this year.

"This strike (on Tuesday) took place despite certain decisions and agreements between PACT and representatives of the staff who are members of the Paper Printing Wood and Allied Workers Union (PPWAWU)," Mr Bezuidenhout said.

"The management of PACT had explained very clearly at that time to all staff members that an illegal strike could not and would not be permitted."

Talks

He said the union and PACT's management had held discussions on Monday at which time no problems had been mentioned.

"The PPWAWU undertook to approach the Industrial Council for the theatre industry for approval of the instituting of orders to its members.

"Staff representatives arranged with management to hold a meeting to report the agreements reached. This meeting deteriorated into an illegal strike. This strike led to the dismissal of all those staff members who had participated in the strike," Mr Bezuidenhout explained.

The union spokesman was not immediately available for comment. - Sapa

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The union spokesman was not immediately available for comment. - Sapa

Pact fires 270 workers after 'illegal' strike

(293)

W/Mail 28/9 - 4/10/90

BY MARK GEVISSER

THE Performing Arts Council of Transvaal (Pact) has summarily dismissed all 270 black workers in its Pretoria office for taking part in an "illegal strike" on Tuesday.

The workers, all members of the Paper Printing Wood and Allied Workers Union (Ppwawu), range from highly specialised technical workers to chefs and office cleaners.

After a report-back from their shop-stewards on Tuesday, they demanded to see deputy general director Louis Bezuidenhout. He did not appear and the workers were fired less than two hours later after refusing to return to work.

"We wanted to see Mr Bezuidenhout," said shop steward Enoch Mawasha, "because management is stalling over granting us stop-order facilities." The workers want Pact to deduct union dues from pay-checks.

"We are willing to grant stop order facilities," responded Bezuidenhout, "but we are locked into an agreement with another union, and we are currently applying to the Industrial Council for exemption. Our representative explained this at the meeting, but the workers were unprepared to wait."

Ppwawu officials said the union has been engaged in a deadlock with management over this issue for months now; Pact, they say, has consistently refused to deduct union dues from pay cheques.

CAPE TIMES 4/8/90 (293)

Grooms in wild-cat strike

ABOUT 100 Milnerton grooms staged a wild-cat strike yesterday, according to racehorse owners — but this will not affect racing today. Negotiations on wage demands between owners and the SA Commercial, Catering and Allied Workers' Union began almost two months ago and are still on track. Last week grooms stopped work for an hour in demand of a minimum wage of R250 a week.

Grooms strike; women step in

Cape Times 6/8/90

293

Staff Reporter

NEARLY 400 grooms on a wildcat strike for higher wages would be served with an interdict today stating that they either come back to work and negotiate with trainers, or face dismissal, according to trainer Mr Darryl Hodgson.

The grooms yesterday failed to show up for the second day at the Milnerton and Philippi stables.

Discord between owners and grooms began almost two months ago with a demand for higher wages, and the SA Commercial, Catering and Allied Workers' Union stepped in to present demands for a R1 100-a-month minimum wage. Some grooms are paid only R65 a week, a union spokesman said.

About 50 women took the place of the grooms on Saturday.

According to Mr Hodgson, the horses were more manageable on race day at Kenilworth because the women "are far gentler."

"All the trainers commented on how efficient everything went, how quiet the horses were, how much more manageable they were," he said.

The women grooms at Milnerton stable said they would enjoy working on a full-time basis with the horses if given the chance because it was rewarding work.

They did not want to comment on how much grooms were paid.

Wildcat strike: 800 Cape grooms sacked

Argus 6/8/90

293

Racing Staff and Sapa

NEARLY 800 grooms involved in a wildcat strike at the Milnerton and Philippi stabling complexes over the weekend, have been dismissed.

The grooms, who have been on strike since Friday, were given until 4pm on Friday to return to work. This ultimatum was extended to 6am on Saturday.

When the grooms refused to report for work, they were given notice of dismissal for today and warned of being evicted from their quarters. This morning they had still not returned to work.

A spokesman for the trainers said today they had not spoken to the grooms and assumed they were demanding wages of R250 a week — their initial demand at a former strike.

The spokesman said if that demand was met it would put most small owners, and certainly a good percentage of the smaller trainers out of the business. "And if they go out, so will the jobs of most of the grooms.

"It would cripple the industry."

The consensus among trainers is to find alternative staff and cut down the size of their strings. Friends, family and even strangers are helping, and the horses were being exercised and cared for this morning at both centres.

The strike is presently restricted to the Cape, but the spokesman said he believed the area was being used as a "testing ground" and expected the up-country grooms to follow suit soon.

There are about 600 grooms employed at the Milnerton complex and about 200 at Philippi.

The grooms have been marching, chanting and toyi-toying on and off since Friday.

Most trainers interviewed said many of the older grooms were prepared to work but were being intimidated by younger ones. They also said they would re-employ some of the grooms, but would be looking for new staff.

Trainers also complained about a lack of security at the Milnerton complex. Reacting to this, Mr Eddie Price, general manager of the Cape Turf Club, said: "The security people are there to ensure the correct people are in the complex. That is their only function."

Saturday's race meeting at Kenilworth was almost disrupted with 30 scratchings. About four were withdrawn for legitimate reasons. The rest of the scratchings due to the strike amounted to about a quarter of the acceptances.

However, members of Cape Town's horse community rallied to trainers' aid and the meeting went off smoothly.

Picture: WILLIE DE KLERK, The Argus.

PITCHING IN: Wives, friends and racing fans pitched in at Kenilworth Racecourse on Saturday to keep the meeting going smoothly after grooms at two major training centres called a wildcat strike.

Climbers in death plunge

AOSTA (Italy). — A shower of rocks from the Italian side of Mount Blanc struck two Japanese climbers, causing them to fall 500 metres to their deaths. — Sapa-AP.

Anger as SABC ko's big fight r

JOHANNESBURG. — After sitting through 12 disappointing rounds of boxing from Barranquilla, Colombia, in the early

At the end of the fight, which according to the American commentators was won comfortably by Malinga on points,

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A call to SABC

Cape Times
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y, August 7 1990

Fired grooms refuse to quit stables

By PETER MALBIN

ROUT 450 grooms are refusing to leave stabling complexes at Milnerton and Philippi after they were fired yesterday.

n urgent meeting was held late yesterday afternoon between racehorse trainers and their attorneys in an effort to resolve the situation.

ainers have tried to hire new grooms since they fired 700 grooms for calling an illegal strike on Friday but they have been prevented from doing so by angry fired staff.

Trainer Mr Darryl Hodgson and his assistant, Mr Patrick Labuschagne, went to Goodwood showgrounds on Sunday to hire seven new grooms. An hour after returning with the new men, they were surrounded by 450 angry fired grooms, who threatened to kill their new grooms if they worked there.

"I had to take them back," Mr Hodgson said.

He said the fired grooms had been "sitting around and every few hours they go around the stables toyi-toying". Police dispersed marchers near the Cape Turf Club yesterday afternoon, an eyewitness said.

Trainers' wives and friends, mostly women, have been filling in for the grooms. The horses need to be brushed for 45 minutes every day and some are feeling the effects of the strike, Mr Hodgson said.

Grooms were fired after they failed to return to work by 6am on Saturday. They were demanding salaries of R250 a week. At Mr Hodgson's stable, grooms are paid between R100 and R130 a week and were offered an increase of R30 a week when they went on strike.

Wage talks bog down — grooms' strike goes on

By SHARON SOROUR
Labour Reporter

CONFLICT in the Western Cape horseracing industry continues after "very little" progress was made following talks between officials representing trainers and nearly 800 grooms sacked after a wildcat strike.

Representatives of the SA Commercial, Catering and Allied Workers' Union (Saccawu) met a trainers' committee yesterday but the talks over wages and the re-employment of dismissed workers failed to resolve the dispute.

Union spokesman Mr Edward Hurling told Sapa that employers refused to budge on their final wage offer of a R30-a-week increase and proposed selective re-employment.

TWO ULTIMATUMS

Philippi trainer Mr Stan Elley said: "Very little progress was made and the discussion centred on wages and re-employment."

Another round of talks was scheduled for Monday, he said.

The crisis began last Friday when hundreds of grooms from the Milnerton and Philippi stabling complexes went on strike and were dismissed at the weekend after ignoring two ultimatums to return to work

On Monday a Supreme Court interdict was issued restraining more than 400 strikers at the Milnerton stables from intimidating other workers.

This week, as trainers' friends and family stepped in to replace the strikers, trainers expressed concern over the health of their horses.

"VERY CRUEL"

Milnerton trainer Mr Mike Bass said racehorses which were kept in a confined space were prone to certain diseases

He said: "What is happening to the horses at the moment is very cruel — they have to be exercised, fed and cared for, otherwise they will die."

Philippi trainer Mr Colin Burroughs said most trainers were concerned because their horses were not getting adequate attention.

"We've just got to carry on and do the best we can until a settlement is reached between trainers and the grooms," he said.

Cape Times 14/8/90

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Trainers look at ways to replace strikers

By DANIEL SIMON

STRIKE-AFFECTED racehorse trainers at Milnerton are considering several options to replace staff if about 450 striking grooms are evicted from stable complexes tomorrow, when an eviction order comes into force following a two-month wage dispute.

The fate of more than 200 others at Philippi is still unknown, as they have not been served with eviction orders.

It was disclosed yesterday that before the wildcat strike 10 days ago trainers were paying grooms R90 to R130 a week — plus food and accommodation — and were only prepared to increase the rate by R30.

After talks with trainers' representatives, the SA Commercial Catering and Allied Workers' Union (Saccawu) dropped its weekly minimum wage demand of R250 to R150 and lowered the across-the-board wage increase demand of R80 to R40 yesterday afternoon.

Saccawu official Mr Zuzile Ramuncwana yesterday said attorneys acting for the trainers said the employers at Milnerton and Philippi were prepared to reinstate the dismissed grooms if a settlement was reached — except for 105 whom they had labelled "instigators".

Lesotho recruits?

Mr Ramuncwana said Saccawu would make a final attempt today to resolve the deadlock before the eviction of the grooms begins tomorrowe.

Trainers are considering several options should the grooms be evicted.

One mentioned by a Milnerton trainer yesterday was the recruitment of 600 Lesotho nationals at the "trainers' rate" if the strike dispute between about 40 trainers and the Saccawu is not resolved during the day.

Trainers considered the Lesotho nationals to be "better" horsemen than the dismissed grooms.

Another option was the recruitment of white women who would receive about R600 a month — the weekly minimum wage Saccawu put forward last week but which was rejected by the trainers.

The last option was the selective re-employment of dismissed grooms, coupled with the recruitment of unemployed coloured people from the Goodwood.

Several trainers said the strike had made them realise that they could get by with less labour.

Grooms' eviction ordered

Cape Times 16/8/90

Supreme Court Reporter

(293)

MORE THAN 400 striking grooms were ordered to be evicted from their hostels at the Cape Turf Club yesterday when a Supreme Court interim interdict was made final.

Mr Justice P Tebbutt also ordered that the grooms pay the costs jointly and severally.

The grooms, with more than 200 others from the Philippi stabling complex, went on a wildcat strike 11 days ago and were dismissed after ignoring two ultimatums to return to work.

Negotiations between trainers and trade union officials are due to continue this week, however, in a final bid to resolve the dispute over wages and reinstatement of the sacked grooms.

Altogether 700 grooms were sacked following the strike.

Cape Times 18/8/90

Grooms back at work as strike resolved

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THE two-month wage dispute between 700 jobless grooms and about 30 Western Cape racehorse trainers was finally resolved on Thursday night when the SA Commercial Catering and Allied Workers' Union (Saccawu) agreed to the trainers' two-figure wage increase offer.

In terms of the agreement all dismissed grooms from Milnerton and Philippi — except for four — were guaranteed immediate reinstatement by their respective employers after being dismissed on August 6 for taking part in a wildcat strike.

City attorney Ms Sue Stelsna, acting on behalf of the trainers, said the agreement reached would be "binding for a year" and no mass actions or wage demands could take place within that period.

She said the increase agreed to by Saccawu was the trainers' offer of R30 across-the-board for experienced grooms and R20 across-the-board for inexperienced workers.

However, trainers who had already increased wages from May 1 would, depending on the amount given, be exempt from the full increase.

She said the agreement also allowed trainers to reserve the right to take disciplinary action against grooms for "any misconduct" during the protracted strike.

"If grooms have any complaints on the disciplinary measures, they can take them up individually in an industrial court," Ms Stelsna said.

Ms Stelsna said other working conditions agreed to were a R50 bonus to a groom if "his horse" won a race and R5 on top of a day's salary for working Sundays.

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Talks on grooms' pay demands today

By JOHN YELD and SHARON SOROUR
Staff Reporters

NEGOTIATIONS to increase the pay package of Milnerton grooms — threatening to go on strike unless their demands are met — take place at the racecourse today.

The grooms are demanding a minimum R250 a week, plus a pension fund.

A Cape Turf Club spokesman said today representatives from each stable — about 40 grooms — would meet a delegation of trainers.

He said most of the other grievances of grooms had been met.

The last wage agreement in 1986 set a minimum R67,50 a week, and a 10 percent annual increase.

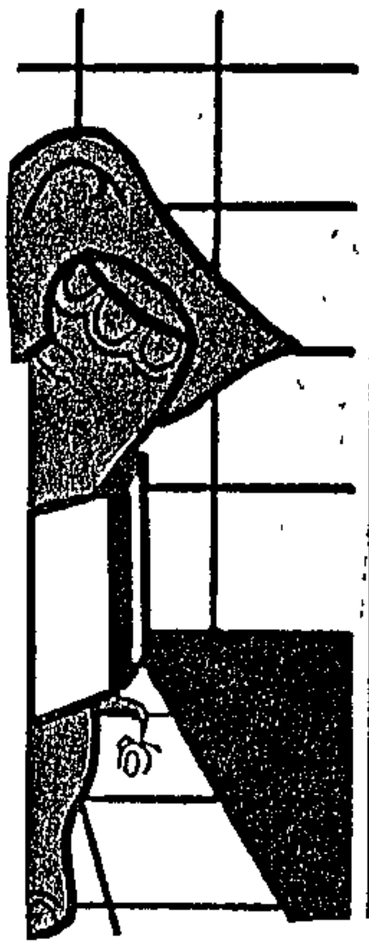
"The grooms have a valid case for an increase and this has to be negotiated," said Mr Eric Hodgson, chairman of the Western Province Owners and Trainers' Association.

"There is always the possibility of a strike, but I think it can be avoided. I can't make up their minds for them.

"I don't think racing will be interfered with. Even with a strike, racing will go on.

Mr Hodgson pointed out that the association was not directly involved in the dispute and was "merely endeavouring to assist". Of a membership of 950, only 35 were trainers.

AND NOW IT'S THE SPIRIT OF . . . STRANDFONTEIN: cheque for R777,10 greeted David Kramer and "Sexy Boy" cal District Six, when they visited Dennegeur Primary Scho accept a gift on behalf of the cancer crisis fund. Denne Rudolph van Zyl, is in the centre, with



Schoolchildren give to cancer

NTROUB
n Reporter

UR Primary cipal Mr Ru- l was so moved oman's cancer that he galvan- l pupils into ac- ort the fund.

ıtimately by the cer when both his sister underwent some years ago, sent a circular to ring them each to ırds the fund.

"When I read about the campaign in Argus Woman, it struck me that there are so many women out there who could benefit by Groote Schuur's cancer unit," he said.

His sister, who received treatment too late, died of cancer five years ago, and his mother, who is 80 now, "is still going strong and travels overseas regularly".

Attaching the Argus Woman campaign report to his circular, Mr Van Zyl said th Strandfontein Village scho knew it could depend on p

THE GROOMS . . . Some of the many grooms at Milnerton yesterday where trainers and union officials discussed wage demands by the grooms.

Cape Times 9/6/90

Picture: OBED ZILWA

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Crisis at Kenilworth stabilised

THE NEGOTIATORS . . . Horse trainers and union officials at yesterday's meeting. In the foreground a groom gives a clenched-fist salute

A CRISIS that threatened today's horse race meeting at Kenilworth was resolved yesterday afternoon, when hundreds of grooms who had threatened a stayaway agreed to work today.

But they said that unless a meeting next Thursday between the SA Commercial, Catering and Allied Workers' Union (Saccawu), which will negotiate on their behalf for higher wages, and the Owners and Trainers Association went to their liking, they would "review their position", a Saccawu official said.

Cries of "viva" and "amandla" were heard when Saccawu officials, a delegation of trainers and hundreds of grooms met at the stables complex in Koeberg Road, Milnerton.

After numerous thinly-clad grooms stood in a freezing wind to air their grievances, an agreement was reached on Thursday's meeting

A Saccawu official said demands would include a minimum wage of R250 a week, a pension scheme, alternate Sundays off and fixed working hours.

He alleged some grooms were paid as little as R65 per week and that child labour was being used.

Grim-faced members of the Owners and Trainers Association declined to comment afterwards

A trainer said the unionisation of grooms was new to him and he would leave it to the association to sort out the matter.

Grenade attacks policemen shot dead

ARGUS 8/6/90

The Argus Correspondent

TWO policemen have been killed, one shot and wounded and hand-grenades hurled at a police barracks in attacks on police in townships.

The attacks yesterday were the latest incidents in an apparently co-ordinated campaign against the police, their families and homes.

Yesterday's killings took place in Ntuzuma near Durban and Kagiso near Krugersdorp.

In Ntuzuma a sergeant on his way to work was shot in the back of the head at 4.14am, a police spokesman said.

In Kagiso gunmen with AK47s opened fire on a municipal police patrol last night.

One policeman died, his body riddled with bullets, and a second, a Constable Dladla, was wounded in the foot.

The killers fired from a vehicle and sped off.

Hand-grenades were thrown at a police barracks in Bongweni, near Kokstad in Natal. No one was injured.

The names of the dead have not been disclosed.

FANATICAL: A Brazilian World Cup soccer maces during a training session of the Brazili Italy.

Racing strike threat by grooms

ARGUS 8/6/90

(293)

Racing Staff

MILNERTON grooms are threatening to blacklist tomorrow's race meeting at Kenilworth unless their demands for a pay increase are met.

The grooms want a minimum R250 a week plus a pension fund, or they will not work. And the grooms at the other centres will follow their lead.

The last agreement on wages — in 1986 — set a minimum R67,50 a week and a 10 percent annual increase.

A spokesman for Milnerton trainers, Greg Ennion, one of the seven-strong delegation who will negotiate with 800 grooms at Milnerton today, says the demands are "awesome".

He said most trainers paid far more than the minimum. "Some of the demands, I feel, are quite justified, but R250 is unreasonable."

Trainers are preparing for a stayaway, arranging for friends and amateurs to help work the horses at the weekend and to take them to the course.

New performing arts body is launched

STAR 21/5/90 By Garalt MacLiam (293)

The Performing Arts Workers Equity (Pawe), a new body representing various categories of workers in the entertainment industry, was formally launched during a special meeting at the Market Theatre yesterday.

Attended by more than a hundred people, the meeting resolved that Pawe would be non-racial, without political alignment and anti-censorship.

Discussions have already taken place between Pawe's interim committee and council members of the South African Theatre Union (Saftu) with the intention of incorporating or merging Saftu with the new group.

An executive committee of eight members was elected with Ramolao Makhene as chairperson; Maishe Maponya as vice chairman; Carol Steinberg as treasurer and Vanessa Cooke as secretary. The other members of the executive are John Kani, Malcolm Purky, James Mthoba and Mark Fleishman.

would-be emigrants was up on last year.

Angry rangers ask: 'Are we the next endangered species?'

ARGUS 4/4/90

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By JOHN YELD
Environment Reporter

ARE game rangers the next endangered species?

This question has been posed seriously by rangers angry and disillusioned with their "disgraceful" salaries and service conditions.

In an article in The Game Ranger, official mouthpiece of the Game Rangers Association of Africa, Mr Ken Coetzee put the problem into perspective by pointing out that those involved in conservation had been all but ignored during the recent campaign to save the endangered black rhino.

"All the emphasis has been on the poacher, the prize and the persecuted, with scant mention of the dedicated force of men who attempt to ensure the continued survival of the species," he wrote.

HOLLOW PROMISES

"Throughout this country there are teams working day and night for a common cause — the conservation of our natural resources.

"What is never mentioned is the disgraceful service conditions and salaries earned by game rangers, nature conservators or whatever else field staff in State employ may be called . . .

"I think I speak on behalf of all nature conservators and game rangers when I say that job satisfaction is no longer adequate compensation for dedication, loyalty, concern and effort."

Mr Coetzee said poor salaries in the government conservation field were a "well-known and largely accepted fact". During 18 years of service, he had heard numerous "hollow promises" about improvements.

Recently there had been immense disillusionment due to the failure of a promised salary parity adjustment, aimed at increasing nature conservator salaries to the level of newly acquired forestry conservation component in all provinces, and there had been a spate of resignations.

WALL OF BUREAUCRACY

Mr Coetzee pointed out that game rangers, in addition to a working biological knowledge for their primary task as conservators, had to be able to work with the public and politicians; they had to be competent planners, financial and personnel managers, they also had to have a knowledge of road-making, building, water supply mechanics, machine maintenance and general trouble shooting.

Every conservation effort was dependent on a dedicated staff, and the only way to retain such a staff was by paying an adequate salary, he argued.

"Conservation agencies have once again come up against a solid wall of bureaucracy and, we are assured, there is no way around the system.

"There are, however, numerous bodies concerned with endangered species and perhaps the game ranger should, too, be listed as an endangered species

Black rangers not allowed to arrest whites

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Argus 23/3/90

By JOHN YELD, Environment Reporter

BLACK rangers are still prevented from arresting whites who transgress conservation laws in terms of the latest National Parks Board regulations.

Technical amendments to the National Parks Board Act were passed by parliament last month.

But the racially based clause 27.1 — in terms of which black rangers may not arrest whites who contravene board regulations — was left intact.

This has upset some people — particularly those involved in the new Richtersveld national park.

In terms of an agreement between the board and the local community, some residents will be employed when the park is established.

However, they will not be able to arrest any whites who are the main culprits in the lucrative succulent trade, in which plants are stripped from the veld by poachers using four-wheel-drive vehicles.

OFFENDING CLAUSES

The chairman of the Western Cape branch of the Wildlife Society, Mr Jan Glazewski, said he believed it would have been opportune to remove the offending clause when the amendments were passed.

Asked to comment, a spokesman for Environment Affairs Minister Gert Kotzé said the amendments had only addressed urgent technical and legal problems in the former Act.

The National Parks Board was "at this very moment" scrutinising the Act to identify all "antiquated" clauses to remove these.

Mr Kotzé emphasised that with the spirit of change and reform emerging in all spheres, clauses like these should be removed from all South African statutes.

"This matter is receiving on-going attention," he said.

Kruger Park workers back

Sowetan 17/3/90

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ALL workers who were on strike at the Kruger National Park's main camp, Skukuza, have returned to work, according to park head Dr Salmon Joubert.

SABC radio news reported yesterday services were operating normally.

Joubert said there were no difficulties in any of the park's rest camps.

The grievances of the workers, who were dissatisfied about their wages, were addressed on Friday. - Sapa.

kicking down the front door of his home and demanding the cash at gunpoint.

Cape Times 9/3/90

Strike hits race day

(293)

DURBAN. — A three-day strike by grooms at Clairwood Park racing stables caused all the Clairwood-trained horses running at Scottsville yesterday to be scratched.

Cape Times 21/5/90

Country Club strike called off

DURBAN. — The entire black staff of the Durban Country Club downed tools to enforce wage demands — in the middle of the Dewars White Label trophy golf competition — but later called off their strike about midday after negotiations with the club management.

The workers, members of the South African Commercial, Catering and Allied Workers' Union, said they stopped work after management refused to negotiate with their representatives.

A shop steward said that about 350 people were involved. — Sapa

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SOWETAN Thursday August 3 1989

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Cash waits for 5

RED CROSS HIRES PR FIRM

SOUTHERN Transvaal region Red Cross chairman, Jean Roberts, yesterday said a "fair amount of damage" had been done to the society through "having to react" to allegations of racism by former employee, Bongani Khumalo, and a public relations company had been enlisted to prepare a response to reports made in the media over the last three months.

Mrs Roberts said the SA Red Cross was in danger of being "turned out" of the world body because of persistant allegations from black staff of racism.

Khumalo, a former assistant director of the southern Transvaal region of the Red Cross, was dismissed about three months ago. Thirty seven Red Cross workers, who staged a strike in protest against his dismissal have also been dismissed.

On Monday night 500 black members of the southern Transvaal region walked out of an extraordinary meeting of the Red Cross in Johannesburg.

Mr Bongani Khumalo

Mr Khumalo later told Sapa the members had walked out because their challenge to the body's executive committee over charges of racism were dismissed.

He said black members of the Red Cross would begin working independently of the white-controlled executive in black areas, using "whatever Red Cross equipment we can lay our hands on."

FACTFILE – by Norris McWhirter

THE Legal Resources Centre is holding in trust R1 100 which it wants to pay to five former employees of Shareworld Entertainment Centre following the settlement of a labour dispute which took place last year. But if cannot trace them.

By THEMBA MOLEFE

The centre's spokesman, Mr Trevor Bailey, said many letters had been written to the workers advising that their money was held in trust on their behalf but had been returned marked "address unknown or "no such number."

Names

The names of the workers, their last known addresses and amounts due to them are:

Gloria Beyi, 8250B Zone 6 Diepkloof (R144); Aaron Mashele, 2978 Xaba Street Wattville (R288); Thabo Mazemela, 119 Aloe Ridge, Esselen Street, Hillbrow (R396); Christina Radebe, 5058B Zone 5, Matubatuba Street Diepkloof (R144) and Elizabeth Baloyi, 114 Zondi 1, Kwa Xuma (R144).

The money is the outstanding payment which Shareworld agreed to give the workers when the settlement was reached.

The centre's offices are at 401 Elizabeth House, 18 Pritchard Street, Johannesburg. The telephone number is (011) 836-9831 and the postal address, PO Box 9495 Johannesburg 2000.

Meeting

THE National Taverners Association will hold its executive monthly meeting at Fleetway House, Bree Street, Johannesburg today, a 1pm.

Chairmen of all regional branches are asked to attend.

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Women grooms change scene at Strandfontein

ronwyn (left, Anna and trainer Lennie Taylor put their charges hrough their paces at the crack of dawn as they work out with some of the horses.

by DEREK WILSNAGH
Racing Editor

RACEHORSE trainer Lennie Taylor has never been one to sit back and watch the world go round — and, his latest contribution to his trade could have some very interesting repercussions.

Taylor has incorporated two full-time women "grooms" into his Strandfontein-based operation, a sector almost totally dominated by blacks, claiming the move has been a resounding success. And another two are on the way.

Faced with major labour crises once or twice in the past and constantly struggling to cope with the unreliability of his labour force, Taylor decided there had to be some way to improve the quality and, particularly, reliability of his grooms.

He place an advertisement in a newspaper and along came Bronwyn Light and Anna Riddle. Taylor feels they already have become indispensable.

"All the trainers experience the same problem with their labour and I know there are many who would love to follow suit," he explained.

He said of his women grooms: "They love the horses, and this is imparted to the animals. They care for them as if they were their own. This not only makes my job far easier, but also puts the animals in the right frame of mind.

"Of course, when I advertised I had several applicants, but you soon find out who has the temperament and ability for the job and they sort themselves out.

"Not just any woman can cope with the work involved.

"They must have the ability to work with a racehorse, yet be firm enough to prevent them from becoming pets.

"Now I just ignore them and people are getting used to the idea and leaving me alone.

"The work with the horses themselves is fabulous.

"I worked over in England on a stud farm and at a riding school and actually came over here to visit some friends.

"I applied for a visa and got a job as a groom with Mike McLachlan in Port Elizabeth. When I saw the job down here advertised, I snapped it up.

"Bronwyn and I are already riding work and look after two horses each, beside the other jobs around the farm.

"However, the problem is accomodation. If the turf clubs could build suitable facilities for white grooms, they are out there and it could be a step in the right direction, in the long term,.

"Blacks have been involved in racing almost since its inception. Comparing our grooms to those overseas, you would have to search hard to find one anywhere near the standard required. They are few and far between."

Taylor says he does not pay his grooms much more than his ordinary labourers, but does offer them accommodation and the odd "perk", like being able to keep their own horses on the farm.

"The owners would not mind paying a little extra once they appreciated the positive effect it would have on their horses.

"With the right attention they are all well-mannered and the prevention of vices (bad habits) becomes far easier.

Stud farm

"Now, I don't have horses' mouths yanked or unnecessary abuse of an animal. Simply because these women understand horses and are willing to learn."

Taylor plans to eventually have four women and four men to manage his 30-strong string.

Women have long been in use overseas, but how do they fit into the local scene?

"I have found it no problem," says Anna.

"The only thing that sometimes makes me angry are some of the crude comments passed at the parade ring as I lead my horse around. That has taken some getting used to.

"We feel we can handle a horse as good as anyone else. The only time the strength of a man would come in handy is carrying bales!"

Bronwyn has also been involved with horses from an early age. Born in Bulawayo, she had her own horse from the age of nine.

She lives for horses and has also made the transition with a minimum of fuss.

She too had a short spell with Mike McLachlan after doing a Horse Masters course in Durban and could not envisage life without her four-legged friends.

"Most of the other grooms do not seem to mind us," she said.

"I don't think they see us as a threat to their livelihood. Others are a little resentful, perhaps, but we just keep to ourselves and do our job."

W/E ARGUS 20/8/1988

STEADY on! Anna proves her competence in the parade ring as a mischievious Ocean Run kicks out in exuberance.

Pictures: DANA le ROUX, Weekend Argus

MOTHERLY love? Anna and Bronwyn share some spare time with an inmate of the stables.

Stimela standstill over Gallo strike

CAPE TIMES 20/7/88 (293)

JOHANNESBURG. — Music groups contracted to the Gallo record company have refused to work until the strike by about 400 Gallo employees is resolved, a spokesman for the Commercial Catering and Allied Workers Union of South Africa, Mr Abie Rhamalope, said yesterday

The union spokesman said Stimela, Plush and Volcano were among the music groups refusing to perform in terms of their contacts with Gallo in solidarity with the workers.

The canteen workers went on strike on Friday over a wage dispute at various Gallo plants on the Reef.

They are demanding an across-the-board increase of R262 a month Management's offer is R108 a month.

Other demands include a reduction of the working week from 45 hours to 40, a 13th cheque and recognition of tribal doctors in the medical aid scheme. — Sapa

July losers

Sowetan 30/6-6/7/88 (293)

Grooms' grim life

By JOHN KHUZWAYO

DURBAN. — Certain losers at Saturday's Durban July Handicap are the grooms.

By the time their 18 well-bred charges enter the starting stalls for South Africa's richest horse race, millions of rand would have been splurged by punters, trainers and owners.

But whether their charges win or lose, life for the grooms will remain grim and bleak.

An investigation into their working conditions this week at the Summerveld stables, where the July runners are stabled, revealed a shocking migrant labour system.

Summerveld, about 30 kilometres from Durban, is owned by Natal Racing Properties, a subsidiary of the Durban, Clairwood and Scottsville turf clubs.

Some of South Africa's most expensive and famous race horses are stabled here. With a three-metre concrete fence topped with razor-sharp barbed wire and patrolling security guards, it is almost as impregnable as Fort Knox.

To gain entry and interview the grooms, I had to pose as a shabbily-dressed and desperate job-seeker.

The investigation showed that:

- grooms earned an average wage of between R40 and R60 a week for a nine-hour day;
- they were employed by various trainers and owners;
- grooms were subjected to strict "gestapo-like" security;
- they were not granted leave or leave pay;

TO PAGE 3

July losers

FROM PAGE 1

- most grooms were migrant workers from Transkei, Lesotho and Bophuthatswana;
- they were not allowed to join trade unions and
- grooms were fined if found with girlfriends in the hostel.

Groom Mr Charles Adams said he was near pensionable age, but only earned R60 a week.

"I've been a groom for longer than I can remember," he said.

In rare cases grooms earned about R70 a week.

They had to wear security disks around their wrists at all times.

Mr Thembinkosi Khanyisa said the grooms did not have "any social life".

He had been fined R70 when he was found with a woman in the hostel.

Khanyisa, from Bizana in the Transkei, said they were expected to travel to any part of the country at "short notice".

Another groom, who only gave his name as Molefe, said the "atmosphere" at Summerveld was a like a "prison camp".

He said they were provided with medicines, but only for injuries sustained while grooming the horses.

"You can't get sick as the horses need your attention all the time".

Molefe said the grooms "desperately" needed a trade union. They had gone on strike about a year ago for better wages and working conditions.

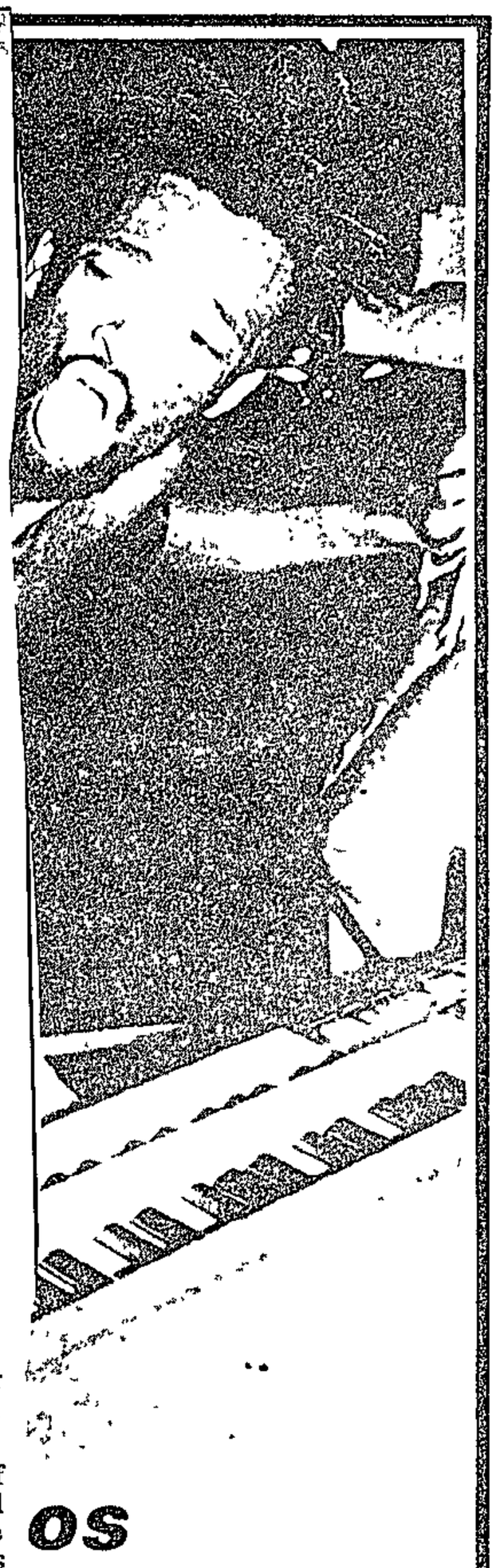
The secretary of the Durban Turf Club, Mr AD Furness, said Natal Racing Properties was not responsible for the working conditions of grooms at Summerveld.

He said stables were leased to trainers and owners who employed the grooms on an individual basis.

"The wages paid and the working conditions vary from trainer to trainer. if you want to know more about these things, then you must speak to the individual owners and trainers," Furness said.

Furness, however, refused to disclose the telephone numbers of the trainers and owners saying he was not empowered to do so.

He said the Transkeian Consul in Durban visited Summerveld regularly to examine the working conditions of Transkeians.



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30/6-6/7/88 Sowetan

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FAWU RALLY WILL PULL IN THOUSANDS

Sowetan 25/5/88

293

THOUSANDS of Food and Allied Workers' Union members are expected to attend the union's cultural rally at Nasrec, Crown Mines on June 4.

Fawu regional chairman, Mr George Nene, said the rally was being called to "bring workers together and revive our culture."

"It will be a great day for workers and this will be an effort to revive our culture, which has been ravaged by so-called Western civilization".

Activities lined up for the day include a performance by Bayete, Thandi Klaasen, Shadii, Imilonji ka Ntu, Jazz Pioneers and a "Living Wage Drama" to be presented by a cultural group from the Congress of SA Trade Unions.

Mr Nene said the event would be filmed and a booklet covering the rally produced.

MR NENE

• About 100 Market Research African employees have called off their work stoppage and returned to work on Monday.

Ccawusa official, Mr Amos Mothapo, said the company had agreed to re-open talks with the union.

Ccawusa demands a R360 a month across-the-board increase, R760 monthly minimum, a 13th cheque, improvement of the housing loan scheme and double overtime pay.

MRA has declined to comment on the dispute.

• The Johannesburg Biker Riders Association is to hold a general meeting in Soweto on Sunday.

Jobra official, Mr Sipho Mgaga, said new office bearers would be elected at the meeting. The meeting starts at 10.30am.

Horses have it better than people

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By GEORGE HILL

AT Milnerton Race Course horses are treated better than people.

While the horses owned by millionaires sleep in stables, the men who feed, brush and train them, sleep in the open bush and in holes when it rains.

About 200 women and children from Transkei and Ciskei have invaded the Milnerton bush, opposite the stables, to be near their husbands and sons.

They are staying in the bush because the stable owners would not allow them to stay with the men. At night they throw blankets over small trees to protect themselves against the wind.

Despite having rooms to stay in, the men still sleep with their families to protect them at night.

Mrs Margaret Lusese said the stable owners told them to go and live in Khayelitsha.

"We cannot stay far from our husbands because they work seven days a week and if we are not around they do not give us any money.

"I was assaulted with a sjambok once when I waited for my husband at the gate. I wanted money to buy food for the baby," she said.

Bundles of clothing and blankets are scattered around. The children eat dry brown bread which they down with luke-warm water.

Most of the children know no other home but the bush.

The adults can hardly speak English and are scared to speak to strangers.

The squatters claim they are harassed by the police almost daily and have to pay R20 fines for trespassing. One of the squatters broke her leg when she tried to run away from the police one night.

Ms Simonia Anthony does not stay in the bush, but supplies the squatters with cooked food.

"These people moved from the homelands because there was not enough money to support their families. Now that they are here, they still do not have enough money. They also do not have a place to stay," she said

"They are too scared to cook food. The smoke might attract the police and then it is off to jail again. So I bring them what food I can."

Mr E Amoedo, of the Cape Turf Club, said there were only bachelor quarters at Milnerton.

"The trainers are prepared to provide material and transport to and from Khayelitsha for the families to erect houses there.

"The grooms are not employed by the Turf Club, but by individual trainers," he said.

Women waiting for their menfolk outside the Milnerton stables

PIC: FANIE JASON

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Actors strike pay deal with SABC after union stages first walkout

By DOUGLAS GORDON: TV Correspondent

IE SA actors' union this week ned its first contract on pay d working conditions with the BC.

ictor Carel Trichardt, head of the Film and Theatre Union FTU), said his 700-strong, multi-ial membership was satisfied h the terms.

le also described the past 15 years rustration on both sides, with the ors resenting low fees, 20-hour king days and sloppy producers nd the SABC sceptical over some ors' unreliable behaviour.

□

the past, the SABC/SAFTU s were so erratic an actor could ned the cost of day's TV produc- — up to R50 000 on a big series — did not arrive on set.

rel said: "It didn't happen but ABC was entitled to do it. There major faults on both sides. I ed the lead in TV's Bart Nel in for R2 000 and it has been re-ed twice since.

ow we get 25 percent of the original fee for the second repeat showing."

The SABC will also pay the actors 15 percent of the profits it makes from video rights, overseas sales and other spin-offs from successful series.

But the SABC retains the rights to popular TV characters, such as Skollie in Vyfster, not the actor who plays the part.

Actors whose voices are dubbed before screening — as Anneline Kriel's was in the Skoppensboer series in 1985 — will now be notified, to avoid embarrassment.

Carel said: "Actors have suffered as budgets for TV dramas have soared to millions of rands and booming overseas productions have shown them just what they may be worth outside SA."

The new contract gives actors an eight-hour daily working shift — "a call" — at a fee of between R50-R250, with stars like Gordon Mulholland, Sandra Prinsloo, Marius Weyers and Bill Flynn earning R250 a day and extras earning R50-R100.

□□□

Actors earn an extra "half-call" for working between 10-12 hours and an extra "second call" for working 12-16 hours a day.

The contract limits the number of calls an actor can make a month to 23 — giving stars a maximum R5 750 plus overtime.

All actors get a a day off in every seven, not necessarily on Sundays.

The terms for top actors may seem low, by comparison with the American stars. Richard Chamberlain earned R2-million each for King Solomon's Mines and Alan Quatermain in Johannesburg in 1985/6 — plus R2 000 expenses, 5-star hotel accommodation and other perks in flights and cars.

Local actors are in heavy demand for commercials, dubbing work, promotions, TV and radio appea ances and, of course, for other stag film and TV productions outside th SABC.

This contract does not limit thei chances of taking other work, but th SABC has first rights on an actor wh signs for an in-house production.

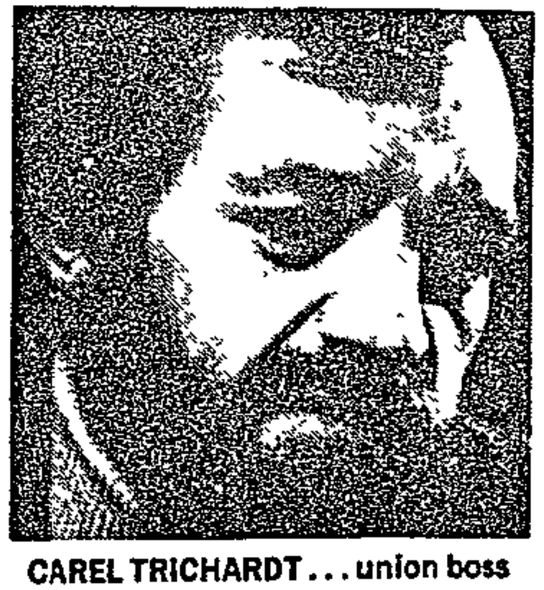
This avoids previous disputes ove actors leaving a drama set — i costume and make-up — and grab bing a few hours of dubbing work elsewhere between camera calls o dumping the SABC job if they get a better movie part at short notice.

Carel said: "The SABC said this caused actors to be over-tired and unreliable.

"We said actors had suffered sitting around all day on set while directors faffed about and, finally, went home without pay.

"Now we'll discipline our actors' conduct and the SABC will tighten up its daily actors' calls. The discipline suits both sides."

A "decency clause" also applies — with actors and actresses now given ample warning of parts that include nudity or sensuality, and the option of refusing a scene without losing the role.



CAREL TRICHARDT . . . union boss

In turn, the SABC insists actors must stay within 60km of the production site and — similar to airline pilots — swear off drink, drugs and "dangerous activities" which may risk life or limb from the rehearsal stage to the filming and post-dubbing period.

Carel said: "Most of it is common sense but it's good to have it on paper

"In the same way, actors now have the right to insist on stunt-people or stand-ins for risky moves on set — like getting out of a car on a crowded highway or jumping over a wall.

"The SABC has been constructive and encouraging within the confines of its budgets for TV and radio work, including the rates for voice-overs and dubbing and paid medical checks before productions.

□□□

"The full contract includes fees for repeat screenings, rehearsal and post-production work and compensation for cancelled bookings.

"In cases of major disputes over fees or conditions, both sides agree the issue should go to arbitration."

Carel became chairman of SAFTU in 1983 and immediately began pushing the SABC to agree to a full working contract. He said SAFTU's next step would be to finalise similar terms with film and TV production companies.

We'll not strike

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DD

22/11/88

JOHANNESBURG — Black caddies have denied reports that they had been planning to strike during this week's R200 000 Lexington PGA at the Wanderers, Johannesburg, golf course, but admitted they met to discuss various grievances.

Jerry Tabane, who caddies for Wayne Westner, is acting as a spokesman for 25 caddies who want to form a Touring Caddies' Association.

"Our grievances as reported in the Press were basically right, but there was never any talk of striking," said Tabane.

"And our action has nothing to do with the boycott by black golfers or with politics," he added.

The caddies, all of whom travelled round the country during the circuit caddying for top golfers, had decided to take legal advice in forming an association.

"At the moment caddies are not organised at all," said Tabane. "We would like to see caddying put on a proper footing, with the PGA keeping a register, and a scale of fees and other matters properly set out so that our basic working conditions are laid down."

At the moment, he said, the only stipulation was that players must pay their caddie a minimum of R15 per round.

"But R15 or R20 is no money at all for carrying a big bag round the course, and generally having sessions fetching and carrying balls at the practice tee before and after the round.

"We think R40 would be a reasonable amount to ask for, and if the players don't like that, then there must be extra for sessions on the practice tee."

There was also a need to establish a percentage players must pay caddies of their winnings

"We think five per cent is fair, and that is what is generally paid to caddies in Europe and the US At the moment no figure is set down, and it is entirely up to the generosity of the players.

There was also a need, said Tabane, for some form of insurance cover for caddies on the practice ground

"At times you are standing there with balls flying all round your head, and it is amazing more caddies don't get injured We feel it should be laid down who is responsible if a caddie is injured." — Sapa

Living and learning together in Shareworld

David Crary: Johannesburg

On the outskirts of Soweto, rising like a mirage amid ridges of gold-mine refuse, is the first Disneyland-style theme park to cater primarily to South African blacks.

Whites, too, are welcome at Shareworld, and a small but steady stream of them have come since the complex opened in mid-November. It is one of the few places in the country where white families can be seen swimming, playing and picnicking in a predominantly black environment.

The centerpiece of Shareworld is an artificial sea, complete with concrete islands a 610 metres sand beach and wave-making machines powerful enough to accommodate Africa's first-ever inland surfing competition.

Other outdoor attractions include water slides, a roller-skating track and a collection of farm animals Inside Share City, intended to resemble a Mediterranean fishing village, are a discotheque, a gymnasium, educational exhibits, a computer centre for schoolchildren and an eight-theatre cinema complex

All this represents a major advance for Soweto, the country's largest black township, which previously had two cinemas and five public swimming pools for more than two million people.

"There's no question that Soweto is something of a recreational desert," said Shareworld's executive director, Reuel Khosa. "This place came in as an oasis."

On the business side, Shareworld also is breaking new ground It is believed to be the largest enterprise in the country controlled by black shareholders, 880 of whom own 60 percent of the stock.

The remaining shares are owned by a management company headed by Khosa, a black, and Jonty Sandler, a white developer They serve on the board of directors along with seven of the blacks who bought shares

The complex cost almost R28 million to build, but Sandler says management will resist the temptation "to make a fast buck" to recoup the investment.

Admission to the water park, the most expensive of the various sections, is R5 per adult and R3 for children Special bus and taxi services bring blacks to the park from depots in Soweto and in downtown Johannesburg, about 16 kilometres away

At peak periods during the Christmas holidays, Shareworld drew more than 30 000 people a day, several times more than nearby Gold Reef City.

Shareworld's owners hope to attract 1,5 million visitors during 1988 Their prospects are rated as good by the Financial Mail.

"It is difficult to see Shareworld not succeeding," the magazine said in its Dec. 25 issue "There is no serious competition, and it is not blighted by any known political curse."

The Johannesburg-Pretoria region has South Africa's largest concentration of whites, about two million, but they are outnumbered by at least five million blacks in the area. Thus far, Shareworld's white patronage is probably less than 10 percent, but its advertising attempts to appeal to both races in accordance with its motto "Living and learning together."

"Our goal here is to bring together people of all racial groups," Khosa said in an interview. "We're trying to construct a miniature future South Africa. We are under no illusions as to the enormity of the challenge"

City Press described the opening of Shareworld as "a victory for all those South Africans who still believe that there is hope in South Africa."

The only major controversy encountered thus far has been an accusation by a black labour union of unfair employment practices.

"Shareworld exploits," said a pamphlet distributed by the Commercial, Catering and Allied Workers Union. "We want people to enjoy themselves, but not at the expense of workers and their families."

The union said Shareworld employees earn an average of R320 a month, work nine hours a day, seven days a week, have no lunch hour and "live in constant fear of dismissal"

Khosa termed the union's claims "erroneous and misleading."

He said only 100 of Shareworld's 600 employees have full-time, salaried positions. The others, willingly accept "flexi-time" positions that are paid by the hour, with working schedules determined by the level of business at the park.

He acknowledged that some workers receive as little as R1,50 an hour, but said these were students working at part-time jobs. The average hourly wage, he said, was R3,50.

Funds for Shareworld were loaned by Standard Bank, with a 10-year repayment schedule If the project proves successful, Standard reportedly may develop Shareworlds near Durban, Cape Town and elsewhere.

"We regarded it as a credit risk, but this was over-ridden by our assessment of Shareworld as an excellent project," Standard executive Don Macey told Business Day. "We regarded it as tremendously worthwhile and relevant."—Sapa-AP

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Mass discord by jockeys

CAPE TIMES 3/6/89 293

By PETER DENNEHY

VETERAN jockeys said yesterday that raising jockeys' minimum weight from 48kg to 50kg from August 1 would not change lifestyles or stop the dangerous practice of "wasting" — whereby some can lose up to 6kg in one day.

Mr R A Bell, chairman of the Jockey Club of South Africa, announced this week that the minimum racing weight for jockeys would be raised to 50kg "as a result of a nutritional study by the Medical Research Council".

The study had shown that their rapid weight-loss techniques "may have long-term ill effects on their health".

Their short-term methods of losing weight are all based on dehydration, either by taking medicines, "sweating it out" in saunas or exercising in special plastic outfits.

Dr Demetre Labadarios, the director of the MRC's metabolic research group at Tygerberg Hospital and Stellenbosch University, described their weight loss methods as "pathogenic".

Veteran jockey Mr Stanley Amos said jockeys would still diet and "waste", despite the new limit

Former champion jockey Mr Bert Abercrombie said he had spoken to jockeys who said the change would be "nice" in the short-term, but since 99% of them rode at less than their natural weight, they would simply stabilise at two kilograms heavier.

"In a few months they will be taking off the same amount," he predicted.

Future of 90 now in doubt

28/5/89

Star

THE jobs of more than 90 staff members at Shareworld are in the balance following the announcement that the centre is to be liquidated.

Standard Bank public affairs department spokesman Mr Don Macey yesterday said that the matter was "very sensitive" and will be treated with "extra care."

Shareworld owes the bank R45 million.

Macey said that specific activities, including the re-sited gymnasium, the cinema complex and the arena, which have been operating successfully, would not be affected for the time being.

Standard Bank's public affairs department

Decision

"A decision on the future of the project will be taken soon, he said, adding, "sensitive issues are involved at this stage and we have to be careful."

The bank hoped to "knock-out" the R45 million which Shareworld owed.

There had been approaches from several people who intended taking over the centre, Macey said.

He promised that shareholders would get their money back.

He said the future of the 90 employees was still to be decided.

A shareholders meeting will be held on Saturday.

Beyond skiet-en-donner bioscope

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8/8/88

"My little doggie's name is Caspir ... " artists take part in "Peace of Resistance", their contribution to the Weekly Mail Film Festival's anti-censorship theme Picture: STEVE HILTON-BARBER, Afrapix

A new film organisation aims to encourage sophisticated local film-making. FABIUS BURGER reports

THE Film and Allied Workers Organisation, launched in Johannesburg on Sunday, wants quite simply to bring all South African film-makers together

Other film and technical organisations tend to limit themselves to the establishment and work from a privileged position, says Laurence Dworkin, Fawo chairperson Film-makers on the parameters are neglected "A new South African cinema cannot truly reflect its own society without the input of the majority voice

"Our immediate aim is to look at funding We're employing a full-time co-ordinator

"What we're hoping for is a centre, not offices, where film-makers can come together, where workshops, forums and so on can be held We even hope to have our own cinema "

An initial emphasis will be on training, on spreading the skills around

The organisation also hopes to forge international links Potential overseas backers and funders are often intimidated by the cultural boycott and don't know whom to look to "We hope to play a practical and advisory role here," says Dworkin. And, he adds, they also hope to convince international film-makers there are local film-makers interested in serious and sophisticated films about the country The organisation would investigate ways of making those films here

Mi Hlatshwayo and Harriet Gavshon

Vice-chairperson of the organisation is Moekinyana Molete with Harriet Gavshon as general secretary Other committee members are Brian Tilley (who heads the education and training committee), Liza Key (distribution and exhibition), Angus Gibson (projects), Mark Newman (information and research), Kevin Harris (head of the production committee) and Manie van Rensburg, elected as an additional member for his general film experience

● South Africa's film production list is long — and full of action/adventure gunk for the international market, mainly aimed at video. This boom is deceptive, Van Rensburg says

"If I look at the film industry, I see a lot of people with their tongues hanging out, trying to lick the last drops of a melting ice cream," he says "One can only reflect with sadness that the investment the taxpayer has made has amounted to little more than a few million in a few producers' pockets, and some very, very bad films "

Rumours abound in the industry The subsidy's to be changed The tax system's changing 'The tax system's always changing," says Manie 'It's become so complicated nobody can understand it anymore "

The government's task force, headed by Morné Coetzer, is looking at the film industry An internal memo on its preliminary investigations is expectedby mid-October One change that is fairly certain to be made will be the registration of scripts before they qualify for subsidy or tax benefits

"If this happens," muses Manie, "it could work like the Australian Film Commission and judge on quality regardless of content Or it could be another censorship board — rather like asking Michaelangelo to register his plans for the statue of David and getting them approved by the government of the day. I suspect there are a lot of Leni Riefenstahls waiting like eager beavers in the shadows The industry at the moment is like a snake eating its own tail, getting smaller and smaller all the time There is a need to look to the future

"We hope to see films emerging that will truthfully address the problems and joys of South Africa, that will create a forum for open discussion, and a sense of solidarity so that people can exchange ideas in a mutual support system "

Serious films trek to the Cape

JUST when it seemed certain well-regarded films would never make their way from Johannesburg to Cape Town, Ster-Kinekor announces its 1988 Monte Carlo Film Festival from October 7 to 20.

There will be Liliana Cavani's *The Berlin Affair*, the story of a Nazi diplomat's wife (Gudrun Landgrebe) who has an affair with the daughter of the Japanese ambassador (Mio Takaki)

A young man's childhood during the Nazi occupation of Holland features in *The Assault*, which won Fons Rademaker an Oscar for the Best Foreign Film in 1987.

Nobody's Fool, by Evelyn Purcell, stars Rosanna Arquette and Eric Roberts in an off-beat romantic comedy based on the play by Beth Henley

When the Wind Blows is the screen adaptation of Raymond Briggs' best-selling comic-strip tale of Jim and Hilda Bloggs and The Bomb

Dangerous Moves is described as a powerful drama unfolding amid a chess championship in Switzerland. It stars Michel Piccoli, Liv Ullman and Leslie Caron.

Wim Wenders' *Wings of Desire* is an angel who falls in love The film won Wenders' the Best Director award at the 1987 Cannes Film Festival

In *A Certain Desire*, Sam Waterson stars as a police inspector asked by French police to investigate the death of a member of a Bordeaux dynasty Marisa Berenson, Lauren Hutton co-star.

Gaby — A True Story tells of Gaby Brimmer, born with severe physical disabilities, she tapped out her life story with her left foot on an electric typewriter. The film stars Liv Ullman

Other films set for the festival include Jerzy Skolimowski's *The Lightship* with Klaus Maria Brandauer and Robert Duvall; *Square Dance* (with Jason Robards, Jane Alexander, Rob Lowe and Winona Ryder); Peter Greenaway's *Belly of an Architect*, Peter del Monte's *Julia and Julia*, *Wolf at the Door*, a biography of Paul Gauguin, Diane Kurys' *A Man in Love* and the Swedish-French film *The Sacrifice*.

GAYE DAVIS

Tickets for Harare

TICKETS for the Amnesty International concert in Harare next month will be available in Johannesburg possibly by Tuesday or Wednesday next week.

As reported in last week's *Weekly Mail*, 20 000 tickets will be available They can be obtained from the offices of the Student Representative Council of Wits University.

A representative from the Wits SRC indicated that foreign exchange problems were holding up the arrival of the tickets, but they were expected next week. "We are still waiting for clearance from the Reserve Bank," the representative said. "But when they finally come, God help us. I don't know how 20 000 people are even going to get on to the campus."

The concert — which features Bruce Springsteen, Peter Gabriel, Tracy Chapman, Johnny Clegg, Youssou N'Dour and several local Zimbabwean bands — will take place in Zimbabwe's National Stadium in Harare on October 7.

To contact Wits SRC, Phone: (011) 716-3082.

Adrian Hadland

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Piekniek Op Ongeduld

By RENEE MOODIE and FIONA CHISHOLM

CAPAB last night sacked one of its top men, the award-winning drama department chief, Mr Johan Esterhuizen.

The unprecedented move was taken after Mr Esterhuizen held an unauthorized press conference yesterday on the controversial cabaret "Piekniek by Dingaan". His dismisssal takes immediate effect.

Capab also scrapped the Nico Malan season of the censored version of the cabaret following the withdrawal of its director, Mr Gerrit Schoonhoven, along with co-writer and cast member Mr Johannes Kerkorrel.

Mr Esterhuizen last month received the SAA Performing Arts Award.

His sacking followed three days of meetings within Capab on cuts to "Piekniek" and Mr Esterhuizen's press conference in which he announced that he accepted certain cuts — but was defying an order not to speak to the press.

He said last night that some "really important" issues had been raised — including those of "internal censorship" and the right to public discussion.

"We have to face our public and the media — it's important for people in the arts to have the courage of their principles. If I wasn't denied the right to speak to the press, I would have been able to retain my commitment to Capab," he said.

He did not know his plans for the future.

"Piekniek", among the most successful fringe productions at the Grahamstown Festival, has been dogged by controversy. Capab said on Monday that the play would be moved from the Nico Theatre to the smaller Arena and that cuts were possible.

Faced with accepting three cuts to the production and a loss of personal credibility — or losing the show entirely — Mr Esterhuizen accepted the removal of the word "God", the tune to the words "Wat 'n vriend het ons in PW" and a parody on the national anthem.

Capab board chairman Mr Theo Marais said last night that difficult discussions on "certain small changes" to the text "to clear up a few offensive points" had been reported to the press with Mr Esterhuizen's prior knowledge.

"He requested permission to make his own press release which I regarded as totally unnecessary," said Mr Marais, who asked that the matter be taken up with Capab's general director, Mr Gé Korsten.

Mr Korsten refused, but when Mr Esterhuizen held it anyway there was no option but to fire him "with immediate effect".

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Top Capab man sacked

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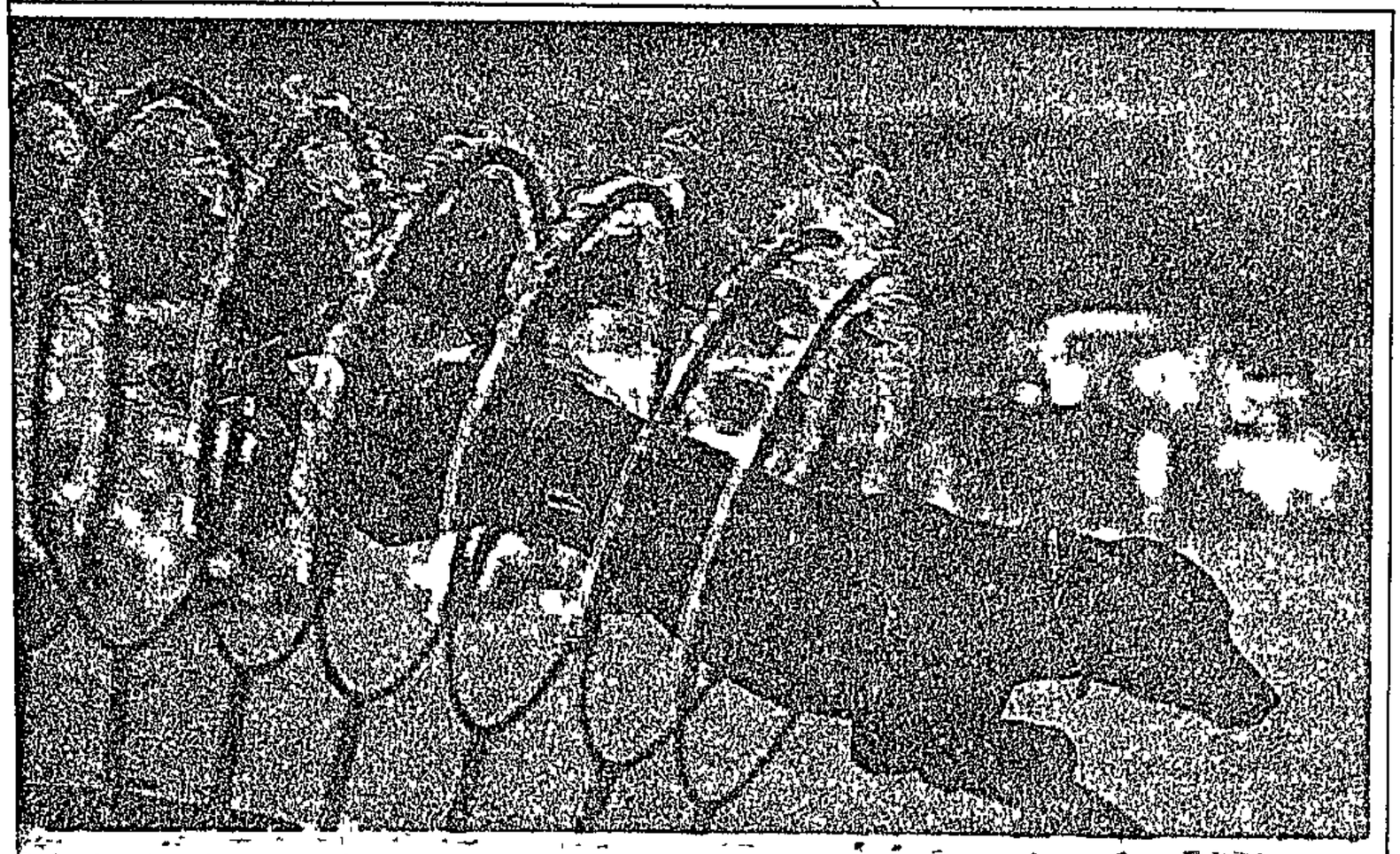

G . . . A police dog jumps through burning hoops during a police display in the Strand. The display, which is a 75th anniversary of the police force, will be taken to Paarl tomorrow before moving to other venues in the Boland next week.

Picture ALAN TAYLOR

By RENEE MOODIE and FIONA CHISHOLM

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n tell court of rape terror

. . . raped and had been unable to have a normal birth

This was evidence in the trial of Mr Louis Pietersen, who pleaded guilty to two charges of rape and five charges of housebreaking He also pleaded not guilty to a charge of murder, two of rape and four of housebreaking

Mr J Vermeulen, for the state, said that though Mr Pietersen had pleaded guilty to seven charges, evidence would be led because the state would ask for the death sentence

The first woman said that on March 3 last year she was sleeping alone in her Tamboerskloof home and woke to find Mr Pietersen in her bedroom He told her he was looking for money, then grabbed her with one hand and held a screwdriver to her face with the other.

He had forced her through the house and in the kitchen exchanged the screwdriver for a breadknife

"He held the knife to my throat and said he would kill me if I screamed."

She struggled, but he hit her in the mouth, pinned her to the floor and raped her, she said

She was now terrified of being alone and was nervous in the company of men, she said

The second woman said that about noon on May 15 last year she was alone in a three-storey townhouse in Kloofnek Road which she shared with her boyfriend — now her husband — and three

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Capab resignation dramas

By FIONA CHISHOLM

CAPAB Drama's publicity officer Ms Hiliary Hutchinson has resigned as a direct result of the sacking on Thursday night of drama head Mr Johan Esterhuizen.

"There are some principles you can't put in your back pocket and sit on," she said yesterday. "I disagree entirely with the firing of Johan Esterhuizen. Under him Capab Drama has developed into one of the most successful companies in the country and I have been very proud to be associated with it. I no longer feel that way.

"He was fired on political terms without taking into account any of his artistic standing."

In another day of drama at Capab yesterday, sparked off by the suggested cuts in, and ultimate dropping of, the controversial cabaret "Piekniek by Dingaan", the production of Schalk Schoonbie's new play "Huise Vol Uile" has also been cancelled. This was because its director, Gerrit Schoonhoven, objected to Capab's internal censorship over "Piekniek".

The chief director of Capab, Mr Gé Korsten, said yesterday: "Gerrit Schoonhoven, who was also directing 'Piekniek' for us, walked away from the production because he does not like our methods of working.

"We have relieved him of directing 'Huise Vol Uile' and have cancelled the play. We will try to find a replacement."

The play was due to open at the Nico Arena on October 3. Those who have booked for "Pieniek" and "Huise Vol Uile" will be refunded at any Computicket outlet.

● Interview with "Piekniek" author André Letoit — Page 7.

STUNNING BLOW . . . Top racehorse trainer and record breaking former jockey, Mr Stanley Amos, 72, holds the skull cap which saved him from a serious injury after he was assaulted with an iron pipe. Picture: ANNE LAING

Cape Times 22/3/91

Stanley Amos hurt in attack

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Staff Reporter

RACING trainer and former record-breaking jockey Mr Stanley Amos, 72, was attacked with an iron pipe this week — but he escaped serious injury because the riding skull cap he wore absorbed the impact of a blow to the head.

The attack occurred at dawn on Monday while Mr Amos was riding at the Milnerton cinder track.

After four stitches for a deep laceration on his forehead, Mr Amos said that had he not been wearing the cap the blow would "definitely have cracked my skull".

He was confronted by a man speaking in Xhosa as he rode through a gate.

"As I turned around I saw this pipe come flying through the air and I tried to move away but the blow caught me on the head," Mr Amos said.

As he rode away, he was hit in the back by a brick, which cracked several ribs.

● Horseracing trainer Mr Alan Forbes is in serious condition in Johannesburg Hospital after being beaten on the head early yesterday morning at Turffontein. He was attacked while watching the horses train.

HOUSE OF DELEGATES

QUESTIONS

†Indicates translated version.

For oral reply:

General Affairs

*1. Mr D K Padiachey—Finance. [Question standing over]

***Bibliathon '91*: R1 million**

*2. Mr K PANDAY asked the Minister of Finance.

(1) Whether, in view of the State President's announcement that R1 million was to be given to *Bibliathon '91*, a proportionate amount is to be given to non-Christian organisations;

(2) whether he will make a statement on the matter?

D161E

The DEPUTY MINISTER OF PLANNING (for the Minister of Finance):

(1) The Bibliathon is a voluntary national initiative for the promotion of Bible distribution, through which, it is estimated, roughly three-quarters of the population are affected as adherents of the Christian faith and has been evaluated on merit in the same way as any other praiseworthy initiative of general importance.

Other national voluntary initiatives that meet requirements similar to those of the Bibliathon have been supported in the past and will in the future be considered for financial support, due regard being had to the merits of such initiatives.

(2) No.

Group of entertainers: visa applications

*3 Mr K PANDAY asked the Minister of Home Affairs:

(1) Whether his Department received any objections to the granting of visas to a certain group of entertainers, whose name has been furnished to the Minister's Department for the purpose of his reply; if so, (a)(i) from whom, (ii) when and (iii) what was the nature of these objections and (b) what is the name of the group in question;

(2) whether he will make a statement on the matter?

D162E

The MINISTER OF HOME AFFAIRS:

(1) Yes

(a) (i) Mr A Rajbansi, MP

(ii) 2 May 1991.

(iii) He referred to

— the role of the ANC in respect of visas for Indians coming to South Africa,

— the timing of the concerts in relation to the arrival of Lata Mangeshkar;

— too many similar shows, and

— confusion between the Star Nite and the Lata Mangeshkar Show

(b) Lata Mangeshkar Group

(2) The hon member is referred to the media release of the Department dated 6 May 1991, a copy of which I lay upon the Table.

Media release by the Department of Home Affairs concerning the granting of temporary permits/visas to Indian and Pakistani Artistes

For immediate release

In view of negative press coverage concerning the Annu Malik and Lata Mangeshkar tours, the Department of Home Affairs wishes to reiterate the important aspects of the previous press release of 11 February 1991 in this regard

At a meeting held on 11 February 1991 under the chairmanship of the Minister of Home Affairs, Mr Gene Louw, and attended by senior officials of the Department of Home Affairs, Ministers of the Ministers' Council and representatives of political parties in the House of Delegates, the parties *inter alia* unanimously agreed—

— that they were against the re-introduction of a quota system but were in favour of allowing the free market forces to dictate the frequency of visits by artistes,

— that cognisance should be taken of the fact that the Department of Home Affairs is the only authority empowered to issue work permits to foreign artistes,

— that all applications for work permits/visas must be submitted to the Regional Representative, Department of Home Affairs, Durban at least one month prior to the proposed tour.

It has come to the notice of the Department that promoters publish advertisements and sell tickets prior to the submission of applications This practice cannot be tolerated and if any promotor persists with this practice, he is jeopardising the favourable consideration of such applications in future

The Department of Home Affairs invites promotors planning tours by artistes from particularly India and Pakistan to liaise timeously with the Regional Representative of the Department in Durban He will advise them of the correct procedure and the requirements regarding the admission of foreign artistes into the Republic of South Africa.

Issued by Liaison and Information, Department of Home Affairs, Pretoria 6 May 1991

The LEADER OF THE OFFICIAL OPPOSITION: Mr Chairman, arising out of the hon the Minister's reply, is he prepared to check the facts? Secondly, is he prepared to confirm that in a discussion with the Director-General of his Department I indicated that Sahara Stage Show Promotions and Lata Mangeshkar were not to be hurt in any way? Is the hon the Minister prepared to check those facts and correct his answers?

The MINISTER OF HOME AFFAIRS: Mr Chairman, I am most certainly prepared to investigate this matter to the best of my ability. The hon the Leader of the Official Opposition spoke to the Director-General of the Department and made certain statements. These were then investigated and certain information was conveyed. To the best of my knowledge, this met with the agreement of most members of the community.

The LEADER OF THE OFFICIAL OPPOSITION Mr Chairman, further arising out of the hon the Minister's reply, I would like to put my second question more clearly. Is the hon the Minister prepared to check that I conveyed to the Director-General firstly, that Lata Mangeshkar must not be hurt or embarrassed in any way as a result of reservations expressed by an institution and, secondly, that Sahara Stage Show Promotions must not be hurt in any way? Is the hon the Minister prepared to check those facts?

The MINISTER Mr Chairman, I am quite prepared to accept that when the hon the Leader of the Official Opposition raised the question he did not want to hurt anybody and that, in fact, goes for us as well The hon the Leader of the Official Opposition's request basically came down to whether the visit could be deferred, because there was the problem of two groups visiting at the same time and of tickets being sold for both groups As a result of the advertising of the one group and the sale of tickets for that group while the other group was still touring the country, the writing was on the wall in that the group that was still busy with their performances was bound to suffer a financial loss As a result of that and also after discussions, I believe that a *modus operandi* has been decided upon to prevent an occurrence of a similar nature in the case of future events

The LEADER OF THE OFFICIAL OPPOSITION Mr Chairman, further arising out of the hon the Minister's reply, is it not correct that the Department has been guided by a comment by the Department of Education and Culture in the House of Delegates?

The MINISTER: Mr Chairman, the relevant Department will be asked for a recommendation and they are free to make a recommendation, but the final decision in this connection is taken by the department and by me.

Mr N SINGH: Mr Chairman, further arising out of the hon the Minister's reply, is he prepared to reveal to this House the exact nature of the objection made by the hon the Leader of the Official Opposition.

The MINISTER: Mr Chairman, I think I read it out quite clearly in my reply. I cannot add anything to that

The MINISTER OF EDUCATION AND CULTURE. Mr Chairman, further arising out of the hon the Minister's reply, I would just like to make it clear that the Department of Education and Culture did not at any stage object to the Lata Mangeshkar Show coming to South Africa.

The CHAIRMAN OF THE HOUSE. Order! That concludes the questions arising from question 3.

Cato Manor: undeveloped land

*4. Mr M RAJAB asked the Minister of Planning, Provincial Affairs and National Housing:

(1) Whether he recently paid a visit to Cato Manor in order to decide on the future of the undeveloped land there; if so, (a) when, (b) with whom did he meet and (c) what was decided;

(2) whether he will make a statement on the matter? D172E

The DEPUTY MINISTER OF PLANNING (for the Minister of Planning, Provincial Affairs and National Housing):

(1) On request of the Minister of Planning, Provincial Affairs and National Housing I paid a visit to Cato Manor

(a) 14 May 1991.

(b) I held a meeting with representatives of

Administration: House of Delegates
Administration. House of Assembly
Natal Provincial Administration
Development and Housing Board
Westville Town Council
Durban City Council
Minister Y Moolla MP, Mr C J van R Botha, Administrator of Natal, Mr V A Volker MEC and Dr D S Rajah MEC were amongst those who attended the meeting.

(c) During the visit to Cato Manor it was decided that all relevant facts and inputs which have an effect on the development of the Greater Cato Manor Area be identified with specific reference to vested rights and interest of all parties concerned. This action is being co-ordinated by a Chief Director of our Department in deliberation with officials of the Department of Planning, Provincial Affairs and National Housing and the Office for Regional Development in co-operation with officials of the Natal Provincial Administration the Administration: House of Delegates, as well as the city councils of Durban and Westville

A complete report will be submitted to the Minister and subject to his approval, the recommendations will be discussed with all the role players

At this point in time it is already clear that the problem regarding squatters in the area is a short term issue that should be given urgent attention.

(2) No

Mr M RAJAB. Mr Chairman, arising out of the hon the Deputy Minister's reply, could he please tell hon members of this House when it is estimated the report will be completed.

The DEPUTY MINISTER OF PLANNING: Mr Chairman, I can give the hon member for Springfield the assurance that my instructions to our Chief Director were to complete it sooner rather than later. I sincerely hope that we will have a report on the matter within the next fortnight.

Single-sex hostels: conversion

*5. Mr M RAJAB asked the Minister of National Health:

(1) Whether the State President assigned to her Department the task of co-ordinating a programme to convert single-sex hostels into family units, if so, (a) when and (b) in what manner;

(2) whether her Department has now completed this programme; if not, (a) why not and (b) when is it expected that the programme will be completed, if so,

(3) whether she will make a public announcement on this programme; if not, why not; if so, when;

(4) whether she will make a statement on the matter? D173E

The MINISTER OF NATIONAL HEALTH:

(1) No,

(2), (3) and (4) fall away.

Own Affairs:

Chairman of the Ministers' Council:

Ministerial Representatives: inefficiency

*1. Mr P PADAYCHEE asked the Chairman of the Ministers' Council:

(1) Whether, in view of the statement made by the Minister of the Budget and Auxiliary Services in this House on 13 May 1991 in regard to the inefficiency of the Ministerial Representatives, he will take the necessary steps to (a) have them replaced or (b) have their posts abolished; if not, why not, if so, (i) what steps and (ii) when;

(2) whether he will make a statement on the matter? D167E

The CHAIRMAN OF THE MINISTERS' COUNCIL:

(1) (a) No.

(b) No. At the outset I wish to inform you that the Minister cannot terminate the services of Ministerial Representatives as this is the prerogative of the State President

While it is true that Minister Raman Bhana expressed his personal frustrations in regard to the functions of the Ministerial Representatives, the Ministers' Council has no intention whatsoever of recommending to the State President the scrapping of these posts

The Ministers' Council regularly reviews the functions and performance of our Ministerial Representatives and is satisfied that they are discharging their responsibilities within the guidelines laid down for the performance of their duties.

(i) Falls away

(ii) Falls away.

(2) No

Mr M RAJAB. Mr Chairman, arising from the reply of the hon the Chairman of the Ministers' Council, will he concede that it appears to be the general consensus in this particular House that these Ministerial Representatives should, in fact, be axed?

The CHAIRMAN OF THE MINISTERS' COUNCIL Mr Chairman, it is not a question of the feeling of hon members in this House A provision for Ministerial Representatives is part of parliamentary requirements and these people have been appointed, as in other Houses in Parliament. This is why I do not know why aspersions are regularly cast in this House on the functioning of Ministerial Representatives. I think it is totally unfair

The LEADER OF THE OFFICIAL OPPOSITION Mr Chairman, further arising out of the reply of the hon the Chairman of the Ministers' Council, especially his last two sentences, is it not correct that the question of the creation and the filling of the posts of Ministerial Representatives was regularly criticised by his party?

The CHAIRMAN OF THE MINISTERS' COUNCIL: Mr Chairman, that is possible, but it is a fact that these posts exist and they have to be filled.

Mr P PADAYCHEE. Mr Chairman, further arising out of the reply of the hon the Chairman of the Ministers' Council, has he sacked the previous Ministerial Representatives and does he have the power to recommend that the hon the State President do so?

The CHAIRMAN OF THE MINISTERS' COUNCIL: Mr Chairman, when this party came into power, we carried out the provisions and rules of this House and appointed Ministerial Representatives They were members of our party, but there was nothing to hide. The same applies to the House of Representatives and the House of Assembly

Ministers

Indian family in Kranskop: land expropriated

*1. The LEADER OF THE OFFICIAL OPPOSITION asked the Minister of Housing:

(1) Whether his Department has received representations in respect of the return of land expropriated in terms of the Group Areas Act, No 36 of 1966, from an Indian family in Kranskop, Natal; if so, (a) what is the name of the family and (b) what is the extent of the land involved,

Birds pay shock

Sowetan 7/6/91

Whites earn more

(293)

By HORATIO MOTJUWADI

WHITE players are paid more than their black teammates at Moroka Swallows Limited.

An investigation by *Sowetan* shows that except for Calvin Peterson, who joined the club two years ago, no black player earns more than a white.

In fact, Peterson is among the highest paid soccer players in the country, alongside Sundowns' Harold Legodi and Ernest "Wire" Chirwali.

The three each earn more than R3 000 a month.

I can also disclose that the disparity in

To Page 2

White Birds earn more

Sowetan 7/6/91.

(293)

From Page 1

salaries at Swallows has been a bone of contention for some time.

It was cause for concern for Andries Mpondo. He was fined more than his monthly salary at the beginning of the year for staying away from team practises.

Mpondo, a former captain, is the longest-serving player at Swallows, having joined them in 1984.

But the disgruntled star midfielder takes home less than half Peterson's salary.

Mpondo also earns less than half what Les Grobler and Noel Cousins earn. Both earn more than R2 000 a month.

Cousins started at R1 500 - almost, if not the same, salary as Ronnie Molotsane in 1989. But the former Arcadia ace striker and Les Grobler received substantial increases shortly afterwards.

White players such as Gregor Willie and Graham Lowe earn less than R2 000 a month, much more than Mpondo's salary.

Pawe probes 'rip-off' of film extras

W/Mail 26/7-1/8/91. (293)

Farm labourers paid R10 a day as extras, a foreign star in blackface — allegations are swirling round an American film being shot near Pretoria.

RAEFORD DANIEL reports

ALLEGATIONS of the exploitation of farm labourers employed as extras in a film being shot north of Pretoria are being investigated by the Performing Arts Workers' Equity. It has been reported that these people, some cast in speaking parts, are being paid as little as R10 to R15 a call.

Pawe organiser Francois Venter said that, with the present state of the industry, it is difficult to establish a going rate, but it is generally conceded that the absolute minimum an extra should be paid is from R50 to R80 a call and that, if minimal dialogue is required, from R175 to R200.

"It is a matter of grave concern," he said, "that people employed in speaking parts should be exploited like this.

"The situation also has grave implications for the industry as a whole. If people with no previous experience are pulled out of the bush to do expert work, the position of professional actors will be placed in jeopardy. The situation can lead only to a decline in quality that, in the end, will reflect badly on the industry.

"It is important that a precedent be set, that the South African film industry is not to be exploited any further under any circumstances."

The film company, Heatherwood, under producer Art Payne, is shooting a film, the working title of which is *Okavango*, north of Pretoria for American television.

The extras are being used in a "lost tribe" situation and some of them are required to speak in "an African language".

Barrie Saint Clair, production manager, said in response to Pawe: "What is the problem? There is such poverty in the rural areas, we are actually helping people."

"If the budget is X amount for salaries, we are making it go further by employing, say, 20 people instead of four, paying less but employing more.

"The trade unions have messed up the film industry in other countries and now they are starting on us."

He alleged that the extras were not employed for the full day, but observers who declined to be identified said that, after completing work before the cameras at noon, they had to hang around the set until nightfall because no transport was provided for them.

It was also reported that, while the executives were billeted in luxury hotels, the actors, including the black star of the film, had to sleep on a collapsible bed with the farm labourers.

The director of the film, Danie Odendaal, who had been fired without notice after objecting to the situation, declined to comment.

He has been replaced by Wayne Crawford, who is a member of American Screen Actors Guild.

The guild expressed concern when approached by Pawe, but said there was not much they could do at this stage.

Sharp criticism has also been expressed at the fact that the lead actress, a Canadian, Kimberley Stark, is being made up to play a black person.

"It is difficult," Venter said, "to believe that they could not find a local actress for the role. It is ridiculous that, in 1991, it should still be deemed necessary to resort to Al Jolson blackface tricks."

Gina Benjamin, a former executive member of the South African Film and Theatre Union, said that, in a Saftu survey a year ago, it had been established that R80 a call was the absolute minimum that should be paid for extras, particularly as people were paying up to 20 percent in agent's commissions. For dialogue, the mimimum was R120 a call.

The SABC rate for extras, she said, was R120 with no dialogue.

Giana Pisonelli, a casting director, said: "This is digusting. I am horrified. They haven't paid that sort of money since 1969. This is taking unfair advantage of people."

Greg Pitts, producer for CMS/Sunshine productions was incensed at the idea that extras could be paid as little as R10 to R15 a call

"This is going back to 18-voetsak times, when we tied people to wagonwheels and whipped them," he said.

He argued she had been well trained and rehearsed, knew her lines and movements, and was well aware of the shaft on the stage of the State Theatre.

There had been enough light for her to see the lift on which she had to exit, Mr Maritz added.

State prosecutor D van Wyk said Miss Young had not been sufficiently rehearsed on stage, and the accused should have foreseen that she might make a mistake in such circumstances.

He said it was clear from the evidence already before the court that a dangerous opening had existed in the stage, and that the accused had been well aware of the danger, but did not take sufficient measures to protect actors. — Sapa.

Court dismisses plea by Pact boss

(293) (131)

Star 3/8/91

PRETORIA — The Pretoria Regional Court yesterday refused an application to dismiss all charges against Performing Arts Council of the Transvaal director Francois Swart and assistant director Michael Williams in terms of the Machinery and Occupational Safety Act.

The charges arise from a 17-m fall by understudy Gaynor Young during a 1989 performance of the musical "Camelot" in the State Theatre in Pretoria, resulting in Ms Young being becoming partially blind and deaf.

The magistrate, F J Mostert, said two points had to be kept in mind: whether the evidence before the court was sufficient to secure a conviction, and whether there was a reasonable probability that defence evidence could contribute to the State's case.

After considering these questions, and hearing argument by counsel for the State and defence, it was his opinion the application should be refused, Mr Mostert said.

The trial was postponed to January next year.

Defence advocate S Maritz SC, earlier argued it was incomprehensible how Miss Young could have fallen down an opening in the stage floor, caused by the momentary lowering of a lift.

Cultural workers confer on a charter

South 15/8 – 21/8/91. (293)

A conference with the theme 'Towards a Cultural Charter' held at UWC last week revealed more disagreement than accord. It also revealed that artists are largely absent from important debates on cultural policy.

KAREN WILLIAMS reports:

"TOWARDS A CULTURAL CHARTER" was the theme for the Federation of South African Cultural Organisations (Fosaco) conference held at the University of the Western Cape last weekend But what emerged was that cultural workers are far from unanimous about how the issue of a charter should be tackled.

Omar Badsha, national executive member of Fosaco, said the conference was a follow-up to a conference held by the organisation in December.

"There was recognition by cultural workers that we needed to define the new role of culture and to look at developing a new cultural policy," said Badsha

"We must recognise that the demands of cultural workers can only take effect if we clearly identify what our demands are."

The conference was the start of a series of national debates that are to be organised around the country. There will be a big national workshop in September where the issues raised will be discussed further.

Badsha said Fosaco hopes to have a draft of the cultural charter in a few months time.

The issue of education was one that had to be tackled — "we have to look at redressing the legacy of apartheid", said Badsha. But he added that "an affirmative programme of action must in no way undermine other cultural rights".

He said that Fosaco had consulted with representatives from the arts and cultural world. "The broadest spectrum must debate. The issue of culture pertains not only to the liberation organisations," he said

However, the Johannesburg-based African Writers' Association (AWA) does not see a cultural charter as a priority because they feel that more work should be focused on developing writers' skills.

"We have to seriously upgrade our skills first," said Patrick Ngamlana of AWA. "We first have to attain some kind of achievement and all the other things will come after that"

Many cultural workers felt that the conference was a preliminary meeting and therefore no conclusion was reached.

What was apparent at the conference, however, was the lack of input from artists themselves. Most of the input came from academics and others active in the various debates on art.

Numerous aspects were debated but it was clear that cultural workers had no definite policy or strategy on democratising the arts.

One delegate, who was "not happy" with the proceedings at the conference, said: "All the organisations are doing their own thing. The charter has to come from the people themselves and the community must have the first say." □

Reinstate workers, Pact told

By Shareen Singh Star 17/9/91

The Performing Arts Council of Transvaal (Pact) was ordered by the Industrial Court yesterday to reinstate 299 workers, dismissed in September last year after an illegal strike.

Presiding officer M Bulbulia ruled that the dismissal constituted an unfair labour practice.

He ordered the reinstatement of the workers, with six months' back pay and no loss of benefits — including pension benefits.

Furthermore, the employees must be reinstated on the same terms and conditions of their employment before their dismissal.

(293)

The workers stopped work, demanding that Pact's general-director explain why the company had refused to grant them stop-order facilities for their union subscriptions for the Paper, Printing, Wood and Allied Workers' Union.

Giving his ruling, Mr Bulbulia said that the company failed to give the employees a fair ultimatum before the dismissals.

They were dismissed within an hour of their work stoppage.

Pact also failed to consider certain relevant matters before the dismissal, such as the length of service of the workers — many of whom had worked for from four to 26 years — and the fact that the workers had not engaged in a stoppage before.

Furthermore, Pact did not consider any alternative options to the dismissals.

"The illegality of the strike was thus far outweighed by the unfair and cavalier manner with which the respondent dealt with the strikers," Mr Bulbulia said.

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the existing system, which denied attorneys a right of audience in the Supreme Court other than in the ... sufficient experience or the capability to appear in certain specialised cases or in cases of a serious and com- ... before certain specialised tribunals presided over by a judge, they virtually never exercise that right in practice"

Pact must reinstate workers

B/Day 19/9/91

293

VERA VON LIERES

THE Industrial Court has ordered the Performing Arts Council of the Transvaal (Pact) to reinstate 299 workers dismissed at its Pretoria office last September for taking part in an "illegal" strike.

The workers, all members of the Paper, Printing, Wood and Allied Workers' Union (Ppwawu), include technical staff and office cleaners

Industrial Court deputy president and presiding officer M Bulbulia last week ordered Pact to reinstate the workers with six months back-pay and restore all benefits and rights, including pension benefits.

Ppwawu members stopped work in September last year, demanding to see Pact management to find out why it had not granted workers stop order facilities for union subscriptions.

Union officials said that at the time the union and management had been deadlocked over the issue for months.

Bulbulia ruled that Pact failed to take into consideration the length of service of the strikers, many of whom had been with the company between four and 29 years.

Pact should have taken into account the loyalty of its employees, and that they had not embarked on a work stoppage before. In addition, strikers had not been disorderly during the strike.

Further, Pact should have considered that losing employment would deprive workers of their benefits, including pension benefits

Pact also failed to give workers a fair ultimatum before dismissing them and did not consider alternatives to the dismissals, Bulbulia ruled.

Pact deputy general director Louis Bezuidenhout said yesterday it was premature to comment on the ruling as Pact had not yet received the final documentation.

He said the position of workers employed after the dismissals remained unchanged.

Fired Pact workers reinstated by court

W/Mail 20/9 - 26/9/91. (293)

By DREW FORREST

IN AN important judgment, the industrial court has reinstated 300 workers fired last year by the Performing Arts Council of the Transvaal (Pact) with backpay amounting to close to R1-million.

The workers, members of the Congress of South African Trade Unions' Paper, Printing, Wood and Allied Workers' Union, were fired last September after striking over demands for the recognition of their union and the implementation of stop-orders. They were given an hour to return to work.

Reinstating the workers with six months' backpay, court vice-president MAE Bulbulia in part relied on industrial court precedents. Many workers had long service — some of up to 25 years — while workers had previously shown "devotion, fidelity and constancy" to Pact.

But in a vital new breakthrough on unfair dismissal, he also found workers had a legitimate expectation to a hearing before losing pension, housing, educational and other benefits through a mass firing.

The workers' lawyer, Pam Stein, said Bulbulia was applying precedents set in the supreme court in regard to public servants fired during last year's hospital strikes. "He's imported administrative law into the industrial court," she said.

In terms of the celebrated Moira Tuck case, bodies such as the SABC and Pact fall under the Labour Relations Act.

Actors' unions set to merge — if they can sort out their debts

W/Mail 27/9-3/10/91 (293)

South Africa's two performing arts unions are set to merge — if they can sort out a money problem, reports **BELINDA BERESFORD**

MONEY, not politics, is holding up the merger of the two performing arts unions, the South African Film and Theatre Union (Saftu) and Pawe, the Performing Arts Workers' Equity. The dissolution of Saftu and its absorption by Pawe is planned for the end of this year.

Pawe is refusing to take over Saftu's debts, and both sides admit this is the remaining obstacle to merger: more than a year of negotiations has ironed out most of the ideological differences between the two leaderships.

A major part of Saftu's liabilities comes from paying actress Gaynor Young's legal fees following her near-fatal fall while on stage at the State Opera House last year. According to Saftu chairman Carel Trichardt, the union still owes Young's lawyers about R15 000.

Trichardt believes that Pawe should take responsibility for this debt: "It is not a case we are fighting for just one member. It is important to the whole industry, and I've said to Pawe that it is something they should take over."

However, Pawe executive member Malcolm Purkey has responded that "Pawe is a young union and we can't take on all of Saftu's liabilities and financial problems". Treasurer Carol Steinberg agreed, but emphasised that Pawe was "very sympathetic" towards Saftu's debts and had been trying to raise the money to pay them off.

Pawe was started in May last year by dissatisfied members of Saftu and other performers who had refused to join the established union. It aims to be more militant and active than Saftu by trying to build connections with performers within the townships and improve conditions in community arts organisations. Pawe also has a much broader constituency, including non-performing workers such as cleaners and stage crews.

Restricted by law from being multi-racial when it was launched as a trade union over 25 years ago, Saftu opened its membership to everyone when labour legislation changed at the end of the Seventies. However the "whites-only" image has stuck to a degree — unfairly, according to Trichardt who counters that Saftu had tried to help all actors, even before it was open to everyone.

Steinberg said that this image was partially responsible for Pawe's conception. "Saftu was perceived as being a fairly conservative whites-only, if not in policy recently, then in practice, union that opened its membership to black people but didn't cater for black people in the way they would want it to be. It was felt that there was space for a strong non-racial, perhaps more political union than Saftu had ever been."

She emphasised that Pawe did not see the planned union as a "merger of equal parties".

"It is not a merger, more of an incorporation and parts of Saftu have obviously not been too happy with that. They have wanted us to merge and form a new union."

Trichardt is among those who wanted a totally new organisation, but he said that in the interests of building one strong union Saftu "did not want to make an issue of it". He confirmed that the dissolution of Saftu had raised strong feelings in some of its members, but thought that reservations on the issue are now more a ques-

●TO PAGE 24

Unions to merge

W/Mail 27/9-3/10/91 (293)

●From PAGE 23

tion of expertise and representation. "I think actors wonder whether Pawe can help them. And I think Pawe has to prove itself, if they can't that's their problem."

Pawe members have also not been unanimously in favour of the merger, according to Steinberg. "I think there has always been a lob-by in Pawe that we should go it alone and that Saftu has a tainted record which we don't want to be part of. But that is a minority position."

The merger will be a legal procedure, during which several Saftu council members will be co-opted on to the Pawe executive until elections for a new leadership at the next AGM early next year.

6/10/91 C. Press

Cinema sex beast thrown out of job

(293)

By THEMBA KHUMALO

A RANDY cinema manager, accused of sexually harassing women employees at the Ster Kinekor cinema at Highgate shopping complex near Johannesburg, was this week fired after a disciplinary hearing.

The hearing took place after City Press had drawn the management's attention to complaints by women working at the cinema that they had to sleep with the manager if they wanted to keep their jobs.

West Rand area manager D de Villiers said management staff questioned several women who had complained.

They also spoke to a woman who resigned two months ago because she could not tolerate the manager's behaviour.

"We found all the allegations were true and had no alternative but to show him the door.

"It's unfortunate because he was an efficient manager. But that didn't give him licence to demand that the female staff slept with him," De Villiers said.

One woman claimed that many women did not report his sexual misbehaviour and one lost her job last November after giving in to his advances. He had promised to put her on the permanent staff, but fired her three days later.

"We were too scared to report him because we thought he was untouchable."

Another staffer claimed that two days after she was taken on as a casual cleaner, the manager asked her to go to the changing room. He walked in, switched off the lights, fondled her and demanded sex.

"I pushed him away and ran out.

"I couldn't report him to his seniors because he boasted that anyone who did so would be fired immediately. He is a beast."

Cash-short Napac is struggling

(293)

B/Day 8/11/91

DAVE LOURENS

THE Natal Performing Arts Council (Napac) is planning major cuts in productions, as well as retrenchments and the freezing of posts in a bid to stay within its reduced budget.

Director Robert Crosse said Napac's state subsidy had been shrinking in real terms for several years and there were no indications of any improvement

"We are desperate to grow and reach new audiences at grassroots level, but find ourselves unable to even maintain existing programmes," said Crosse.

Napac's budget for the current financial year is R35m, while the subsidy from government for next year wil be about R19m

Retrenchment discussions with six employees at the middle and senior management level are under way, and many productions are to be dropped, including a major musical, three dramas, 15 music concerts and four ballet seasons.

Crosse said there was little chance of ticket prices being raised to meet costs. "On principle each show has some tickets available at less than the price of a movie ticket.

"This is so people will always be able to attend the performing arts for less than a movie, which is especially important with our huge concentration on outreach projects to communities which do not patronise theatre frequently."

SERVICES SECTOR – ENTERTAINMENT & RECREATION – LABOUR

1992

Equity asks SABC for proof of change

STAR 31/1/92 (293)

By Garner Thomson
Star Bureau

LONDON — Louis Mahoney, chairman of Equity's Afro-Caribbean committee, has called on the SABC to prove that its policy on screening programmes featuring black and Asian artists has really changed.

In what looks like the first positive step to overcome Equity's ban on the sale of recorded material to South Africa — upheld last week by a High Court judge — Mr Mahoney said communication between the British actors' union and the SABC was the only way the ban could be confidently lifted.

Equity has always claimed that the ban is intended to protect the interests of its black and Asian members, rather than comprising part of the cultural boycott of South Africa.

Referring to actor Marius Goring's failed High Court bid to get the ban reversed, Mr Mahoney said: "It's a shame that he wants to appeal as it's clear the judge took the view that a section of the membership would be disadvantaged.

"To appeal now is to create the impression that he doesn't give a toss about Afro-Asian members and it would also add to the considerable costs now facing Mr Goring."

However, Mr Mahoney added: "I think the SABC should come to the union with a package of programmes that show that its policy has changed on cross-colour barriers and show Afro-Asians in main roles.

"The SABC is the linchpin in this situation as they are the people who have caused the policy to be as it is and reflects the policy of the SA Government."

And in another hint of good news for South African theatre-lovers, Cameron Mackintosh said he might revive his plan to stage "Les Miserables" if "sense will reign in the not too distant future"

He blamed the "intransigence" of the Performing Arts Workers Equity (PAWE) and insufficent talent in South Africa for the collapse of his pioneering bid to be the first British producer to take a current West End hit to South Africa.

Mr Mackintosh told the trade newspaper Stage and Television Today that he ran into problems with the proposed staging of his hit musical when auditions revealed most of the performers were "totally unsuitable".

He said: "People don't have the experience of doing a show of this sort and therefore there isn't the same talent pool immediately available. The situation was the same when we first opened 'Les Mis' in London."

However, he blamed PAWE for depriving many of its members of the chance of work by its stance.

The union suggested that Mr Mackintosh might have been deterred from going ahead with the show because of political turmoil in South Africa.

Pact workers won't give an inch

EMPLOYEES of the Performing Arts Council of the Transvaal (Pact), unfairly dismissed in 1990, this week refused to be evicted from the houses which have been repossessed because they cannnot pay their bonds.

Thirty-five of the 300 unfairly dismissed workers have had their Mamelodi houses repossessed by Saambou and other financial institutions.

The banks agreed not to repossess the houses, or transfer them out of the names of the owners, pending the outcome of the workers' Industrial Court case against Pact.

In September last year the Industrial Court found the workers had been unfairly dismissed and ordered Pact to reinstate them and give them six months back-pay.

The workers, members of the Paper, Printing, Wood and Allied Workers Union, thought the threat to their houses was over. They intended to start repaying their bonds and negotiate with the banks about the arrears.

Their hopes were dashed when Pact decided to take the Industrial Court decision on appeal.

Meanwhile, most of the houses have been repossessed by the banks and in some cases, the houses have been resold and eviction notices served.

PPWAWU General Secretary Sipho Kubheka this week criticised Pact for trying to intimidate its employees.

"Even after winning the Industrial Court case, our members have had no relief. It is scandalous that a state-linked employer like Pact should treat its employees like this," Kubheka said.

The workers now refuse to leave their homes.

Readers' Hotline

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☐ PO Box 548
Kengray 2100

The Mamelodi Civic Association also supports their stand.

MCA media officer Pasty Molefe says the civic will take action to prevent people from being forcefully evicted.

Pact director Louis Bezuidenhout told City Press there was nothing Pact could do because they also faced financial difficulties.

"Lawyers for the union suggested that Pact pay the bonds until the outcome of the appeal, but this is impossible as we do not have the money," said Bezuidenhout.

"There is nothing we can do until the outcome of the appeal. We keep approaching the Industrial Court for a date, but we haven't heard anything yet," he said.

For one homeowner there was a sigh of relief on Friday when the Perm agreed not to auction his home.

After City Press explained the situation to Perm on Thursday, they agreed to postpone the sale in execution of Silas Mathebula's home until the outcome of the appeal in the Industrial Court.

City Press put a series of questions to Saambou, but had not received a reply at the time of going to press.

'I will never leave here'

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C/Press 2/2/92

SAM Nkosi, 53, has devoted his life to Pact.

A loyal employee with 26 years' service as a cleaner, he thought his future was secure as he approached retirement.

Now he has lost his house, most of his furniture as well as his job.

Nkosi took a housing loan with Saambou in 1987 to extend his small Mamelodi home.

He built on a lounge and dining room and put on a new roof.

When he was fired by Pact in 1990, he could not keep up his bond payments.

Saambou sold his house at an auction in April last year.

In October, Saambou attached all the furniture in the new part of the house.

"They tell me they have sold my house to somebody else, but I will never leave here. I have lived here all my life. My children were born in this house. I owned this house before I took the loan to extend it. They can empty it and take my furniture, but I am staying," Nkosi told City Press.

It's a hair-raising wait for wigmaker

C/Press 2/2/92.

THEATRICAL wigmaker Joyce Motaung has worked for Pact for the past 25 years.

This week Joyce, 50, sat anxiously at home, dreading being evicted from the house she has lived in for the past five years.

She knows her house has been sold on auction by Saambou building society, but refuses to move.

Court victory

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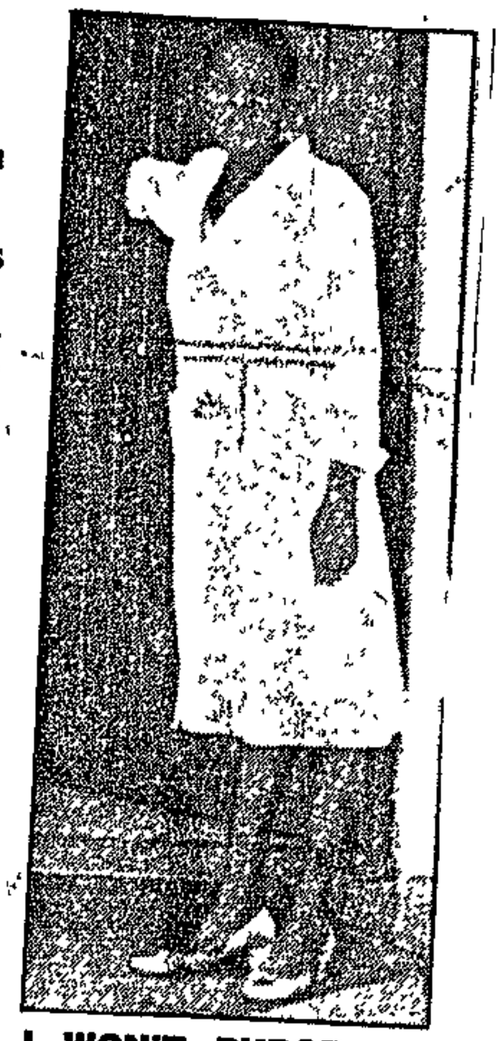
"We are all in the same position. We have nowhere else to go. It is not our fault we are in arrears. We won our court case, but we are still not back at work," said Joyce.

"I have worked hard all my life to make a good home for my children and grandchildren. It would be very unjust for us to lose our home now," she said.

All the workers whose houses have been repossessed by Saambou and other building societies share Joyce's view. They refuse to vacate their repossessed houses and say they want to pay their bonds again as soon they go back to work.



I WON'T BUDGE ... Joyce Motaung.

NEWS IN BRIEF

One AIDS victim a day

AN AVERAGE of one new AIDS victim was identified every day in SA last year — but only two cases were registered in the four independent homelands in 1991.

National Health Minister Rina Venter said in reply to a question in Parliament yesterday that 343 AIDS cases had been identified in SA last year. B/Day 11/2/92

Bail is estreated

RIGHT-winger Lodewyk van Schalkwyk yesterday did not oppose a State application in the Pretoria Supreme Court that his bail be finally estreated, and that he be held at Pretoria Central Prison's maximum security section until his trial on April 8.

The former hunger striker, facing charges of murder and attempted murder, was arrested at Bronkhorstspruit on February 3 while in the company of Vrye Weekblad reporter Jacques Pauw. A warrant of arrest had been issued after he failed to turn up for his trial on January 27.

B/Day 11/2/92

Gaynor Young trial

THE trial of PACT director Francois Swart and assistant director Michael Williams on charges under the Machinery and Occupational Safety Act resumed in the Pretoria Regional Court yesterday. The charges follow a 17m fall from the set by Gaynor Young during a 1989 performance of Camelot.

Swart testified that he and set designer Andrew Botha had worked for a year on the concept of the Camelot production before casing and rehearsals started. The concept was approved by representatives of three performing arts councils when it was first presented to them. They were told that moving lifts would be used.

REPORTS Political Staff, Sapa

B/Day 11/2/92

Two fined after Gaynor Young's fall

(293)

PRETORIA — Pact director Francois Swart and assistant director Michael Williams were yesterday fined R1 000 or six months' imprisonment for contravening a section of the Machinery and Occupational Safety Act. B/Day 18/2/92

The sentence was a sequel to actress Gaynor Young's 17m fall during a 1989 performance of the musical Camelot at the State Theatre in Pretoria. The fall left Young partially blind and deaf.

Pact and its employees were acquitted on a main charge of contravening Section 28(2) of the Machinery and Occupational Safety Act, which stipulated that they had unlawfully and negligently allowed Young to work near a dangerous opening in the stage, and could have been guilty of culpable homicide had their failure to make the opening safe resulted in her death.

Instead they were convicted under environmental regulation 6(f) of the Machinery and Occupational Safety Act.

TIM COHEN reports that Young's mother Carrie said yesterday she was happy with the judgment, but her daughter would press ahead with a civil suit against certain individuals. B/Day 18/2/92

In his judgment, Magistrate F J Mostert said he could not find beyond reasonable doubt that the accused had foreseen Young would fall down an opening in the stage, created when a lift was lowered during one scene.

Pact, Swart and Williams yesterday changed their plea of not guilty to guilty on an alternative to the main charge, admitting they had failed to take adequate precautions to prevent access to the opening caused by the lifts being lowered, but denying that this failure had led to Young's fall or her injuries. — Sapa.

Ceres farmboy wants to sing his own song

(293)

South (Southside) 20/2 – 26/2/92

THE FIRST TIME Basil Appollis was inside a theatre was the day he auditioned at UCT's drama school.

But the actor with the infectious laugh has come a long way since his first year of drama school was spent just getting over the "culture shock".

It was the initial culture shock that has made Appollis so determined to "sing his own song".

It is the same determination that made him walk out of a third-year drama production, in which he played a servant — a role regularly assigned to him.

"That was quite an eye-opener for me in terms of the career I was going to follow when I graduated. If I had to play a servant for the rest of my life, I might as well get my training in Constantia and get paid for it," he says.

He eventually accepted a role as a prisoner in the production.

"Acting started as a schoolboy dream for me and more specifically, it only came to life when I reached matric," he says.

The spark was when a teacher decided to do a one-act play in which Appollis played a detective.

Born on a farm in Ceres where his father was a schoolteacher, Appollis moved to Wellington and schooled in the Boland, before landing up in Paarl. But, acting as a career was unheard of in Paarl.

"Before I decided on acting, I was going to do the normal coloured thing. That meant becoming either a teacher or a nurse, and if you had a bit of intelligence, perhaps a doctor or lawyer."

One disappointing year was spent studying social work and then he spent two years in the place where all great novels are born: the clerical office.

By fluke, Appollis eventually auditioned for UCT's drama school. With a little help from his English teacher in Paarl, he auditioned and was accepted.

"I had never set foot inside a theatre before the day of the audition. I was dressed very stupidly in my clerical garb with a suit and a tie. 'You can take your tie off, it's alright', Mavis Taylor had to tell me.

"I don't know how I got accepted. All through the audition I was doing an impassionate speech from Hamlet with a broad smile on my face," he says and explodes into laughter.

"When I now look back at drama school, it was a culture shock from the day I started. You pretend to cope, not realising you are putting yourself on stage all the time."

Besides being the first time he was exposed to white students, Appollis was also one of only two black students.

But, it was the first year away from drama school which was the most exciting for him. About eight actors, including Royston Stoffels and Sharleen Surtie-Richards, formed the Alternative Theatre Company.

For the next three years, the company was sponsored and it toured schools with Shakespearean productions while earning "quite a fine living".

When a lack of funding called a halt to the company, Appollis became involved in cabaret and singing.

He also played the gay hairdresser (a role later taken over by Terry Fortune) at the "very, very beginning" of "District Six, the Musical."

"It was great to pick up the phone and say 'I have to be in that production'. That is the type of energy actors need. For the first time I had the opportunity to sing my own song."

Today, he still does educational theatre, and has for the past two years been involved in Shakespearean productions at the Joseph Stone theatre.

But being black means you are continually discriminated against and you don't have the chance to play bigger parts.

IN THE LIMELIGHT ... Actor Basil Appollis is determined not to let racism stop him

"Right now I am so frustrated I almost want to go as far as saying we need a group for black actors who will do the classics and give only token roles to whites — just as has been done to us."

Doing Richard Rive's "Buckingham Palace" also gave him another opportunity to "sing his own song" and Appollis is working on a portrayal of the author's life and works.

Fresh from starring in "The Merchant of Venice" at Maynardville, Appollis can be seen in "Whose Life Is It Anyway" which premieres at the Baxter on Friday. □ **KAREN WILLIAMS**

Pawe to elect EC

(293)

By VICTOR METSOAMERE

Sowetan 28/2/92

THE Performing Arts Workers Equity will elect a new executive at their annual general meeting at the Market Theatre in Johannesburg on Sunday.

The meeting heralds the growth of Pawe following its merger with the South African Film and Theatre Union two weeks ago.

Pawe members are urged to attend to assert their rights by participating in the elections.

A spokesman for the union said artists who were not members were free to attend the meeting and join the union.

But he says De Klerk's reforms are bound to end in chaos. "He is trying to do something unnatural, to make us all live together. And he will fail, because we will never do that."

Anita Erasmus owns a small biltong shop in the centre of Pietersburg. She says she becomes angry even when she thinks of the referendum, but that she will vote in the "only way possible" — "no".

"I agree with nothing De Klerk has done," Anita says. She acknowledges there will be problems if there is a majority "no" vote because reforms have gone so far already. "But there will be problems whichever way the vote goes.

"We can't say 'yes', because this is the last chance for white people in this country." She had started to say "Afrikaners", but changed to "white people": did she think whites were

In particular.
DARIUS SANAI reports.

now a community?

"Yes, of course we are. We must live under our own government and they must live under theirs."

Erasmus, like most of the women I spoke to in Pietersburg, said she was not the type of person to fight in a civil war, but said she would do whatever she had to to stop what she saw as the inevitability of an ANC government. "I don't hate the blacks. If there's someone I hate it's De Klerk. And we are going to stop him."

The men who live and work in Pietersburg, compared with those on nearby farms, tend to be less conservative. An estate agency owner, a restaurateur and an accountant all told me they would vote "yes". But all get things more organised." Their "yes" votes would be conditional

Hans Pieterse, who owns a local car dealership, echoed Bert and Sophie's sentiments by complaining about the mess SA was in. But he went on to say he would be voting "no" — and claimed most of his clients, local farmers, would vote "no" too.

His comments were very similar to those of a Pietersburg gun shop owner: "Things have got to change; we can't go back. But the CP knows better what to do for us during the change: De Klerk is just giving everything to the blacks."

The older, less affluent generation seems to be what unites Pietersburg and Tzaneen: the "no" generation that will vote to fight against what they see as a betrayal of the volk.

Report by D Sanai TML, 11 Diagonal St Jhb

Film body slams telecommunications move

B/Day 4/3/92

GOVERNMENT's decision to establish a Commission for Telecommunications paid lip service to the process of negotiations at Codesa, the Film and Allied Workers' Organisation (Fawo) said yesterday.

Fawo general secretary Willie Currie said in a statement that Home Affairs Minister Gene Louw seemed hell-bent on proclaiming legislation regardless of what Codesa might decide about the future of broadcasting in a transitionary period.

"If the Minister recognises that a process of negotiation is taking place in SA, he should not merely inform Codesa of a government decision."

According to Fawo there had been broad consensus for over two years that government's authoritarian control over broadcast regulation should be transferred to an independent regulatory body.

It said government's own commission outside of Codesa or interim government processes would have no credibility.

Government should make it clear whether the decision-making forum on the future of broadcasting and telecommunications was Codesa or the Department of Home Affairs, Currie said. — Sapa.

● Comment: Page 8

The best boss

KATHRYN STRACHAN

THE search is on for SA's top boss as nominations open for the Best Boss Award.

Organisers Edilcom Personnel Consultants and Career Success magazine say they are again looking for a "special boss who, apart from his or her specific skills in the business world, also excels in relations with employees".

Minister Pik Botha.

Trust Feed accused sketches attack

B/Day 4/3/92

Own Correspondent

MARITZBURG — Trust Feed trial accused and former SAP special constable Kehla Ngubane denied yesterday that he was a member of Inkatha and said he and the other special constables were trained not to associate themselves with politics

Ngubane is one of seven policemen and former special policemen charged with 11 murders and eight attempted murders in connection with an incident in Trust Feed where men, women and children were shot dead while attending a funeral vigil during the night of December 2, 1988.

Ngubane alleged that former New Hanover station commander, Capt Brian Mitchell, instructed him and three other special policemen to attack a house with "terrorists" at Trust Feed that night.

Ngubane said he and co-accused Dumisani Ndwalane were woken at about 1.30am by an "aggressive" Mitchell who instructed them to get their firearms and follow him. He dropped them at a junction near Mbongwe's Store and later returned with two other special constables, Thabo Sikhosana and David Khambule.

They then proceeded to house 83 in Trust Feed. Ngubane said he, Ndwalane and Mitchell went to the back of the house.

Mitchell took Ndwalane's firearm. "I heard a knock ... Then I heard a voice enquiring: 'Who is that?' Another voice responded: 'We are the police.' The lamp was then put out. A gunshot went off, then gunshots went off all over, also in front."

Ngubane said Mitchell fired a shot through a window into the house, then handed the gun back to Ndwalane and left.

"I fired two shots through the back window . . Ndwalane also fired at the same window ... I don't know how many shots." Afterwards they picked up the cartridges as they had been instructed to do.

The hearing continues.

Ex-CE Walter Pugh on fraud charges

SUSAN RUSSELL

FORMER East Rand Colliery CE Walter Pugh appeared in the Rand Supreme Court yesterday on charges of fraudulently obtaining R14,3m in finrands, which he allegedly used to buy and export gold in contravention of exchange control regulations.

Pugh, 57, of Craighall Park, Johannesburg, and co-accused Ian Meadows, 45, of Parktown North, Johannesburg, are both charged with 28 counts of fraud and exchange control contraventions.

Neither was asked to

Pugh's counsel Max Hodes SC was unavailable because he was busy with the finrand fraud trial of former Interboard chairman Ed Dutton

Pugh also needed time to prepare his defence, which included consultations with people overseas.

The judge urged Meadows, who appeared without

Artists to join forces

STAR 10/3/92

A large number of theatre artists, opera singers, ballet and contemporary dancers, film producers, stage managers, technicians and others in the entertainment field will jointly call for a "yes" vote when they meet at a Johannesburg hotel later this week. (293)

(Referendum briefs edited by S Johnson, 47 Sauer St, Jhb)

● Unless otherwise stated, political comment in this issue is by R S Steyn, content approved by R Anderson, and political cartoons by D Fedler and D Anderson, all of 47 Sauer Street, Johannesburg

Tote strike disrupts bets

S/Times 29/3/92

A STRIKE disrupted tele-betting yesterday, just hours before the country's richest race, the R1,25-million Administrator's Cup, was due to be run at Turffontein.

About 150 tele-bet terminal operators at the Totalisator Agency Board's Johannesburg office, members of the SA Catering and Allied Workers' Union, went on what they said was a legal strike yesterday morning. They are demanding higher pay and a reinstatement of their working hours. (293)

TAB deputy general manager Gordon Cox said the strike was illegal as no dispute had been declared.

Worker reinstatement: Pact appeal heard

STAR 14/4/92

Pretoria Correspondent

Hundreds of workers sacked by the Performing Arts Council of the Transvaal (Pact) about 18 months ago flocked to the Pretoria Supreme Court yesterday as Pact appealed against an Industrial Court order for the reinstatement of 299 workers.

The small courtroom could not accommodate all the dismissed workers who turned up to hear the appeal.

Pact appealed before Mr Justice van Zyl against an Industrial Court judgment handed down on September 16.

The judgment declared Pact's dismissal of the workers an "unfair labour practice" and ordered it to reinstate them.

(293)

Cleaning and stage workers applied for the order after their dismissal from the State Theatre on September 25 1990. Pact claimed the workers went on a work stoppage which amounted to an illegal strike.

The Paper, Printing, Wood and Allied Workers' Union said the staff had not returned to work after their lunch hour because they waited for Pact management to address them on the issue of stop-order facilities to pay their union dues.

The workers and their union oppose the appeal.

The hearing continues.

SAMA wants control over foreign musicians

B/Day 28/4/92 (293)

THE SA Musicians Alliance is negotiating with government to gain control of international artists performing in SA, executive member Rashid Lanie says.

"International artists performing in SA should have to apply for temporary work permits, as is the case in most Western countries," Lanie says.

"And we believe an organisation representing SA musicians should have the power to vet artists who want to perform in SA in order to protect the interests of the local musicians.

"This is being negotiated with government at the moment," Lanie says.

"As it stands, international artists will not perform in SA without an endorsement from SAMA.

"All we want to do is determine the conditions of performance.

"This may include a reciprocal arrangement whereby local artists will have the opportunity to perform overseas.

Disadvantaged

"Also, part of the income accrued from the performance should be channeled to disadvantaged SA musicians for educational purposes. In this, it is an affirmative action."

Lanie says SAMA welcomes the lifting of the British Musicians Union ban on their 40 000 members performing in this country.

"We align ourselves with the position of the UN and the OAU in their support for an end to person-to-person sanctions.

"We welcome the cultural exchange that now becomes possible, but obviously this should be regulated to avoid a detrimental effect on local artists."

Asked about SAMA's relationship with the recording industry, Lanie says big business has for a long time benefited from apartheid and while ostensibly promoting local musicians, successfully exploits them.

"Fortunately some of the larger organisations have changed their attitude and are now prepared to sit down and talk to us.

"However, some of the smaller organisations remain a law unto themselves," he says.

Rights

"Many artists have no idea of their legal rights and are often taken advantage of. We have to address this need urgently through education."

Lanie also calls for a national music industry conference which will include representatives of all aspects of the industry.

"There are many problems in the industry and the only way we will solve them is by getting together and talking about them," he says

Kahn believes in pianos for the people

Agencies exploit actors

Sowetan 26/5/92 (293)

By ELLIOT MAKHAYA

CASTING agency Talent Lab placed hundreds of adverts in newspapers and painted the streets red with handbills promising actors and extras R3 000 a day in earnings.

Titus Headgear and 100 others responded to the ads, and they did countless television and film shoots for four months.

They were not paid a dime, never mind the promised R3 000 a day.

Talent Lab was subsequently liquidated and all efforts to track down the owner, one Johan Schoeman, have drawn a blank.

Hello Africa is another casting agency which went under and owes over 40 artists, who include babies and one Doris Khumalo who is in a wheelchair.

This is a sad pattern of the rot and exploitation that abound in the world of casting agencies.

Arthur Mbambo of Eyethu Casting and Tracing Agency said that Stephanie Handley of Hello Africa owes over 40 artists.

Says Mbambo: "Handley paid us with a dud cheque to pay the artists. Nobody knows where she is at the moment. But I got wind that she is somewhere in the Cape."

Arthur Mbambo...was paid with a dud cheque.

Caroline Bawela ... ripped off..

Deon Mafanya...made to pay R100.

Hello Africa was commissioned by the Primary Health Care Department to do a series of health programmes.

"One of the reasons our artists are ripped off is because of unemployment," said Mbambo.

"These agencies demand a joining fee, which is irregular in the business. We first give our people a job and take a percentage thereafter."

How can artists and extras guard against this exploitation?

Mbambo, who is an executive member of Performing Arts Workers Equity (Pawe), said that they should join Pawe.

"As members of Pawe, we will be able to take up their cases, and check if a job was sanctioned by the SABC-TV."

Mbambo said that before actors sign contracts, they must first check it out with Pawe.

There are agencies which take over 40 percent from actors. This is highly irregular because the rule is 15 percent.

Actor Phillip Mathebula of Meadowlands said that he was also exploited by a black casting agency.

Television actress Caroline Bawela said that she is owed R2 000 by Talent Lab after shooting Konings for TV1.

Deon Mafanya is from the Ciskei and lives in Berea. He said he was made to pay R100 as joining fee.

"When I questioned the joining fee, I was booted out of their Johannesburg offices," he said.

Boikie Mohlamme of HM Casting Agency, said: "This problem should be addressed as a matter of urgency. Many white casting agencies exploit our people. The fly-by-nights mostly exploit extras, people with little knowledge of the television industry.

"I was negotiating a deal for my actors with a production house. I gave them my terms which they turned down and said they will get actors from Talent Lab for next to nothing. I am happy that Talent Lab has been liquidated."

Mohlamme said that he is being singled out by production houses because he is a member of Pawe and that he is fighting for the rights of actors.

Pawe is now working on a document to stop production houses from picking up "actors" from street corners and underpaying them.

"This will work like Equity abroad where both professional actors and extras will be protected from exploitation," said Mohlamme.

* The SABC media office said that CCV does not prescribe to independent producers on how to run their business

CCV, they said, only signs a contract that stipulates the amount of the norm cost a minute for each project.

The various companies run their own expense sheets which they do not disclose to CCV.

But the SABC said that if such problems were brought to their attention, they would make contact with the particular producers.

Asked about fly-by-night agencies, the SABC said that it had no dealings with agencies but dealt with production houses.

Boikie Mohlamme...singled out.

Now it's Capab and all that Jazz

Money isn't everything, but it goes a long way to smoothing over relationships and easing tensions in a progressive but cash-strapped dance company, as **Karen Williams** discovered at Jazzart:

SOUTH 6/6-10/6/92

293

JAZZART DANCERS no longer have to worry about paying next month's rent. This is a situation alien to the dancers and could take some getting used to. Even the thought of doing what they love and getting paid for it, is foreign.

But now salvation has come to the cash-strapped organisation in the form of funding by the Cape Performing Arts Council (Capab). Since starting out more than 10 years ago, the local progressive dance company has often fallen on hard times

Earlier this year, company spokesperson Mr Alfred Hinkel said it was time Jazzart — who for long served community organisations — started considering its stomach. He said the funding crisis made it necessary for them to consider funding from sources previously ignored.

Accepting the money signals an about-turn in the dance company's policy as they ardently practised non-collaboration with state structures.

But since receiving their first pay cheque in May, the dancers are overjoyed at now being able to continue with the work they love, and to get paid for it

"It is the first time Jazzart gets funding from any place. I have been with Jazzart since 1981, and there has never been money," said John Linden, Jazzart dancer and teacher.

Another member, Ashley Abrahams, points out that previously most of the money came from teaching in the dance studio and holding studio concerts.

"It is marvellous to finally be paid for doing what we enjoy," said Debbie Goodman. "For a long time we have been dancing at Jazzart out of love, and now it is as if we were rewarded. Capab always allocated money for community projects and Jazzart is ideal as we have worked in the community for years."

The lack of money has often forced many of the dancers to perform on commercial dance circuits.

But, accepting money from a state institution will not pressure them to censor themselves, or play it "safe" from now on, the dancers are adamant.

"The funders are not going to censor us, and this is what is so special about accepting the money we don't have to compromise anything — we can still do what we have been doing all along," said Dawn Langdown.

Besides providing them with a stable income, the money would ease logistical problems.

"Capab has also provided us with transport, so people can rehearse till late. We also have other equipment like dancing mats. Previously, when we performed, we had to cart around our equipment, as well as other things like costumes."

Linden said the money would also enable them to buy material and employ costumiers. "We once sewed together old pieces of material to make our costumes," said Goodman. "Our work atmosphere has also changed: people are getting along better, the tension is also gone."

JACKPOT: Jazzart's troubled times are momentarily over as Capab is funding the dance company. From left front: Busisiwe Ngebalana, Dawn Langdown, John Linden, Mpotsieng Shuping. Back: Kulekani Gumede, Ashley Abrahams, Vusi Ngema
Photo Yunus Mohamed

The money also enables Jazzart to expand their productions, and to tour.

Negotiations lasted six months after Capab was approached for funding. "We negotiated on the best way to use the money. Capab is funding us on a trial basis, and they are funding our trip to Grahamstown and a season at our dance studio," said Goodman.

The funding is for an indefinite period, subject to review after the Grahamstown Festival

The first piece to be presented with their newly acquired funding deals with interpersonal violence and black women.

"Most attention is focused on political violence with little given to interpersonal violence The press ignores the damage of interpersonal violence on people," said Ngema.

"In interpersonal violence, people generally take out the anger on each other, instead of directing it at the source of their anger," said Abrahams

They will also provide a revised version of "Bolero", which they hope to perform at one of Cape Town's big theatres.

"Nobody can hamper us. We will continue doing what we've been doing all along We will also perform at big venues Then we can tour. When we toured previously, we had to perform in school halls," said Linden.

CAPE POINT

I said tea with two sugars!!

Arts councils and ANC make poor negotiating partners

B/Day 18/6/92 **ROBERT GREIG** (293)

THE ANC is angry and the Performing Arts Council of the Transvaal (Pact) bewildered — that is the upshot of negotiations which have ended, probably temporarily, in a media shootout from the ANC.

This week the ANC's arts and culture secretary, Wally Serote, threatened mass action against the performing arts councils which are one-third state-funded.

This was a response to the breakdown of talks with the councils about majority participation. Serote also demanded the suspension of government funding of cultural activities

In Pretoria, Pact director-general Denis Reinecke does not know what the ANC wants except he has a "general feeling" that they are after control — of repertoires and funding.

Negotiations between the ANC and arts councils have been off and on for the past 18 months; ANC sources say it took excessive time and patience in getting the councils to the negotiating table, while arts councils sources say they do not know why they are across negotiating tables from political organisations anyway.

Explains Reinecke: "We haven't been in the political arena for 30 years: we're a private company We haven't played in closed (racially segregated) theatres for years; we have racially mixed boards and companies; we promote on merit.

"If you take over the arts councils, what is put in its place? The councils create job opportunities for nearly 15 000 people and probably support three times that number."

He reports negotiations with the ANC as having been satisfactory; the ANC clearly disagrees.

The ANC and the arts councils may have been negotiating, but they have not been listening or have not liked what they heard. As a draft document discussed by the ANC seminar two months ago made clear — and some Pact people attended the seminar — the issue for the ANC is control of funding, management and repertoires.

The draft document provided for discussion at the seminar clearly outlines the ANC's strategy and tactics in dealing with state bodies — or bodies considered to be such, such as Pact, which receives 30% of its funding from taxpayers.

However, the document also sheds light on general ANC strategies and tactics. The document urges that:

- ☐ Negotiators should be drawn from "the broad democratic" forum,
- ☐ "An objective of negotiation with state institutions should be to challenge control and legitimacy and take control of resources";
- ☐ In negotiations, funding should be made available to fund the negotiating process;
- ☐ "Unilateral" appointments should cease, and
- ☐ Parastatals should be restructured to be "democratically representative at all levels of decision-making — artistic, managerial and administrative".

The document also urges that the ANC should gain free access to staff at state institutions to bring them into the negotiating process which should be "made public within the ANC", along with public debate on radio, TV and in the media generally.

The document notes that it considers the "regime's" two-pronged strategy to be "no political involvement" and claims that opponents are not representative. The document also targets rural development and festivals for this negotiating approach.

☐ SEROTE

Clearly the arts councils, no matter how good their intentions, are considered to be state bodies by the ANC and thus a potential target for control.

The performing arts councils' response to the ANC has, in fact, generally met ANC expectations: the councils have both claimed to be non-political and questioned whether opponent bodies are representative.

What emerges from the ANC/arts council spat is that the ANC has a strategy and tactics but not an ultimate policy, while the arts councils — and probably many similar bodies, as well as many private sector ones — may have organisational policies but are short on negotiating strategies and tactics.

Inevitably they talk past each other. In arts negotiations the ANC has been determined but not aggressive; the councils have tended to be conciliatory or defensive.

Equally inevitably, any negotiations of this kind are experiencing the ripples of uncertainty from Codesa.

The key issue, which has not been discussed, is who each party is negotiating for. The ANC claims to negotiate for "the democratic movement" which, in terms of its own document, boils down to the ANC. The arts councils are negotiating on their own behalf, but as recipients of taxpayers' money their right to do so is questionable.

But that is a legalistic issue The practical issue, which the ANC has raised without the success it would have liked, is whether the organised arts are as sensitive to the range of SA culture as they should be. The ANC has not recommended ways of broadening that range to include-Pact, says Reinecke.

It is difficult for either the councils or the ANC to be considered disinterested by the other on arts matters. Each suspects the other of hidden agendas.

The suggestion of a commission on arts funding in SA looks reasonable enough, and would look even more so were it not the ANC suggesting it.

Its competence in artistic administration is unproven, an observation used by both sides for conflicting arguments. As a body of politicians, its motives are inevitably questionable.

But with the suggestion of a commission — which most performing artists would probably welcome — it may have grabbed the initiative from a state which, in the past 20 years, has held two unmemorable commissions of inquiry into arts funding.

The greatest achievement of the last was relating state subsidy to seat occupancy the more seats occupied, the greater the subsidy.

In economic terms, the future of the arts in SA depends on who pays, why they pay, how much they can pay and on whose behalf. In actual terms, the future could depend quite as much on artists insisting that they, not politicians, the democratic movement or quasi-state councils, should decide what their arts and audiences need.

But such assumption of responsibility is relatively new for artists in SA who, in the past 44 years, have tended to buy into political orthodoxies of one kind or another knowing that these come with either state support or the promise of it

200 Napac workers on strike

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Sowetan 18/6/92

TWO hundred Natal Performing Arts Council employees are on strike following a breakdown in negotiations over the reinstatement of retrenched workers.

The South African Commercial Catering and Allied Workers' Union has demanded that employees who were retrenched a few months ago because of Napac's financial difficulties be reinstated. Napac has replied by saying the demands "are not achievable"

Napac general director, Mr Robert Cross, said in a statement on Monday that the council believed the retrenchment dispute was a "dispute of right" and that it should be subjected to the adjudication of the Industrial Court.

Napac had invited Saccawu to agree to the dispute being referred to the IC for final determination but the union had refused, Cross claimed.

"Saccawu insisted that this was an 'interest dispute' and that it would take industrial and strike action against Napac

"Industrial action only harms our collective bargaining relationship, the future viability of Napac and will place more jobs at risk," he warned.

According to Cross, Napac recently obtained additional State funding which was to be used for substantial staff salary adjustments

"However, Napac is unable to enter into wage negotiations with Saccawu under the present circumstances."

It was agreed no performances would be staged on Soweto Day following discussions between Napac and Saccawu.Cross hoped no other performances would be affected by the strike. -*Sapa.*

Strikers locked out of office

STAR 19/6/92

Over 200 striking workers at the Natal Performing Arts Council in Durban were locked out of Napac premises yesterday as they entered the fourth day of industrial action. The strike arose from a demand by members of the SA Commercial Catering and Allied Workers' Union that employees who were retrenched in February be reinstated.

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KENNISGEWING 551 VAN 1992

WET OP ARBEIDSVERHOUDINGE, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N NYWERHEIDSRAAD

Ek, Gerhardus Coenraad Papenfus, Assistentnywerheidsregistrateur, maak ingevolge artikel 19 (2) soos toegepas by artikel 19 (9) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die Nywerheidsraad vir die Vermaaklikheidsbedryf van Suid-Afrika. Besonderhede van die aansoek word in onderstaande tabel verstrek.

Enige persoon wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekrag, Mannekraggebou, Schoemanstraat 215, Pretoria (Posadres: Privaat Sak X117, Pretoria, 0001).

TABEL

Naam van nywerheidsraad: Nywerheidsraad vir die Vermaaklikheidsbedryf van Suid-Afrika.

Datum waarop aansoek ingedien is: 4 Junie 1992.

Belange en gebied ten opsigte waarvan aansoek gedoen word: Die Bioskoop- en Skouburgbedryf in die Republiek van Suid-Afrika, uitgesonderd Walvisbaai.

Vir die doeleindes hiervan beteken—

"Bioskoop- en Skouburgbedryf" of **"Bedryf"**, sonder om die gewone betekenis van die uitdrukking enigerwys te beperk, die bedryf waarin werkgewers en hul werknemers met mekaar geassosieer is vir die doel van—

(a) die verskaffing van vermaaklikheid aan die publiek deur middel van die transmissie en projeksie van films en/of skouburgproduksies;

(b) die produksie en/of reproduksie van films, en/of die prosessering van films en/of videobande en/of videoplate en/of reklamemateriaal en/of ongepubliseerde opvoedkundige materiaal;

(c) die koop en/of verhuur en/of instandhouding en/of herstel en/of verspreiding van enigeen of meer van die volgende artikels, naamlik uitrusting wat op die Bedryf betrekking het en/of films en/of skyfies en/of projektors en/of videomasjiene en/of videobande en/of videoplate en/of bybehorens en/of onderdele en/of opneemmateriaal;

(d) die verkoop en/of verskaffing aan persone wat bioskoopvertonings of skouburgproduksies bywoon, op die perseel van en deur die bedryfsinrigting wat sodanige vertonings of produksies aanbied, van eetware en/of dranke en/of toebroodjies en/of belugte water en/of mineraalwater en/of rookartikels en/of leesstof wat op die Bedryf betrekking het; en/of

(e) alle bedrywighede wat met enige van voormelde werksaamhede gepaard gaan of daaruit voortspruit, maar omvat dit nie die volgende nie:

(i) Die verskaffing van vermaaklikheid deur akteurs en musikante in verhoogaanbiedings;

NOTICE 551 OF 1992

LABOUR RELATIONS ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF AN INDUSTRIAL COUNCIL

I, Gerhardus Coenraad Papenfus, Assistant Industrial Registrar, do hereby, in terms of section 19 (2), as applied by section 19 (9), of the Labour Relations Act, 1956, give notice that an application for the variation of its scope of registration has been received from the Industrial Council for the Entertainment Industry of South Africa. Particulars of the application are reflected in the subjoined table. (293)

Any person who objects to the application is invited to lodge his objection in writing with me, c/o the Department of Manpower, Manpower Building, 215 Schoeman Street, Pretoria (Postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

Name of industrial council: Industrial Council for the Entertainment Industry of South Africa.

Date on which application was lodged: 4 June 1992.

Interests and area in respect of which application is made: The Cinematograph and Theatre Industry in the Republic of South Africa, excluding Walvis Bay.

For the purposes hereof—

"Cinematograph and Theatre Industry" or **"Industry"** means, without in any way limiting the ordinary meaning of the expression, the industry in which employers and their employees are associated for the purpose of—

(a) providing entertainment to the public through the transmission and projection of films and/or theatrical productions;

(b) producing and/or reproducing films, and/or processing films and/or video tapes and/or video discs and/or advertising material and/or non-printed educational material;

(c) buying and/or hiring out and/or maintaining and/or repairing and/or distributing any one or more of the following articles, namely equipage pertaining to the Industry and/or films and/or slides and/or projectors and/or video machines and/or video tapes and/or video discs and/or accessories and/or spares and/or recording material;

(d) selling and/or providing to persons attending cinema performances or theatrical productions, on the premises of and by the establishment providing such performances or productions, edibles and/or beverages and/or sandwiches and/or aerated waters and/or mineral waters and/or smokers' requisites, and/or literature pertaining to the Industry; and/or

(e) all operations incidental to or consequent on any of the aforesaid activities, but excludes—

(i) the provision of entertainment by actors and musicians in live shows;

(ii) die vertoning van films deur godsdienstige of liefdadigheidsinstansies, of sonder winsoogmerk;

(iii) die vervaardiging van grammofoonplate;

(iv) die vervaardiging van ongeprosesseerde film;

(v) die verkoop, uit 'n winkel, van onbeligte film;

(vi) die ontwikkeling en/of afdruk van beligte fotografiese film op bestelling van die publiek;

(vii) die produksie van drukwerk, uitgesonderd die voorbereiding van die ruwe uitleg van tydskrifte, gedenkprogramme en ander leesstof wat op films en verhoogproduksies betrekking het; en

(viii) die verkoop en/of verskaffing van die artikels in paragraaf (d) hierbo bedoel op of vanuit 'n perseel wat vir die publiek oop is vir handeldryf gedurende die tye wanneer die bioskoop of skouburg op of vanuit die perseel waarvan sodanige verkoop en/of verskaffing gedoen word, vir die publiek gesluit is.

By die toepassing van die omskrywing van Bioskoop- en Skouburgbedryf omvat "film" enige magnetiese band en/of rolprentfilm en/of videofilm en/of videoplaat en/of ander voorwerp wat uit materiaal van watter aard ook al bestaan en waarop 'n beeld of beelde op so 'n wyse vasgelê is dat sodanige beeld of beelde vertoon sal kan word as 'n bewegende prent, of andersins, deur enige meganiese, elektriese, elektroniese of ander toestel.

Belange en gebied ten opsigte waarvan registrasie gehou word: Die Bioskoop- en Skouburgbedryf in die landdrosdistrikte Alberton, Benoni, Boksburg, Brakpan, Germiston, Hoëveldrif, Johannesburg, Kempton Park, Klerksdorp, Krugersdorp, Nigel, Potchefstroom, Pretoria, Randburg, Randfontein, Roodepoort, Rustenburg, Springs, Vanderbijlpark, Vereeniging, Westonaria, Witbank, Wonderboom, Albany, Bellville, Die Kaap, Oos-Londen, Goodwood, Hartswater, Kimberley, King William's Town, Kuilsrivier, Oudtshoorn, Paarl, Port Elizabeth, Queenstown, Somerset-Wes, Stellenbosch, Strand, Uitenhage, Wellington, Worcester, Wynberg, Warrenton, Chatsworth, Durban, Inanda, Lionsrivier, Mooiriver, Newcastle, Pietermaritzburg, Pinetown, Bethlehem, Bloemfontein, Kroonstad, Sasolburg en Welkom.

Vir die doeleindes hiervan beteken—

"Bioskoop- en Skouburgbedryf" of **"Bedryf"**, sonder om die gewone betekenis van die uitdrukking enigerwys te beperk, die bedryf waarin werkgewers en hul werknemers met mekaar geassosieer is vir die doel van—

(a) die verskaffing van vermaaklikheid aan die publiek deur middel van die transmissie en projeksie van films en/of skouburgproduksies;

(b) die produksie en/of reproduksie van films, en/of die prosessering van films en/of videobande en/of videoplate en/of reklamemateriaal en/of ongepubliseerde opvoedkundige materiaal;

(ii) the exhibition of films by religious or charitable institutions, or when not far gain; (293)

(iii) the manufacture of gramophone records;

(iv) the manufacture of unprocessed film;

(v) the sale from a shop of unexposed film;

(vi) the development and/or printing of exposed photographic film on order from the public;

(vii) the production of printed matter, other than the preparation of rough layout of magazines, souvenir programmes and other literature appertaining to films and stage productions; and

(viii) the sale and/or provision of the articles referred to in paragraph (d) above on or from premises which are open to the public for trading during periods when the cinema or theatre on or from whose premises such sale and/or provision is/are made is closed to the public.

For the purposes of the definition of Cinematograph and Theatre Industry, "film" includes any magnetic tape and/or cinematographic film and/or video film and/or video disc and/or other object consisting of material of whatever nature on which any image or images have been recorded in such a manner that such image or images will be capable of being exhibited as a moving picture or otherwise through any mechanical, electrical, electronic or other device.

Interests and area in respect of which registration is held: The Cinematograph and Theatre Industry in the Magisterial Districts of Alberton, Benoni, Boksburg, Brakpan, Germiston, Highveld Ridge, Johannesburg, Kempton Park, Klerksdorp, Krugersdorp, Nigel, Potchefstroom, Pretoria, Randburg, Randfontein, Roodepoort, Rustenburg, Springs, Vanderbijlpark, Vereeniging, Westonaria, Witbank, Wonderboom, Albany, Bellville, East London, Goodwood, Hartswater, Kimberley, King William's Town, Kuils River, Oudtshoorn, Paarl, Port Elizabeth, Queenstown, Somerset West, Stellenbosch, Strand, The Cape, Uitenhage, Wellington, Worcester, Wynberg, Warrenton, Chatsworth, Durban, Inanda, Lion's River, Mooi River, Newcastle, Pietermaritzburg, Pinetown, Bethlehem, Bloemfontein, Kroonstad, Sasolburg and Welkom.

For the purposes hereof—

"Cinematograph and Theatre Industry" or **"Industry"** means, without in any way limiting the ordinary meaning of the expression, the industry in which employers and their employees are associated for the purpose of—

(a) providing entertainment to the public through the transmission and projection of films and/or theatrical productions;

(b) producing and/or reproducing films, and/or processing films and/or video tapes and/or video discs and/or advertising material and/or non-printed educational material;

(c) die koop en/of verhuur en/of instandhouding en/of herstel en/of verspreiding van enigeen of meer van die volgende artikels, naamlik uitrusting wat op die Bedryf betrekking het en/of films en/of skyfies en/of projektors en/of videomasjiene en/of videobande en/of videoplate en/of bybehorens en/of onderdele en/of opneemmateriaal;

(d) die verkoop en/of verskaffing aan persone wat bioskoopvertonings of skouburgproduksies bywoon, op die perseel van en deur die bedryfsinrigting wat sodanige vertonings of produksies aanbied, van eetware en/of dranke en/of toebroodjies en/of belugte water en/of mineraalwater en/of rookartikels en/of leesstof wat op die Bedryf betrekking het; en/of

(e) alle bedrywighede wat met enige van voormelde werksaamhede gepaard gaan of daaruit voortspruit, maar omvat dit nie die volgende nie:

(i) Die verskaffing van vermaaklikheid deur akteurs en musikante in verhoogaanbiedings;

(ii) die vertoning van films deur godsdienstige of liefdadigheidsinstansies, of sonder winsoogmerk;

(iii) die vervaardiging van grammofoonplate;

(iv) die vervaardiging van ongeprosesseerde film;

(v) die verkoop, uit 'n winkel, van onbeligte film;

(vi) die ontwikkeling en/of afdruk van beligte fotografiese film op bestelling van die publiek;

(vii) die produksie van drukwerk, uitgesonderd die voorbereiding van die ruwe uitleg van tydskrifte, gedenkprogramme en ander leesstof wat op films en verhoogproduksies betrekking het;

(viii) die verkoop en/of verskaffing van die artikels in paragraaf (d) hierby bedoel op of vanuit 'n perseel wat vir die publiek oop is vir handeldryf gedurende die tye wanneer die bioskoop of skouburg op of vanuit die perseel waarvan sodanige verkoop en/of verskaffing gedoen word, vir die publiek gesluit is;

(ix) die werksaamhede van organisasies wat optree ingevolge die Uitsaaiwet, 1976 (Wet No. 73 van 1976), en/of die Radiowet, 1952 (Wet No. 3 van 1952);

(x) die werksaamhede van organisasies wat optree ingevolge die Hoofooreenkoms gepubliseer by Goewermentskennisgewing No. R. 1329 van 27 Junie 1980;

(xi) bedryfsinrigtings wat uitsluitlik of hoofsaaklik betrokke is by die Kommersiële Distribusiebedryf soos omskryf in Loonvasstelling 406 gepubliseer by Goewermentskennisgewing No. R. 731 van 16 April 1981;

(xii) bedryfsinrigtings wat uitsluitlik of hoofsaaklik betrokke is by die Verversingsbedryf.

(c) buying and/or hiring out and/or maintaining and/or repairing and/or distributing any one or more of the following articles, namely equipage pertaining to the Industry and/or films and/or slides and/or projectors and/or video machines and/or video tapes and/or video discs and/or accessories and/or spares and/or recording material;

(d) selling and/or providing to persons attending cinema performances or theatrical productions, on the premises of and by the establishment providing such performances or productions, edibles and/or beverages and/or sandwiches and/or aerated waters and/or mineral waters and/or smokers' requisites, and/or literature pertaining to the Industry; and/or

(e) all operations incidental to or consequent on any of the aforesaid activities, but excludes—

(i) the provision of entertainment by actors and musicians in live shows;

(ii) the exhibition of films by religious or charitable institutions, or when not for gain;

(iii) the manufacture of gramophone records;

(iv) the manufacture of unprocessed film;

(v) the sale from a shop of unexposed film;

(vi) the development and/or printing of exposed photographic film on order from the public;

(vii) the production of printed matter, other than the preparation of rough layout of magazines, souvenir programmes and other literature appertaining to films and stage productions;

(viii) the sale and/or provision of the articles referred to in paragraph (d) above on or from premises which are open to the public for trading during periods when the cinema or theatre on or from whose premises such sale and/or provision is/are made is closed to the public;

(ix) the activities of organisations operating in terms of the Broadcasting Act, 1976 (Act No. 73 of 1976), and/or the Radio Act, 1952 (Act No. 3 of 1952);

(x) the activities of organisations operating in terms of the Main Agreement published under Government Notice No. R. 1329 of 27 June 1980;

(xi) establishments that are wholly or mainly engaged in the Commercial Distributive Trade as defined in Wage Determination 406 published under Government Notice No. R. 731 of 16 April 1981;

(xii) establishments that are wholly or mainly engaged in the Catering Trade.

By die toepassing van die omskrywing van Bioskoop- en Skouburgbedryf—

omvat "film" enige magnetiese band en/of rolprentfilm en/of videofilm en/of videoplaat en/of ander voorwerp wat uit materiaal van watter aard ook al bestaan en waarop 'n beeld of beelde op so 'n wyse vasgelê is dat sodanige beeld of beelde vertoon sal kan word as 'n bewegende prent, of andersins, deur enige meganiese, elektriese, elektroniese of ander toetstel;

"eetware" bedoel in paragraaf (d), in die landdrosdistrikte Benoni, Boksburg, Brakpan, Germiston, Johannesburg, Krugersdorp, Roodepoort en Springs (soos daardie gebiede op 13 Februarie 1941 saamgestel was), beteken ligte verversings soos lekkers, dranke, roomys, springmielies, biltong, fyngebakkies, melkskommels, worsbroodjies, vleispasteitjies en soortgelyke versnaperings, belugte en mineraalwater en vars vrugtesappe; en

beteken "Verversingsbedryf" die bedryf waarin werkgewers en hul werknemers met mekaar geassosieer is uitsluitlik of hoofsaaklik met die doel om etes of verversings (hetsy vloeibaar of ander) of sowel sodanige etes as sodanige verversings voor te berei, te bedien of te verskaf in of vanuit enige bedryfsinrigting of gedeelte daarvan, hetsy permanent, tydelik, binnenshuis of in die ope lug, en omvat dit sodanige werksaamhede wanneer verrig in of vanuit een of meer klasse persele of gedeeltes daarvan wat as openbare restourante, kafees of teekamers gebruik word.

Adres van die applikant waar afskrifte van besware afgelewer of waarheen dit gestuur moet word:

(a) *Kantooradres:* Tweede Verdieping, Rissikstraat 41, Johannesburg.

(b) *Posadres:* Posbus 6649, Johannesburg, 2000.

Die prosedure voorgeskryf by paragrawe (b), (c), (d), (e) en (f) van artikel 19 (2) van die Wet op Arbeidsverhoudinge, 1956, is *mutatis mutandis* van toepassing in verband met enige besware wat ingedien word ten opsigte van hierdie aansoek om verandering van die registrasie bestek van die Nywerheidsraad.

G. C. PAPENFUS,

Assistentnywerheidsregistrateur.

(19 Junie 1992)

For the purposes of the definition of Cinematograph and Theatre Industry—

"film" includes any magnetic tape and/or cinematographic film and/or video film and/or video disc and/or other object consisting of material of whatever nature on which any image or images have been recorded in such a manner that such image or images will be capable or being exhibited as a moving picture or otherwise through any mechanical, electrical, electronic or other device;

"edibles" referred to in paragraph (d) means, in the Magisterial District of Benoni, Boksburg, Brakpan, Germiston, Johannesburg, Krugersdorp, Roodepoort and Springs (as those areas were constituted as at 13 February 1941), light refreshments such as sweets, beverages, ice creams, popcorn, biltong, pastries, milk shakes, hot dogs, meat pies and similar types of snacks, aerated and mineral waters and fresh fruit juices; and

"Catering Trade" means the trade in which employers and their employees are associated wholly or mainly for the purpose of preparing, serving or providing meals or refreshments (whether liquid or otherwise) or both such meals and refreshments in or from any establishment or part thereof, whether permanent, temporary, indoors or in the open air, and includes such activities when carried on in or from one or more classes of premises or parts thereof which are used as public restaurants, cafés or tearooms.

Address of the applicant to which copies of objections are to be delivered or posted:

(a) *Office address:* Second Floor, 41 Rissik Street, Johannesburg.

(b) *Postal address:* P.O. Box 6649, Johannesburg, 2000.

The procedure laid down in paragraphs (b), (c), (d), (e) and (f) of section 19 (2) of the Labour Relations Act, 1956, *mutatis mutandis* applies in connection with any objections lodged in respect of this application for the variation of the registered scope of the Industrial Council.

G. C. PAPENFUS,

Assistant Industrial Registrar.

(19 June 1992)

KENNISGEWING 552 VAN 1992

DOEANE- EN AKSYNSTARIEFAANSOEKE: LYS 5/92

A. Die volgende aansoeke wat deur die Raad op Tariewe en Handel oorweeg is, is nie gesteun nie:

(a) ***Verlaging van die reg op:***

Natriumdichromaat (Lys 16/91) (Verslag 3126).

(b) ***Korting van die reg op:***

Buise, pype en holprofiele, naatloos, van yster (uitgesonderd gietyster) of staal, vir die vervaardiging van hidrouliese silin-ders. (Lys 23/91) (Verslag 3132).

NOTICE 552 OF 1992

CUSTOMS AND EXCISE TARIFF APPLICATIONS: LIST 5/92

A. The following applications considered by the Board on Tariffs and Trade have not been supported:

(a) ***Reduction in the duty on:***

Sodium dichromate (List 16/91) (Report 3126).

(b) ***Rebate of the duty on:***

Tubes, pipes and hollow profiles, seamless, of iron (excluding cast iron) or steel, for the manufacture of hydraulic cylinders. (List 23/91) (Report 3132).

Union set to pressurise the Natal Arts Council

Sowetan 24/6/92

(293)

THE SA Commercial Catering and Allied Workers' Union wants to pressurise the Natal Performing Arts Council to open its financial books for a union audit.

To this end, it meets "progressive" political and cultural organisations and trade unions in Durban this week to look into forming a support committee to pressurise Napac to meet their demands.

The strike by 219 workers at Napac in Durban and Mayville entered its second week on Monday.

According to union organiser Gibson Nduli, talks deadlocked last week because of Napac's alleged refusal to allow the union an independent audit of its financial records.

But Napac said the company's financial position was public knowledge and statements were freely available.

Napac's general director Robert Cross said: "Saccawu's suggestion that the strike be suspended pending an investigation by an auditor into Napac's financial affairs is disingenuous to say the least, particularly so, if regard is to be given to the fact that Saccawu have indicated that they may thereafter elect to continue the strike regardless of the outcome of the auditor's report."

He said Napac invited the union to meetings on an audit three times this year, without response.

Nduli rejected much of Cross' statement: Napac refused access to its books after claims of mismanagement.

Meanwhile, about 30 striking workers continued to picket the Natal Playhouse on Monday after Napac locked them out of the premises on Thursday. - *Sapa.*

Strike-hit theatre forced to close

293

Cl Press 28/6/92

By FRED KHUMALO

TEMPERS which had been simmering among workers at Durban's Natal Playhouse following a dispute with management, this week exploded in violence which has forced the theatre complex to close indefinitely.

A Napac spokesman said in a statement: "The decision to close The Natal Playhouse is a result of the violent incidents which erupted during the strike action.

"Napac can no long guarantee the safety of staff or patrons," he said. Napac controls the theatre complex.

The strike, which started last Monday and involves 200 workers, turned ugly when strikers allegedly attacked white "scabs" who had been employed as relief workers. The strikers, chanting slogans and waving placards, threatened more violence if the theatre continued operating.

As a result of the closure the company's shows – which include *Guess Who's Coming to Dinner?; Elton John – This is His Song; Don Quixote – Behind The Scenes* and comedian Gordon Mulholland's *Gordon Bleu* – have been cancelled indefinitely.

Three workers were briefly arrested.

At the heart of the dispute is the retrenchment of 72 workers, 28 of whom are members of the South African Commercial, Catering and Allied Workers' Union (Saccawu).

Napac claims the retrenchments were necessary because it is presently strapped for cash. But the union insists that the retrenched workers be reinstated or as a compromise be hired as casual workers.

■ A Napac spokesman said patrons who had bought tickets could get a full refund at any Computicket outlet.

Napac and union try to end strike

(293)

MANAGEMENT at the Natal Performing Arts Council and union representatives were locked in talks yesterday in an attempt to resolve a strike.

The strike has led to the cancellation of several performances hosted by Napac and which is threatening the jobs of strikers

Sowetan 2/7/92

More than 200 members of the SA Commercial Catering and Allied Workers' Union downed tools on June 15 over retrenchments and Napac's alleged refusal to open their financial documents for a union audit.

Since then, Napac shows have had to be either postponed, cancelled or hosted at alternative venues.

Strikers, meanwhile, have spent most of the past two weeks picketing Napac's premises.

Napac's management delivered an ultimatum to strikers this week, ordering them to return to work yesterday, or face dismissal.

"You are already well aware of the severe cuts to Napac's subsidies and Napac's poor financial circumstances," the ultimatum printed in local newspapers stated. Unless you return to normal work not later than 9am, Thursday, you will be dismissed without further notice," it proclaimed. - *Sapa*.

Napac strike over

293

Sowetan Correspondent

STRIKING employees of the Natal Performing Arts Council decided to return to work yesterday morning.

The workers, members of the South African Commercial Catering and Allied Workers Union, had been on strike since June 15. Sowetan

The 230 workers went on strike to get 28 of their retrenched colleagues reinstated. They were given an ultimatum to return to work by yesterday after Saccawu and Napac failed to reach agreement on arbitration of their dispute. 3/7/92

The workers returned to work but vowed to "continue the struggle".

Napac director Mr Robert Cross said they would try to work closely with Saccawu to avoid strike action in the future.

"The Natal Playhouse will reopen to the public with immediate effect and the production of Cordon Bleu (which has been running at The Movies) will transfer back to The Loft Theatre," he said

Meanwhile, the strike by members of the National Union of Metalworkers of South Africa which has cost Toyota more than R400 million in turnover has not been resolved.

The motor manufacturing workers who have been on strike since May 6 have been given an ultimatum to return to work by Monday.

STAR 3/7/92.

Napac strike ends

(293)

Striking Natal Performing Arts Council workers decided to return to work yesterday. The 230 workers, members of the SA Commercial Catering and Allied Workers' Union, had been on strike since June 15, seeking to have 28 of their retrenched fellow-workers reinstated.

Pawe joins anti-SABC picket

ABOUT 150 members of the Performing Arts Workers' Equity (Pawe) joined striking members of the Media Workers' Association of South Africa in a "solidarity picket" at the SABC's Auckland Park headquarters yesterday. Pawe was also highlighting its own grievances, including the lack of work for local actors. — Staff Reporter

STAR, 4/7/92 (293) (182)

Union rejects 'Master's Voice'

SOUTH 18/7-22/7/92. 293

By Edwina Booysen

"SOUTH African business and employers would accuse the SABC of being irresponsible should the corporation agree to a 20 percent increase in present circumstances."

This was how the SABC justified its refusal to meet the demands of the Media Workers' Association of South Africa (Mwasa) in the two-month-old strike.

The SABC says its offer of an 11 percent across-the-board wage increase and a guaranteed minimum salary of R1 300 per month is fair in the light of "the current depressed economic climate".

But Mwasa members take exception to "His Master's Voice".

According to Mr Duma Madikizela, a Mwasa shop steward at the SABC, the corporation is "harping on the fact that other businesses have an average wage increase of 10 percent and are looking only at the present increase demand by Mwasa.

"They're losing sight of the fact that people were not properly remunerated from the beginning."

The SABC works according to a "careers development guide" which indicates how and when employees should be promoted, but Mwasa feels it has not been applied properly with regard to their members.

According to the careers development guide, a new employee is a trainee for six months and is then promoted to a junior. After that assessment at regular intervals decides further promotion.

"This goes hand-in-hand with remuneration, but neither promotion nor remuneration has been in accordance with advanced years of working at the corporation," Madikizela said.

The strike, which began on May 18, is "still deadlocked" with no resolution in sight. There are roughly 1200 Mwasa members on strike nationally, Madikizela said.

The action has received support from the ANC, PAC and Cosatu. These organisations are trying to dissuade companies from advertising on SABC media or face boycotts and demonstrations.

Two arts organisations, the Performing Arts Workers Equity (Pawe) and the Congress of South African Writers (Cosaw), have also recently expressed solidarity with the striking workers and their union.

Both Pawe and Cosaw have called for a speedy and just resolution to the strike and the immediate creation of an independent broadcast authority.

The South African Musicians Association (Sama), which also supports the Mwasa strike, feels other South African groups will follow the lead of Bayete and Sakhile and refuse to have their music aired on the SABC if the Corporation remains uncompromising.

Radio Metro has suspended operations, most likely until the dispute between the SABC and Mwasa is resolved. The decision was taken after disc jockeys and radio and news announcers were pressurised to join the strike.

The station, which has the biggest listenership, went off the air a week ago following a staff meeting and only plays recorded music and advertisements.

Technically, the DJs cannot be on strike since the contract they have with SABC bars them from taking strike action, a Mwasa official, Mr Sithembele Khala, said.

A FAIR DEAL

Sunday Times Special Feature

COMPLAINTS WELCOME ... Advertising Standards Authority executive director Mrs Deline Beukes believes complaints can help advertisers prepare their ads better Picture: HERBERT MABUZA

Advertising watchdog welcomes complaints

(C/Metro) S/Times 26/7/92

DELINE BEUKES, executive director of the Advertising Standards Authority (ASA), initially expects an increase in complaints from the public if the code on advertising is distributed widely

"And we'll welcome this," she said "The more consumers are aware of their rights, the better advertisers will prepare their ads So, in the long run, the number of complaints should drop."

The advertising consumer code is based on the ASA's existing code, which has been in place for 23 years, since the organisation was set up.

"Basically nothing has been changed, though some of the technical details, which are of concern to advertisers rather than consumers, have been left out.

"I believe consumers will now know in more detail what they can complain about It will make them more sophisticated and knowledgable

"We shall be doing a presentation to advertising agencies to make them aware of the contents of the code, so they can ensure they meet the standards expected of them."

Offend

She said the code was based on British and international codes prepared by the International Chamber of Commerce

Asked how ASA could assist if consumers had a complaint about advertisements, she said.

"We can request advertisers to amend ads If they don't respond, we can ask member bodies not to accept the offending ads That soon makes them conform," said Mrs Beukes

The ASA dealt with 1 300 consumer complaints last year Over the past five years complaints have risen by about 22 percent a year

"We require a written — it can be faxed — complaint, which includes a copy of the ad and a brief statement on what the consumer believes is wrong with it.

"When the complaint is submitted we'll go to the other side and get their point of view. We'll then adjudicate at ASA level But if the parties aren't happy, they can go to one of our committees.

"There's a further, third level of appeal, called the Appeal Committee, but it only gets to that stage about five times a year.

"This is usually a clash between two competitors — for instance the famous BMW/Mercedes fight a few years ago

"All newspapers are members of the ASA, through the Newspaper Press Union, as are TV stations.

"The ASA checks all SABC TV ads prior to screening — though not M-Net's.

"We check the script first and also the substantiation of any claims made in an ad Substantiation is the main cause of complaints from consumers, so we check this carefully. We see the ad again before it is screened.

"We're even checking every direct marketing ad now, since the Madsells handbag offer took so many consumers for a ride

"We do not clear radio ads, but it's interesting that many radio advertisers are voluntarily coming to us these days to get clearance before broadcasting."

All members have a responsibility not to accept an ad that doesn't conform to the ASA's code

Does the ASA see the new code as the be all and end all, as far as advertising is concerned?

No, she says Advertising is a never stagnant, and there will be a constant need to update, possibly once a year

Complaints

The ASA is working on rules for advertisements on 087 numbers, green products and products in the area "between cosmetics and medicines" They will be included in the code when standards have been set.

Which ad have they had the most complaints about from the public? Very definitely, in recent years, the Madsells ad

"But in some ways good came out of that. We were brought in and asked the TV stations to tighten up That's why we are now clearing direct mail ads on the SABC"

'Women rappers lack role models'

SOUTH 1/8-5/8/92

293

Last weekend, the Rap Movement saw the first ever all-women rap extravaganza in Cape Town. Despite these efforts women are still the underdogs in the rap movement, writes **SHAMIEL X ADAMS** of the African Hip Hop movement.

PIC: YUNUS MOHAMMED

SISTERS ARE DOING IT: Rap outfit Sisters in Command are demanding recognition

"IN Cape Town I think there are far too few female rappers. That is a shame. I think they just need to get out and do what they got to do," says solo male rap artist, Shy.

Just like their counterparts in the United States, local women in the hip hop/ rap movement have long been the underdogs in the rap movement.

Local rap group E=MC² sum up their feelings in their song "Revenge":

"I'm taking revenge on all you guys,
Prepare for a sister who's too damn wise.
I won't be fooled by the tales you sell,
this here sister is straight from hell
Brace yourself 'cause I've got the juice,
respect what I want, watch me get loose.
You know what it is you've done to the sisters,
whipped us, kicked us now its time for some justice.
Get with this, beware, male supremists take care,
the story of my life could become your worst nightmare ..."

Although rap has become a subculture with street wisdom and vibrance, it has frequently been criticised by both the local and international music industry for its outspokeness and often crude attack of the status quo.

The outspoken Niggers with Attitudes, (NWA) latest album, "Niggers for Life" was banned in England early this year and 2 Live Crew came under fire from US authorities for their sexually explicit lyrics.

Internationally acclaimed female rap artists like Monie Love, Queen Latiefa and Yo Yo, do not take lightly to what is known in rap lingo as "dissing" or disrespect towards women.

They have made strong criticisms through their music about male attitudes towards women. On Queen Latifah's debut album "All Hail the Queen", the tracks "Ladies First" and "The Evil that Men Do" are two such examples

To find out how women felt about the male-dominated rap scene, SOUTH spoke to local female rappers.

Nicky Vanoi from E=MC² said: "In Cape Town there are not enough female rappers; I feel that women are allowing themselves to be intimidated."

Vanoi, who lives in Mitchell's Plain, feels that local female rappers lack role models. She says: "I don't see myself as inferior, and women in general should stop accepting this myth "

Cosmo, another female rapper currently doing her matric, agrees, "They are allowing themselves to be stepped on It's not like there's a lack of opportunity or talent, they are just not doing anything about it.

"Women must stand up for themselves and use the talent that they have," Cosmo says.

The rappers, however, are aware it is going to take more than just talent and a change of attitude to overcome their problems, because the fight for a non-sexist society has been going on for a long time

"It's tough to be a girl in a man's world," says 16-year-old Delesha, who, together with her sister, Kim, recently established themselves as 2 Tough 2 Rough.

"We need to motivate ourselves through all girl workshops and start working together and looking at ways of ridding the females from this derogatory scenario."

For them respect goes beyond the macho attitudes of NWA and 2 Live Crew.

"I feel that trashy magazines and sexy ads are sickening. Women should start by respecting themselves first and then they can start talking," Delesha says.

"People should stop looking at themselves from the outside in, but rather from the inside out. We must stop competing for stupid reasons. Everyone is unique and special in their own way," Delesha continued.

"How would men feel if they were being degraded in this manner?" Delesha asks.

Most of the female rappers look up to international female rap acts like Queen Latifa, Monie Love, Yo Yo and Mc Light. They all agree that local female talent needs to be harnessed through constructive and concerted efforts, and they have just held the first all women rap meeting.

However, there does seem to be a lack of resources and skills, with most of the female rap artists being young and relatively inexperienced

The fight for a non-sexist world goes way beyond the orbit of hip hop, and maybe it's time some of the more established male rap acts look at this issue more seriously. After all, as Public Enemy says, "We're all in the same gang".

Court orders reinstatement of Pact workers

B/Day 3/9/92

SUSAN RUSSELL (293)

PACT would have to give about R2,5m in back pay to 300 employees fired in 1990 after the Labour Appeal Court in Pretoria found that the dismissals constituted an unfair labour practice and ordered the reinstatement of the workers.

The R2,5m represents pay owed to the workers from April last year to the date of this week's hearing.

Judge D van Zyl dismissed Pact's appeal against an Industrial Court ruling last September that the dismissals were an unfair labour practice. On September 16 the Industrial Court ordered Pact to reinstate the workers with six months' back pay.

The workers, members of the Paper, Printing, Wood and Allied Workers' Union, were fired two hours after they went on an illegal strike during their lunch hour on September 25 1990. Pact fired them after they ignored an ultimatum to return to work. A union offer later that afternoon to return to work was rejected.

Van Zyl said he was satisfied the Industrial Court had been entitled to order the reinstatement of the workers.

"It is true that the workers were involved in an illegal strike, but it was of very short duration and the matter could, to my mind, have been resolved amicably without resorting to the drastic action upon which Pact had decided."

☐ Pact deputy director Louis Bezuidenhout said last night the dismissed workers would not be reinstated or given back pay. Pact believed there were "good grounds" for taking the matter to the Appeal Court in Bloemfontein. Ppwawu general secretary Sipho Kubheka said he viewed Pact's defiance "very seriously".

No. R. 2490 **4 September 1992**

WET OP ARBEIDSVERHOUDINGE, 1956

KORREKSIEKENNISGEWING

BOUNYWERHEID, KIMBERLEY: HERBEKRAGTIGING VAN HOOFOOREENKOMS

Die onderstaande korreksie aan Goewermentskennisgewing No. R. 2340 wat in *Staatskoerant* No. 14229 van 21 Augustus 1992 verskyn, word hierby vir algemene inligting gepubliseer:

In die Engelse teks van die Bylae, vervang die uitdrukking "45c" deur die uitdrukking "30c" waar dit in klousule 45 voorkom.

No. R. 2491 **4 September 1992**

WET OP ARBEIDSVERHOUDINGE, 1956

VERMAAKLIKHEIDSBEDRYF VAN SUID-AFRIKA: WYSIGING VAN OOREENKOMS

Ek, Glen Morris Edwin Carelse, Adjunkminister van Mannekrag, verklaar hierby—

(a) kragtrens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 September 1992 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat die Wysigingsooreenkoms aangegaaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1 (1) (a) van die Hoofstuk I met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 September 1992 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die Wysigingsooreenkoms gespesifiseer.

G. M. E. CARELSE,
Adjunkminister van Mannekrag.

BYLAE

NYWERHEIDSRAAD VIR DIE VERMAAKLIKHEIDSBEDRYF VAN SUID-AFRIKA

OOREENKOMS

ooreenkomstig die Wet op Arbeidsverhoudinge, 1956, gesluit deur en aangegaan tussen die

Werkgewersorganisasie vir die Vermaaklikheidsbedryf van Suid-Afrika

(hierna die "werkgewers" of die "werkgewersorganisasie" genoem), aan die een kant, en die

Entertainment Workers' Union

(hierna die "werknemers" of die "vakvereniging" genoem), aan die ander kant,

No. R. 2490 **4 September 1992**

LABOUR RELATIONS ACT, 1956

CORRECTION NOTICE

BUILDING INDUSTRY, KIMBERLEY: RE-ENACTMENT OF MAIN AGREEMENT

The undermentioned correction to Government Notice No. R. 2340 appearing in *Government Gazette* No. 14229 of 21 August 1992, is published herewith for general information:

In the English text of the Schedule, substitute the expression "30c" for the expression "45c" where it appears in clause 45.

No. R. 2491 (293) **4 September 1992**

LABOUR RELATIONS ACT, 1956

ENTERTAINMENT INDUSTRY OF SOUTH AFRICA: AMENDMENT OF AGREEMENT

I, Glen Morris Edwin Carelse, Deputy 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 which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 September 1992, upon the employer's organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union; and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1) (a) of Chapter I, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 September 1992, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

G. M. E. CARELSE,
Deputy Minister of Manpower.

SCHEDULE

INDUSTRIAL COUNCIL FOR THE ENTERTAINMENT INDUSTRY OF SOUTH AFRICA

AGREEMENT

In accordance with the provisions of the Labour Relations Act, 1956, made and entered by and between the

Employers Association for the Entertainment Industry of South Africa

(hereinafter referred to as the "employers" or the "employers' organisation"), of the one part, and the

Entertainment Workers' Union

(hereinafter referred to as the "employees" or the "trade union"), of the other part,

wat die partye is by die Nywerheidsraad vir die Vermaaklikheidsbedryf van Suid-Afrika,

tot wysiging van die ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 2184 van 14 September 1990, soos gewysig en hernieu by Goewermentskennisgewings Nos. R 1010 van 10 Mei 1991, R. 3138 van 20 Desember 1991 en R. 950 van 27 Maart 1992.

HOOFSTUK 1

ALGEMEEN

1. GEBIED EN TOEPASSINGSBESTEK VAN DIE OOREENKOMS

(1) Hierdie Ooreenkoms moet in die Bioskoop- en Skouburgbedryf nagekom word—

(a) deur alle werkgewers wat lede is van die werkgewersorganisasie en deur alle werknemers wat lede is van die vakvereniging;

(b) in die volgende gebiede:

In die landdrosdistrikte Alberton, Benoni, Boksburg, Brakpan, Germiston, Hoeveldrif, Johannesburg, Kempton Park, Klerksdorp, Krugersdorp, Nigel, Potchefstroom, Pretoria, Randburg, Randfontein, Roodepoort, Rustenburg, Springs, Vanderbijlpark, Vereeniging, Westonaria, Witbank, Wonderboom, Albany, Bellville, Die Kaap, Oos-Londen, Goodwood, Hartswater, Kimberley, King William's Town, Kuilsrivier, Oudtshoorn, Paarl, Port Elizabeth, Queenstown, Somerset-Wes, Stellenbosch, Strand, Uitenhage, Wellington, Worcester, Wynberg, Warrenton, Chatsworth, Durban, Inanda, Lionsrivier, Mooirivier, Newcastle, Pietermaritzburg, Pinetown, Bethlehem, Bloemfontein, Kroonstad, Sasolburg en Welkom soos hulle op 17 Augustus 1988 bestaan het

(2) Ondanks subklousule (1), is hierdie Ooreenkoms slegs van toepassing op werknemers vir wie minimum lone in hierdie Ooreenkoms voorgeskryf word en op die werkgewers van sodanige werknemers.

(3) Hierdie Hoofstuk is van toepassing op alle seksies van die Bedryf tensy 'n klousule of gedeelte van 'n klousule in 'n bepaalde hoofstuk 'n bepaalde aangeleentheid spesifiek van daardie hoofstuk uitsluit.

(4) (a) Ondanks andersluidende bepalings in hierdie Ooreenkoms moet niks hierin vervat so uitgelê word dat dit op 'n video-kleinhandelaar of sy werknemers van toepassing is nie indien die video-kleinhandelaar nie 'n lid van die werkgewersorganisasie is nie: Met dien verstande dat hierdie nie van toepassing is ten opsigte van die bepalings van klousules 20 en 24 van die Vorige Ooreenkoms

(b) Vir die toepassing hiervan word 'n "video-kleinhandelaar" geag in daardie deel van die Nywerheid te wees wat video-kasette en video-terugspeelmasjiene aan die publiek vir privaat besigtiging verhuur.

KLOUSULE 19: UITGAWES VAN DIE RAAD

Vervang subklousule (1) deur die volgende:

"(1) Ten einde die uitgawes van die Raad te bestry, moet elke werkgewer van die loon van elke werknemer, uitgesonderd 'n per-vertoning-werknemer, die volgende aftrek:

R1,75 per maand in die geval van alle werknemers in diens, ingeag die getal dae wat 'n werknemer in enige maand gewerk het.".

Vervang subklousule (2) (b) deur die volgende:

"(2) Elke werkgewer moet elke maand soos volg tot die fondse van die Raad bydra:

(a) 'n Bedrag gelyk aan die bedrag wat soos voorgeskryf by subklousule (1) van die werknemers afgetrek word; en

(b) 'n bedrag van R5,10 ten opsigte van—

(i) bioskope: Vir elke geïnstalleerde doek;

(ii) lewende teater: Vir elke verhoog of plek wat gebruik word; en

being the parties to the Council for the Entertainment Industry of South Africa,

to amend the Agreement published under Government Notice No. R. 2184 of 14 September 1990, as amended and renewed by Government Notices Nos. R. 1010 of 10 May 1991, R. 3139 of 20 December 1991 and R. 950 of 27 March 1992.

CHAPTER I

GENERAL

293

1. AREA AND SCOPE OF APPLICATION OF THE AGREEMENT

(1) This Agreement shall be observed in the industry—

(a) by all employers who are members of the employers' organisation and by all employees who are members of the trade union;

(b) in the following areas:

In the Magisterial Districts of Alberton, Benoni, Boksburg, Brakpan, Germiston, Highveld Ridge, Johannesburg, Kempton Park, Klerksdorp, Krugersdorp, Nigel, Potchefstroom, Pretoria, Randburg, Randfontein, Roodepoort, Rustenburg, Springs, Vanderbijlpark, Vereeniging, Westonaria, Witbank, Wonderboom, Albany, Bellville, The Cape, East London, Goodwood, Hartswater, Kimberley, King William's Town, Kuils River, Oudtshoorn, Paarl, Port Elizabeth, Queenstown, Somerset West, Stellenbosch, Strand, Uitenhage, Wellington, Worcester, Wynberg, Warrenton, Chatsworth, Durban, Inanda, Lion's River, Mooi River, Newcastle, Pietermaritzburg, Pinetown, Bethlehem, Bloemfontein, Kroonstad, Sasolburg and Welkom as they existed on 17 August 1988.

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall apply only to the employees for whom minimum wages are prescribed in this Agreement, and to the employers of such employees.

(3) The provisions of this Chapter shall apply to all sections of the industry unless a clause or part of a clause in a particular chapter specifically excludes a particular matter from that chapter.

(4) (a) Notwithstanding anything to the contrary in this Agreement nothing herein shall be construed as having application to a video retailer or his employees if the video retailer is not a member of the employers' organisation: Provided that this shall not apply in respect of the provisions of clauses 20 and 24 of the Former Agreement.

(b) For the purpose hereof a "video retailer" shall be deemed to be in that section of the industry that hires out video cassettes or video cassette playback machines to the public for private viewig.

CLAUSE 19: EXPENSES OF THE COUNCIL

Substitute the following for subclause (1):

"(1) For the purpose of meeting the expenses of the Council, every employer shall deduct from the wage of each employee, other than a per-performance employee—

R1,75 per month in the case of all employees in employment, irrespective of the number of days worked by an employee in any month.".

Substitute the following for subclause (2) (b):

(2) Every employer shall contribute to the funds of the Council each month as follows:

(a) An amount equal to that deducted from the employees as prescribed in subclause (1); and

(b) an amount of R5,10 in respect of—

(i) cinemas: For each screen installed;

(ii) live theatre: For each stage or venue use; and

(iii) enige ander soort onderneming: Ten opsigte van elke perseel waar sake bedryf word.".

Namens die partye op hede die 14de dag van Mei 1992 te Johannesburg geteken.

G. COUVARAS,
Voorsitter van die Raad.

E. SIEW,
Ondervoorsitter van die Raad.

L. G. NELL,
Sekretaris van die Raad.

No. R. 2502 **4 September 1992**

WET OP ARBEIDSVERHOUDINGE, 1956

OPTIESE NYWERHEID: HERNUWING VAN OOREENKOMS

Ek, Izak Jacobus van Zyl, Hoofdirekteur: Arbeidsverhoudinge, behoorlik daartoe gemagtig deur die Minister van Mannekrag, verklaar hierby, kragtens artikel 48 (4) (a) (ii) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van Goewermentskennisgewing R. 746 van 22 April 1988, van krag is vanaf die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1992 eindig.

I. J. VAN ZYL,
Hoofdirekteur: Arbeidsverhoudinge.

No. R. 2504 **4 September 1992**

WET OP ARBEIDSVERHOUDINGE, 1956

VERMAAKLIKHEIDSBEDRYF VAN SUID-AFRIKA: HERNUWING VAN OOREENKOMS

Ek, Izak Jacobus van Zyl, Hoofdirekteur: Arbeidsverhoudinge, behoorlik daartoe gemagtig deur die Minister van Mannekrag, verklaar hierby, kragtens artikel 48 (4) (a) (ii) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van Goewermentskennisgewings R. 2184 van 14 September 1990 en R. 3138 van 20 Desember 1991, van krag is vanaf 1 Oktober 1992 en vir die tydprk wat op 31 Maart 1993 eindig.

I. J. VAN ZYL.
Hoofdirekteur: Arbeidsverhoudinge.

No. R. 2509 **4 September 1992**

WET OP ARBEIDSVERHOUDINGE, 1956

KLERASIENYWERHEID, KAAP: HERNUWING VAN HOOFOOREENKOMS

Ek, Dennis van der Walt, Direkteur: Arbeidsverhoudinge, behoorlik daartoe gemagtig deur die Minister van Mannekrag, verklaar hierby, kragtens artikel 48 (4) (a) (ii) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van Goewermentskennisgewing R. 478 van 14 Februarie 1992, van krag is vanaf die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1993 eindig.

D. VAN DER WALT,
Direkteur: Arbeidsverhoudinge.

(iii) any other type of business: In respect of each premises where business is conducted.".

Signed at Johannesburg, on behalf of the parties, this 14th day of May 1992.

G. COUVARAS,
Chairman of the Council.

E. SIEW,
Vice-Chairman of the Council.

L. G. NELL,
Secretary of the Council.

No. R. 2502 **4 September 1992**

LABOUR RELATIONS ACT, 1956

OPTICAL INDUSTRY: RENEWAL OF AGREEMENT

I, Izak Jacobus van Zyl, Chief Director: Labour Relations, 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 Notice R. 746 of 22 April 1988, to be effective from the date of publication of this notice and for the period ending 31 December 1992.

I. J. VAN ZYL,
Chief Director: Labour Relations.

No. R. 2504 **4 September 1992**

LABOUR RELATIONS ACT, 1956

ENTERTAINMENT INDUSTRY OF SOUTH AFRICA: RENEWAL OF AGREEMENT

I, Izak Jacobus van Zyl, Chief Director: Labour Relations, 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. 2184 of 14 September 1990 and R. 3138 of 20 December 1991, to be effective from 1 October 1992 and for the period ending 31 March 1993.

I. J. VAN ZYL,
Chief Director: Labour Relations.

No. R. 2509 **4 September 1992**

LABOUR RELATIONS ACT, 1956

CLOTHING INDUSTRY, CAPE: RENEWAL OF MAIN AGREEMENT

I, Dennis van der Walt, Director: Labour Relations, 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 Notice R. 478 of 14 February 1992, to be effective from the date of publication of this notice and for the period ending 30 June 1993.

D. VAN DER WALT,
Director: Labour Relations.

Growth fund rejects Kersaf investments

DIRK HARTFORD 293

SUN International's holding company Kersaf is one of the companies to be boycotted for investment by the union-sponsored and Syfrets-administered Community Growth Fund, because the fund believes Kersaf is not sufficiently socially responsible.

This means Sun International's subsidiaries Sun-Cisk and Sun Bop will also not qualify for investment from the fund.

The fund will announce next year the list of JSE-listed companies it has decided to invest in — as well as those it will not invest in. B/DAY 8/12/92.

The fund's board said three criteria — racial discrimination, centralised bargaining and hiding behind Bophuthatswana's labour legislation — were key factors in eliminating a number of contenders.

The fund already has guarantees of about R50m and has begun investing the money.

An SA Commercial, Catering and Allied Workers' Union (Saccawu) spokesman said it was "unthinkable" for Kersaf and Sun International to qualify for union investments while the company continued to use Bophuthatswana legislation to "illegalise" the union. He said Saccawu was well organised in eight Sun Bop units, but it was not recognised.

"Even exposing the fact that we have members is dangerous for them as they can be victimised and jailed," he said.

The recent spate of unilateral retrenchments at Sun International hotels, and the litigation brought by the company against Saccawu in Transkei and Ciskei, amounted to union-bashing, he said.

Saccawu and its allies yesterday met in Rustenberg to plan demonstrations at the Miss World competition on Saturday. ANC western Transvaal secretary general George Mathuse said the contest's organisers had refused permission for the beauty queens to meet the ANC. He said planned demonstrations against Miss World would go ahead this weekend.

Union calls off anti-Miss World action

LLOYD COUTTS

THE SA Commercial Catering and Allied Workers' Union (Saccawu) has called off plans to disrupt the Miss World pageant at Sun City after an agreement with Sun International (SI) yesterday B/DAY 11/12/92

Saccawu, SI and Cosatu said in a joint statement negotiations on "various problems" would recommence in January, and until then all parties would desist from "any further confrontational activities or statements that would prejudice the negotiation process"

Saccawu and Cosatu are in dispute with SI over retrenchments at the company's hotels and resorts and also over recognition rights in Bophuthatswana. (293)

Foundation will boost image of film makers

Sowetan 11/12/92.

By Victor Metsoamere

CONCERN for a better image of blacks involved in film and television has led to the formation of the Black Film and Television Foundation.

A six-member interim committee of BFTF was elected at the inaugural meeting at Wits University on November 14.

Members of the committee are chairman Jerry Mofokeng, co-chairman Eddie Mbalo, treasurer Joyce Ndamase, secretary Nupi Maiko, legal adviser Phetole Sekula and public relations officer Mweli Mzizi.

■ Among objectives are to ensure employment

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Mzizi said the next BFTF meeting, to coincide with a report-back meeting of the National Arts Policy Plenary, will be held at the Market Theatre Laboratory in Goch Street, Newtown, on Sunday at 10am.

He said in a BFTF statement released this week that among the suggested aims and objective of the new organisation were to provide a resource and skills directory for the film and television industry boost training and growth of local talent.

SERVICES SECTOR — ENTERTAINMENT & Recreation
LABOUR.

1993

CHAPTER 2

CINEMA ESTABLISHMENTS AND CINEMA SHOWS

14. CLAUSE 3 OF THE FORMER AGREEMENT—DEFINITIONS

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(1) Delete subclauses (1) and (2).

(2) Substitute the following for subclause (3):

"(3) **'cashier/sales attendant'** means an employee, in a cinema and/or drive-in, engaged in the selling of cinema tickets and/or goods and/or refreshments and who deals with matters incidental thereto;"

(3) Substitute the following for subclause (5):

"(5) **'casual employee'** means an employee who is employed by the same employer on not more than three days in any week except when a public holiday occurs in the same week, in which event such casual employee shall be permitted to work on not more than four days in that week, and who shall be paid for not less than 4½ hours for each work period of 4½ hours or less: Provided that during school holidays such casual employee shall be permitted to work 45 ordinary hours per week."

(4) Substitute the following for subclause (6):

"(6) **'catering supervisor'** means an employee in an establishment who, in addition to performing the duties of a sales attendant, supervises other catering staff;".

(5) Insert new subclauses (13) to (20):

(13) **'Grade 1 employee'** means an employee engaged in one or more of the following occupations:

Artisan;

cinematograph machine and sound technician;

(14) **'Grade 2 employee'** means an employee engaged as projectionist advanced;

(15) **'Grade 3 employee'** means an employee engaged as projectionist supervisor;

(16) **'Grade 4 employee'** means an employee engaged in one or more of the following occupations:

Cashier supervisor;

cinema administrative assistant,

doorman/usher/vendor supervisor;

(17) **'Grade 5 employee'** means an employee engaged in one or more of the following occupations.

Catering supervisor;

handyman;

projectionist Grade A;

receptionist telephonist;

(18) **'Grade 6 employee'** means an employee engaged as projectionist Grade B;

(19) **'Grade 7 employee'** means an employee engaged in one or more of the following occupations:

Cashier/sales attendant;

driver heavy vehicle

(3 500 kg or more);

security guard;

HOOFSTUK 2

BIOSKOOPBEDRYFSINRIGTINGS EN BIOSKOOPVERTONINGS

14. KLOUSULE 3 VAN DIE VORIGE OOREENKOMS—WOORDOMSKRYWING

(1) Skrap subklousules (1) en (2).

(2) Vervang subklousule (3) deur die volgende:

"(3) **'kasier/verkoopsopsiener'** beteken 'n werknemer wat by 'n bioskoop en/of inryteater bioskoopkaartjies en/of goedere en/of verversings verkoop en wat sake hanteer wat daarmee gepaard gaan;".

(3) Vervang subklousule (5) deur die volgende:

"(5) **'los werknemer'** beteken 'n werknemer wat hoogstens drie dae in enige week by dieselfde werkgewer in diens is, behalwe wanneer 'n openbare vakansiedag in dieselfde week val, in welke geval so 'n los werknemer toegelaat word om hoogstens vier dae in daardie week te werk, en wat vir elke werkperiode van 4½ uur of minder vir minstens 4½ uur betaal moet word: Met dien verstande dat sodanige los werknemer gedurende skoolvakansies toegelaat word om 45 gewone ure per week te werk.".

(4) Vervang subklousule (6) deur die volgende:

"(6) **'spysenieringstoesighouer'** beteken 'n werknemer in 'n bedryfsinrigting wat, benewens die pligte van 'n verkoopsopsiener, toesig hou oor ander spysenieringspersoneel;".

(5) Vervang subklousules (13) tot (20) deur die volgende:

(13) **'Werknemer graad 1'** beteken 'n werknemer wat een of meer van die volgende beroepe beoefen:

Ambagsman;

rolprentmasjien- en klanktegnikus;

(14) **'Werknemer graad 2'** beteken 'n werknemer wat in diens is as gevorderde projekteerder;

(15) **'Werknemer graad 3'** beteken 'n werknemer wat in diens is as projekteerder-toesighouer;

(16) **'Werknemer graad 4'** beteken 'n werknemer wat een of meer van die volgende beroepe beoefen:

Kassier-toesighouer;

bioskoopassistent (administrasie);

deurwag-/plekaanwyser-/smous-toesighouer;

(17) **'Werknemer graad 5'** beteken 'n werknemer wat een of meer van die volgende beroepe beoefen:

Spysenieringstoesighouer;

faktotum;

projekteerder graad A;

ontvangsdame-telefoniste;

(18) **'Werknemer graad 6'** beteken 'n werknemer in diens as projekteerder graad B;

(19) **'Werknemer graad 7'** beteken 'n werknemer wat een of meer van die volgende beroepe beoefen:

Kassier/verkoopsopsiener;

drywer swaarvoertuig

(3 500 kg of meer);

sekuriteitswag;

(20) **'Grade 8 employee'** means an employee engaged in one or more of the following occupations:

Artisan's assistant;
cinema assistant;
doorman/user/vendor;
driver light motor vehicle (under 3 500 kg);
general worker;
messenger;
painter;
projectionist trainee;
telephonist;
watchman;".

(6) Substitute the following new definition for the definition contained in subclause (25):

"(25) **'part-time employee'** means an employee who is employed on a 30 hour week basis and is paid for 30 ordinary hours per week, whether he works 30 ordinary hours or not: Provided that during school holidays a part-time employee may work 45 hours per week at ordinary rates of pay;".

(7) Delete subclause (34).

15. CLAUSE 4 OF THE FORMER AGREEMENT—REMUNERATIONS

(1) Substitute the following for subclause (1) (a) (i):

"(1) (a) (i) The minimum wages which shall be paid and accepted by every ***full-time employee*** shall be as set out hereunder:

Employee grades	Wage schedule	
	Per week	Per month
	R	R
Grade 1 employees		
Artisan ... . Cinematograph machine and sound technician	346,18	1 500,00
Grade 2 employees		
Projectionist advanced	261,94	1 135,00
Grade 3 employees		
Projectionist supervisor	238,63	1 034,00
Grade 4 employees		
Cashier supervisor. .... Cinema administrative assistant .... Doorman/usher/vendor supervisor	211,17	915,00
Grade 5 employees		
Catering supervisor .... Handyman ..... Projectionist Grade A..... . .. Receptionists telephonist.....	173,09	750,00
Grade 6 employees		
Projectionist Grade B..	161,55	700,00
Grade 7 employees		
Cashier/sales attendant..... ..... Driver heavy vehicle (3 500 kg or more) . .. . Security guard	150,01	650,00
Grade 8 employees		
Artisan's assistant ..... Cinema assistant .. .. Doorman/usher/vendor .... Driver light motor vehicle (under 3 500 kg) ..... General worker .... Messenger..... . . .. Painter .... Projectionist trainee . .. .. Telephonist..... ..... Watchman	130,39	565,00

(20) **'Werknemer graad 8'** beteken 'n werknemer wat een of meer van die volgende beroepe beoefen:

Ambagsman se assistent;
bioskoopassistent;
deurwag/plekaanwyser/smous;
drywer ligte motorvoertuig (onder 3 500 kg);
algemene werker;
bode;
verwer;
projekteerder-kwekeling;
telefoniste;
wag;".

(6) Vervang die omskrywing vervat in subklousule (25) deur die volgende nuwe omskrywing:

"(25) **'deeltydse werknemer'** beteken 'n werknemer wat in diens is op 'n grondslag van 30 uur per week en wat vir 30 gewone ure per week betaal word, hetsy hy 30 gewone ure werk of nie: Met dien verstande dat 'n deeltydse werknemer gedurende skoolvakansies 45 uur per week ten gewone loontariewe mag werk;".

(7) Skrap subklousule (34).

15. KLOUSULE 4 VAN DIE VORIGE OOREENKOMS—BESOLDIGING

(1) Vervang subklousule (1) (a) (i) deur die volgende:

"(1) (a) (i) Die minimum loon wat betaal moet word aan en aanvaar moet word deur elke ***voltydse werknemer,*** is soos hieronder uiteengesit:

Werknemergrade	Loontabel	
	Per week	Per maand
	R	R
Werknemers graad 1		
Ambagsman ... . Rolprentmasjien- en klanktegnikus.	346,18	1 500,00
Werknemers graad 2		
Gevorderde projekteerder	261,94	1 135,00
Werknemers graad 3		
Projekteerder-toesighouer.....	238,63	1 034,00
Werknemers graad 4		
Kassier-toesighouer .... Bioskoopassistent (administrasie) .. Deurwag-/plekaanwyser-/smous-toesighouer	211,17	915,00
Werknemers graad 5		
Spysenieringstoesighouer ..... Faktotum .... Projekteerder graad A. ..... Ontvangsdame-telefoniste	173,09	750,00
Werknemers graad 6		
Projekteerder graad B..... . .....}	161,55	700,00
Werknemers graad 7		
Kassier/verkoopsopsiener ..... Drywer swaar voertuig (3 500 kg of meer) .... Sekuriteitswag	150,51	650,00
Werknemers graad 8		
Ambagsman se assistent..... Bioskoopassistent .... Deurwag/plekaanwyser/smous ..... Drywer ligte motorvoertuig (onder 3 500 kg) ..... Algemene werker..... . Bode .. . . Verwer .... Projekteerder-kwekeling .. Telefoniste..... .. Wag	130,39	565,00

16. CLAUSE 6 OF THE FORMER AGREEMENT—ORDINARY HOURS OF WORK, OVERTIME, PAYMENT FOR OVERTIME AND INTERVALS

(1) Substitute the following for subclause (1) (b) (i):

"(b) a part-time employee:

(i) 30 in any week: Provided that during school holidays such a part-time employee shall be permitted to work 45 ordinary hours per week,".

(2) Delete subclause (2).

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CHAPTER 3

LIVE THEATRE

17. CLAUSE 4 OF THE FORMER AGREEMENT—REMUNERATION

Substitute the following for sub-clause (1) (a) and (d)

"(a) *Full-time employees*	*Monthly* R
Grade G	1 601,00
Grade H	1 296,00
Grade I	1 053,00
Grade J	883,00
Grade K	791,00
Grade L	574,00
Grade M:	
During the first three months	537,00
Thereafter	555,00"

"(d) *Per-performance employees:* A per-performance employee shall be paid as follows for each performance of three and a half hours or less:

	R
Coffee counterhand	18,00
Usher or doorman	18,00
Programme seller	20,00
Dresser	20,00
Barman	25,00
Cashier	25,00"

18. CLAUSE 7 OF THE FORMER AGREEMENT—PUBLIC HOLIDAYS AND SUNDAYS

Substitute the following for sub-clause (1) (c):

"(c) If an employee works on a public holiday which falls on a normal working day his employer shall pay him, in addition to a days' wage, for all normal hours worked at his ordinary rate of pay. Hours worked in excess of his normal hours shall be paid at overtime rates.".

CHAPTER 4

VIDEO LIBRARIES

19. CLAUSE 4 OF THE FORMER AGREEMENT—REMUNERATION

(1) Substitute the following for subclause (1) (a).

"(1) (a) The minimum wage which shall be paid to and accepted by an employee of the undermentioned classes shall be as set out hereunder:

(i) *Full-time employees*

	For the period ending 31 March 1994 Per week R	Per month R
General worker	126,93	550,00
Manager Grade A	380,80	1 650,00
Manager Grade B	253,87	1 100,00

16. KLOUSULE 6 VAN DIE VORIGE OOREENKOMS—WERKURE, OORTYD EN BETALING VIR OORTYDWERK EN POUSES

(1) Vervang subklousule (1) (b) (i) deur die volgende.

"(b) 'n deeltydse werknemer:

(i) 30 in 'n week: met dien verstande dat so 'n deeltydse werknemer gedurende skoolvakansies toegelaat word om 45 gewone ure per week te werk,".

(2) Skrap subklousule (2).

HOOFSTUK 3

LEWENDE TEATER

17. KLOUSULE 4 VAN DIE VORIGE OOREENKOMS—BESOLDIGING

Vervang subklousule (1) (a) en (d) deur die volgende:

"(a) *Voltydse werknemers*	*Maandeliks* R
Graad G	1 601,00
Graad H	1 296,00
Graad I	1 053,00
Graad J	883,00
Graad K	791,00
Graad L	574,00
Graad M:	
Gedurende die eerste drie maande	537,00
Daarna	555,00"

"(d) *Per-vertoning-werknemers:* 'n Per-vertoning-werknemer moet vir elke vertoning van drie en 'n half uur of minder soos volg betaal word:

	R
Koffietoonbankbediener	18,00
Plekaanwyser of deurwag	18,00
Programverkoper	20,00
Aantrekker	20,00
Kroegman	25,00
Kassier	25,00".

18. KLOUSULE 7 VAN DIE VORIGE OOREENKOMS—OPENBARE VAKANSIEDAE EN SONDAE

Vervang subklousule (1) (c) deur die volgende:

"(c) Indien 'n werknemer werk op 'n openbare vakansiedag wat op 'n gewone werkdag val, moet sy werkgewer hom, bo en behalwe 'n dag se loon, vir alle gewone ure wat hy gewerk het, teen sy gewone loontarief betaal Vir ure wat hy langer as sy gewone ure gewerk het, moet hy teen oortydtariewe betaal word.".

HOOFSTUK 4

VIDEOTEKE

19. KLOUSULE 4 VAN DIE VORIGE OOREENKOMS—BESOLDIGING

(1) Vervang subklousule (1) (a) deur die volgende:

"(1) (a) Die minimum loon wat betaal moet word aan en aanvaar moet word deur 'n werknemer van ondergenoemde klasse, is soos hieronder uiteengesit:

(i) *Voltydse werknemers*

	Vir die tydperk eindigende 31 Maart 1994 Per week R	Per maand R
Algemene werker	126,93	550,00
Bestuurder graad A	380,80	1 650,00
Bestuurder graad B	253,87	1 100,00

(i) *Full-time employees*

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	For the period ending 31 March 1994	
	Per week	Per month
	R	R
Shop assitant.		
First year of experience	177,71	770,00
Thereafter	203,23	880,00

(ii) *Part-time employees*

	For the period ending 31 March 1994	
	Per week	Per month
	R	R
General worker	83,78	363,00
Manager Grade A	251,33	1 089,00
Manager Grade B	167,55	726,00
Shop assistant·		
First year of experience	117,29	508,20
Thereafter...	134,13	580,80

(iii) *Casual employees*

	For the period ending 31 March 1994	
	Per hour	*Minimum 4-hour period*
	R	R
General worker	3,68	14,72
Manager Grade A	11,03	44,12
Manager Grade B.....	7,36	29,44
Shop assistant:		
First year of experience	5,15	20,60
Thereafter	6,67	26,68".

(2) Insert the following new subclause (1) (c):

"4 (1) (c) 'Part-time employee' means an employee who is employed on a 30-hour per week basis and is paid for 30 ordinary hours per week, whether he works 30 ordinary hours or not. Time worked on a Sunday shall be treated as ordinary time worked, provided that the employee is granted a day off within seven days, in terms of clause 7 (1).".

CHAPTER 5

20. CLAUSE 3 OF THE FORMER AGREEMENT—DEFINITIONS

Substitute the following for subclause (5):

"(5) **'Clerk Grade I/II'** means an employee engaged in a film distribution establishment who is engaged in any one or more of the following activities;

(a) Writing;

(b) typing;

(c) filing and any other form of clerical work, and includes a telephone switchboard operator;

(d) hiring out and/or distributing of films and/or cassettes and/or equipment relating thereto;

(e) taking cash;".

21. CLAUSE 4 OF THE FORMER AGREEMENT—REMUNERATION

Substitute the following for subclause (4):

"(1) The minimum wage which an employer shall pay an employee shall be as set out hereunder:

(i) *Voltydse werknemers*

	Vir die tydperk eindigende 31 Maart 1994	
	Per week	Per maand
	R	R
Winkelassistent.		
Eerste jaar ondervinding...	177,71	770,00
Daarna	203,23	880,00

(ii) *Deeltydse werknemers*

	Vir die tydperk eindigende 31 Maart 1994	
	Per week	Per maand
	R	R
Algemene werker	83,78	363,00
Bestuurder graad A	251,33	1 089,00
Bestuurder graad B....	167,55	726,00
Winkelassistent.		
Eerste jaar ondervinding.....	117,29	508,20
Daarna	134,13	580,80

(iii) *Los werknemers*

	Vir die tydperk eindigende 31 Maart 1994	
	Per uur	*Minimum periode van 4 uur*
	R	R
Algemene werker	3,68	14,72
Bestuurder graad A....	11,03	44,12
Bestuurder graad B	7,36	29,44
Winkelassistent:		
Eerste jaar ondervinding.....	5,15	20,60
Daarna	6,67	26,68".

(2) Voeg die volgende nuwe subklousule (1) (c) in:

"4 (1) (c) 'Deeltydse werknemer' beteken 'n werknemer wat in diens is op 'n grondslag van 30 uur per week en wat vir 30 gewone ure per week betaal word, hetsy hy 30 gewone ure werk of nie. Tyd gewerk op 'n Sondag word as gewone werktyd behandel, mits die werknemer binne sewe dae ingevolge klousule 7 (1) 'n dag verlof toegestaan word.".

HOOFSTUK 5

20. KLOUSULE 3 VAN DIE VORIGE OOREENKOMS—WOORDOMSKRYWING

Vervang subklousule (5) deur die volgende:

"(5) **'Klerk graad I/II'** beteken 'n werknemer in diens in 'n rolprentverspreidingsbedryfsinrigting wat een of meer van die volgende werksaamhede verrig:

(a) Skryfwerk;

(b) tikwerk;

(c) liasseerwerk en enige ander vorm van klerklike werk, en omvat 'n skakelbordoperateur;

(d) rolprente en/of kassette en/of uitrusting in verband daarmee uithuur en/of versprei;

(e) kontant in ontvangs neem;".

21. KLOUSULE 4 VAN DIE VORIGE OOREENKOMS—BESOLDIGING

Vervang subklousule (1) deur die volgende:

"(1) Die minimum loon wat 'n werkgewer aan 'n werknemer moet betaal, is soos hieronder uiteengesit:

Employees' grades	Full-time Per month
	R
Grade 1 employees	
Artisan	1 675,00
Cinematograph machine and sound technician.....	
Grade 2 employees	
Storeman-supervisor	1 550,00
Grade 3 employees	
Clerk Grade I	1 400,00
Film despatcher-supervisor	
Traveller.....	
Grade 4 employees	
Clerk Grade II	1 200,00
Continuity employee	
Film despatcher	
Film repairer/revisor supervisor	
Handyman	
Projectionist	
Grade 5 employees	
Driver heavy vehicle (3 500 kg or more)..... ..	1 100,00
Motion picture film editor	
Grade 6 employees	
Driver light motor vehicle (under 3 500 kg).....	1 000,00
Security guard.....	
Storeman's assistant	
Grade 7 employees	
Artisan's assistant.....	900,00
Film recorder.....	
Messenger	
Grade 8 employees	
Cinema assistant	850,00
Film repairer/revisor.....	
Grade 9 employees	
General worker	800,00"
Packer-wrapper	
Puller	
Watchman.	

Signed at Johannesburg, on behalf of the parties, this 29th day of September 1992

G. COUVARAS,
Chairman of the Council.

E. SIEW,
Vice-Chairman of the Council.

L. G. NELL,
Secretary of the Council.

Werknemergrade	Voltyds Per maand
	R
Werknemers graad 1	
Ambagsman.....	1 675,00
Rolprentmasjien- en klanktegnikus	
Werknemers graad 2	
Magasynman-toesighouers	1 550,00
Werknemers graad 3	
Klerk graad I.....	1 400,00
Rolprentversender-toesighouer	
Reisiger..... ...	
Werknemers graad 4	
Klerk graad II.....	1 200,00
Kontinuiteitswerknemer	
Rolprentversender	
Rolprenthersteller-hersiener-toesighouer	
Faktotum.....	
Projekteerder	
Werknemers graad 5	
Drywer swaar voertuig (3 500 kg of meer)	1 100,00
Rolprentfilmsamesteller.....	
Werknemers graad 6	
Drywer ligte motorvoertuig (onder 3 500 kg) .	1 000,00
Sekuriteitswag	
Magasynman-assistent...	
Werknemers graad 7	
Ambagsman se assistent.....	900,00
Rolprentopnemer.....	
Bode	
Werknemers graad 8	
Bioskoopassistent.....	850,00
Rolprenthersteller-hersiener	
Werknemers graad 9	
Algemene werker.....	800,00".
Verpakker-toedraaier.....	
Vervanger	
Wag	

Namens die partye op hede die 29ste dag van September 1992 te Johannesburg onderteken.

G. COUVARAS,
Voorsitter van die Raad.

E. SIEW,
Ondervoorsitter van die Raad.

L. G. NELL,
Sekretaris van die Raad.

DEPARTMENT OF ENVIRONMENT AFFAIRS

No. R. 101 **22 January 1993**

CORRECTION NOTICE

SEA FISHERY ACT, 1988
(ACT No. 12 OF 1988)

Government Notice No. R. 5 of 8 January 1993 is hereby corrected by the substitution in the English text of subparagraph A of paragraph 1 of Schedule A for the following subparagraph:

DEPARTEMENT VAN OMGEWING-SAKE

No. R. 101 **22 Januarie 1993**

REGSTELLINGSKENNISGEWING

WET OP SEEVISSERY, 1988
(WET No. 12 VAN 1988)

Goewermentskennisgewing No. R. 5 van 8 Januarie 1993 word hierby reggestel deur in die Engelse teks subparagraaf A van paragraaf 1 van Bylae A met die volgende subparagraaf te vervang:

"A. Seaworthy S.A. registered fishing boats (excluding steel-hulled boats):

Alongside guays, breakwaters or departmental moorings	Per day	Per month	Per annum
Per full metre of total boat length up to 15 m	R0,50	R5,00	R15,00
Per full metre total boat length exceeding 15 m.....	R0,70	R7,00	R24,00"

"A. Seaworthy S.A. registered fishing boats (excluding steel-hulled boats):

Alongside guays, breakwaters or departmental moorings	Per day	Per month	Per annum
Per full metre of total boat length up to 15 m	R0,50	R5,00	R15,00
Per full metre total boat length exceeding 15 m....	R0,70	R7,00	R24,00"

3.11.2.6 Keep a proper record of the enquiry and ask all those present to sign it afterwards.

Signed at Johannesburg at this 3rd day of November 1992

PROF. W. BACKER,
Chairman.

MR R. W. BEECH,
Vice Chairman.

MR W. DE J. STAPELBERG,
General Secretary.

No. R. 90 **22 January 1993**

LABOUR RELATIONS ACT, 1956

TOBACCO MANUFACTURING INDUSTRY, RUSTENBUG: RENEWAL OF MAIN AGREEMENT

I, Dennis van der Walt, Director: Labour Relations, 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. 372 of 25 February 1983, R. 2142 of 30 September 1983, R. 2443 of 9 November 1984, R. 207 of 7 February 1986, R. 2243 of 31 October 1986, R. 2641 of 27 November 1987, R. 1080 of 2 June 1989, R. 2526 of 17 November 1989, R. 1798 of 2 August 1991 and R. 817 of 13 March 1992, to be effective from the date of publication of this notice and for the period ending 31 March 1993.

D. v.d. WALT,
Director: Labour Relations.

No. R. 97 **22 January 1993**

LABOUR RELATIONS ACT, 1956

CANCELLATION OF GOVERNMENT NOTICE

ENTERTAINMENT INDUSTRY OF SOUTH AFRICA

I, Leon Wessels, Minister of Manpower, hereby, in terms of section 48 (5) of the Labour Relations Act, 1956, cancel Government Notice R. 2504 of 4 September 1992, with effect from the second Monday after the date of publication of this notice.

L. WESSELS,
Minister of Manpower.

No. R. 98 **22 January 1993**

LABOUR RELATIONS ACT, 1956 (293)

ENTERTAINMENT INDUSTRY OF SOUTH AFRICA: RE-ENACTMENT OF AGREEMENT

I, Leon Wessels, 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 which appears in the Schedule

3.11.2.6. Hou 'n behoorlike rekord van die verhoor en vra almal teenwoordig om dit daarna te onderteken.

Geteken te Johannesburg op hede die 3de dag van November 1992.

PROF. W. BACKER,
Voorsitter.

MNR. R. W. BEECH,
Vise-voorsitter.

MNR. W. DE J. STAPELBERG,
Hoofsekretaris.

No. R. 90 **22 Januarie 1993**

WET OP ARBEIDSVERHOUDINGE, 1956

TABAKNYWERHEID, RUSTENBURG: HENUWING VAN HOOFOOREENKOMS

Ek, Dennis van der Walt, Direkteur: Arbeidsverhoudinge, behoorlik daartoe gemagtig deur die Minister van Mannekrag, verklaar hierby, kragtens artikel 48 (4) (a) (ii) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van Goewermentskennisgewings R. 372 van 25 Februarie 1983, R. 2142 van 30 September 1983, R. 2443 van 9 November 1984, R. 207 van 7 Februarie 1986, R. 2243 van 31 Oktober 1986, R. 2641 van 27 November 1987, R. 1080 van 2 Junie 1989, R. 2526 van 17 November 1989, R. 1798 van 2 Augustus 1991 en R. 817 van 13 Maart 1992, van krag is vanaf die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Maart 1993 eindig.

D. v.d. WALT
Direkteur: Arbeidsverhoudinge.

No. R. 97 **22 Januarie 1993**

WET OP ARBEIDSVERHOUDINGE, 1956

INTREKKING VAN GOEWERMENTS-KENNISGEWING

VERMAAKLIKHEIDSBEDRYF VAN SUID-AFRIKA

Ek, Leon Wessels, Minister van Mannekrag, trek hierby, kragtens artikel 48 (5) van die Wet op Arbeidsverhoudinge, 1956, Goewermentskennigewing R 2504 van 4 September 1992, in met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing.

L. WESSELS,
Minister van Mannekrag.

No. R. 98 **22 Januarie 1993**

WET OP ARBEIDSVERHOUDINGE, 1956

VERMAAKLIKHEIDSBEDRYF VAN SUID-AFRIKA: HERBEKRAGTIGING VAN OOREENKOMS

Ek, Leon Wessels, Minister van Mannekrag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms wat in die Bylae hiervan verskyn en

hereto and which relates to the Undertaking, Industry, Trade or occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 March 1994, upon the employers' organisation and the trade union which entered into the said Agreement and upon the employers and employees who are members of the said organisation or union; and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the said Agreement, excluding those contained in clauses 1 (1) (a), 2, 3 and 10 of Chapter 1, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 March 1994, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the said Agreement.

L. WESSELS,
Minister of Manpower.

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SCHEDULE

INDUSTRIAL COUNCIL FOR THE ENTERTAINMENT INDUSTRY OF SOUTH AFRICA

AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

Employers' Association for the Entertainment Industry of South Africa

(hereinafter referred to as the "employers" or the "employers' organisation"), of the one part, and the

Entertainment Workers' Union

(hereinafter referred to as the "employees" or the "trade union"), of the other part,

being the parties to the Industrial Council

for the Entertainment Industry of South Africa.

CHAPTER 1

GENERAL

1. AREA AND SCOPE OF APPLICATION OF THE AGREEMENT

(1) This Agreement shall be observed in the Entertainment Industry—

(a) by all employers who are members of the employers' organisation and by all employees who are members of the trade union;

(b) the Republic of South Africa, excluding Walvis Bay

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall apply only to the employees for whom minimum wages are prescribed in this Agreement, and to the employers of such employees.

(3) The provisions of this Chapter shall apply to all sections of the Industry unless a clause or part of a clause in a particular chapter specifically excludes a particular matter from that chapter

betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Maart 1994 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat genoemde Ooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die genoemde Ooreenkoms, uitgesonderd dié vervat in klousules 1 (1) (a), 2, 3 en 10 van Hoofstuk 1 met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Maart 1994 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die genoemde Ooreenkoms gespesifiseer.

L. WESSELS,
Minister van Mannekrag.

BYLAE

NYWERHEIDSRAAD VIR DIE VERMAAKLIKHEIDSBEDRYF VAN SUID-AFRIKA

OOREENKOMS

ooreenkomstig die Wet op Arbeidsverhoudinge, 1956, gesluit deur en aangegaan tussen die

Werkgewersorganisasie vir die Vermaaklikheidsbedryf van Suid-Afrika

(hierna die "werkgewers" of die "werkgewersorganisasie" genoem), aan die een kant, en die

Entertainment Workers' Union

(hierna die "werknemers" of die "vakvereniging" genoem), aan die ander kant,

wat die partye is by die Nywerheidsraad vir die

Vermaaklikheidsbedryf van Suid-Afrika.

HOOFSTUK 1

ALGEMEEN

1. GEBIED EN TOEPASSINGSBESTEK VAN DIE OOREENKOMS

(1) Hierdie Ooreenkoms moet in die Vermaaklikheidsbedryf nagekom word—

(a) deur alle werkgewers wat lede is van die werkgewersorganisasie en deur alle werknemers wat lede is van die vakvereniging;

(b) in die Republiek van Suid-Afrika, uitgesonderd Walvisbaai.

(2) Ondanks subklousule (1) is hierdie Ooreenkoms slegs van toepassing op werknemers vir wie minimum lone in hierdie Ooreenkoms voorgeskryf word en op die werkgewers van sodanige werknemers.

(3) Hierdie Hoofstuk is van toepassing op alle seksies van die Bedryf tensy 'n klousule of gedeelte van 'n klousule in 'n bepaalde hoofstuk 'n bepaalde aangeleentheid spesifiek van daardie hoofstuk uitsluit

2. PERIOD OF OPERATION OF AGREEMENT

This Agreement shall come into operation on a date to be fixed by the Minister of Manpower in terms of section 48 (1) of the Act and shall remain in force for the period ending 31 March 1994 or for such period as may be determined by him

3. SPECIAL PROVISIONS

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The provisions of clauses 16 and 18 of Chapter 1, and clause 2 of Chapters 2, 3, 4 and 5, of the Agreement published under Government Notice No. R. 2184 of 14 September 1990, as renewed and amended by Government Notices Nos. R. 1010 of 10 May 1991, R. 3138 of 20 December 1991, R. 950 of 27 March 1992, R. 2491 of 4 September 1992 and R. 2504 of 4 September 1992 (hereinafter referred to as the "Former Agreement") shall apply to employers and employees.

4. GENERAL PROVISIONS

The provisions contained in clauses 3 to 15 inclusive, 17, 19 to 24 of Chapter 1, and clauses 3 to 7 inclusive of Chapters 2, 3, 4 and 5, of the Former Agreement, as further renewed and amended from time to time, shall apply to employers and employees.

5. CLAUSE 3 OF THE FORMER AGREEMENT—DEFINITIONS

(1) Insert the following new subclauses (A) and (B) after subclause (1):

"(A) 'artisan' means an employee who has completed or has been deemed to have completed a contract of apprenticeship in a trade designated or deemed to have been designated in terms of the Manpower Training Act, 1981, or who is the holder of a certificate issued to him by the Registrar of Manpower Training giving him artisan status in terms of that Act, and any other employee who performs work normally performed by an artisan, except where specifically otherwise stated in the Agreement;

(B) 'artisan's assistant' means an employee, other than an apprentice or a trainee, who under the guidance and supervision of an artisan, assists such artisan in the performance of tasks that do not require the training or skill of an artisan;".

(2) Substitute the following for subclause (13):

"(13) 'establishment' means the premises wherein or whereon the Industry, as herein defined, and work incidental thereto, is carried on;".

(3) Substitute the following for subclause (18):

"(18) 'overtime' means that portion of any period when an employee works for an employer during any week or any day, as the case may be, and which is in excess of the ordinary hours of work prescribed for such an employee in clause 6 (1) of the relevant chapter, but does not include any period which an employee works for his employer on a Sunday, except an employee referred to in clause 6 (1) of Chapter 4;".

(4) Substitute the following for subclauses (22) to (24):

"(22) **'security guard'** means an employee who is able to read, write and speak one or both of the official languages of the Republic of South Africa and who performs one or more of the following activities:

(a) The searching of persons;

(b) checking or reporting on the movements of persons or vehicles at check-points or gates;

(c) supervising and/or controlling watchmen;

and who may be called upon to perform one or more of the duties of a watchman,

2. GELDIGHEIDSDUUR VAN OOREENKOMS

Hierdie Ooreenkoms tree in werking op die datum wat die Minister van Mannekrag kragtens artikel 48 (1) van die Wet vasstel, en bly van krag vir die tydperk eindigende 21 Maart 1994 of vir die tydperk wat hy bepaal.

3. SPESIALE BEPALINGS

Die bepalings van klousules 16 en 18 van Hoofstuk 1, en klousule 2 van Hoofstukke 2, 3, 4 en 5, van die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 2184 van 14 September 1990, soos hernieu en gewysig by Goewermentskennisgewings Nos. R. 1010 van 10 Mei 1991, R. 3138 van 20 Desember 1991, R. 950 van 27 Maart 1992, R. 2491 van 4 September 1992 en R. 2504 van 4 September 1992 (hierna die "Vorige Ooreenkoms" genoem), is van toepassing op werkgewers en werknemers.

4. ALGEMENE BEPALINGS

Die bepalings vervat in klousules 3 tot en met 15, 17, 19 tot 24 van Hoofstuk 1, en klousules 3 tot en met 7 van Hoofstukke 2, 3, 4 en 5, van die vorige Ooreenkoms, soos van tyd tot tyd verder hernieu en gewysig, is van toepassing op werkgewers en werknemers.

5. KLOUSULE 3 VAN DIE VORIGE OOREENKOMS—WOORDOMSKRYWING

(1) Voeg die volgende nuwe subklousules (A) en (B) in na subklousule (1):

"(A) 'ambagsman' 'n werknemer wat 'n kontrak van vakleerlingskap voltooi het of geag word dit te voltooi het in 'n ambag wat aangewys is of geag word aangewys te wees ingevolge die Wet op Mannekragopleiding, 1981, of wat in besit is van 'n sertifikaat wat deur die Registrateur van Mannekragopleiding aan hom uitgereik is wat aan hom ambagsmanstatus verleen ingevolge daardie Wet, en enige ander werknemer wat werk verrig wat gewoonlik deur 'n ambagsman verrig word, behalwe waar daar in die Ooreenkoms spesifiek anders vermeld word;

(B) 'ambagsman se assistent' 'n werknemer, uitgesonderd 'n vakleerling of 'n kwekeling, wat onder die leiding en toesig van 'n ambagsman sodanige ambagsman bystaan by die verrigting van take wat nie die opleiding of bedrewenheid van 'n ambagsman vereis nie;".

(2) Vervang subklousule (13) deur die volgende:

"(13) 'bedryfsinrigting' die perseel waarin of waarop die Bedryf soos hierin omskryf, uitgeoefen, en werk wat daarmee gepaard gaan, verrig word;".

(3) Vervang subklousule (18) deur die volgende:

"(18) 'oortyd' die gedeelte van 'n tydperk waarin 'n werknemer vir 'n werkgewer werk gedurende enige week of enige dag, na gelang van die geval, en wat langer is as die gewone werkure wat vir sodanige werknemer by klousule 6 (1) van die betrokke hoofstuk voorgeskryf word, maar dit omvat nie enige tydperk wat 'n werknemer, behalwe 'n werknemer soos na verwys in klousule 6 (1) van Hoofstuk 4, op 'n Sondag vir sy werkgewer werk nie;".

(4) Vervang subklousules (22) tot (24) deur die volgende:

"(22) **'Sekuriteitswag'** 'n werknemer wat een of albei die amptelike tale van die Republiek van Suid-Afrika kan lees, skryf en praat en wat een of meer van die volgende werksaamhede verrig:

(a) Persone deursoek;

(b) die bewegings van persone of voertuie by beheerpunte of -hekke kontroleer en daaroor verslag doen;

(c) oor wagte toesig hou en/of beheer uitoefen;

en wat versoek kan word om een of meer van die pligte van 'n wag uit te voer;

(23) **'temporary employment'** means the employment of an employee for an agreed period of time of not longer than four months. A letter of appointment signed by the employer and the employee stating the date of commencement and termination of employment shall be given within seven days of commencement of employment;

6. CLAUSE 4 OF THE FORMER AGREEMENT—REMUNERATION

(1) Substitute the following for subclause (2):

"(2) *Reduction of wages:* No employer shall reduce the wages of an employee who, prior to the date on which this Agreement comes into force or thereafter, is paid a wage higher than the minimum prescribed in this Agreement, as long as he continues to be employed by the same employer in the same grade, occupation or job category as defined herein: Provided that this shall not apply—

(i) in the case of an employee holding a temporary employment;

(ii) to an employee who agrees in writing to transfer to an employee grade of work which provides for a lower wage.".

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(2) Substitute the following for subclause (5):

"(5) *Calculation of wages.* (a) The hourly wage of an employee, other than a casual employee or per-performance employee, shall be his weekly wage divided by the number of ordinary hours of work prescribed for such employee in any week.

(b) The daily wage of an employee, other than a casual employee or per-performance employee, shall be his weekly wage divided by the number of days ordinarily worked by such employee.

(c) The weekly wage of an employee, other than a casual employee or per-performance employee, shall be his monthly wage divided by four and a third

(d) The monthly wage of an employee, other than a casual employee or per-performance employee shall be his weekly wage multiplied by four and one third.".

7. CLAUSE 5 OF THE FORMER AGREEMENT—PAYMENT OF RENUMERATION

(1) Substitute the following for paragraphs (b) and (g) of subclause 1):

"(b) the employee's name or his number on the pay-roll and his grade and/or job classification;

(g) the employee's basic wages;".

(2) Delete subclause (5).

(3) Delete subclause (6) (c).

(4) Substitute the following for subclause (6) (e):

"(e) *Trade union and Industrial Council fees.* Deductions for—

(i) trade union monthly subscriptions, funeral insurance premiums and levies, with the employee's consent: Provided that this shall apply only to a trade union which is party to this Agreement;

(ii) employee's contributions to the Industrial Council: Provided that whenever an employer fails to make such deductions and/or fails to pay such deductions over to the Industrial Council, he shall be liable for the payment thereof, and may only deduct two months' payment from the employee/employees concerned "

(23) **'tydelike aanstelling'** die indiensneming van 'n werknemer vir 'n ooreengekome tydperk van hoogstens vier maande, aan welke werknemer 'n aanstellingsbrief, onderteken deur die werkgewer en die werknemer, waarin die datum van indiensneming en die datum van diensbeëindiging vermeld word, binne sewe dae na sy indiensteding gegee moet word;

6. KLOUSULE 4 VAN DIE VORIGE OOREENKOMS—BESOLDIGING

(1) Vervang subklousule (2) deur die volgende:

"(2) *Vermindering van lone:* Geen werkgewer mag die loon verminder nie van 'n werknemer aan wie voor die datum van inwerkingtreding van hierdie Ooreenkoms of daarna, 'n hoër loon betaal word as die minimum wat hierdie Ooreenkoms voorgeskryf word, solank as wat hy vir dieselfde werkgewer bly werk in dieselfde graad, beroep of werkskategorie soos hierin omskryf: Met dien verstande dat dit nie van toepassing is nie—

(i) in die geval van 'n werknemer met 'n tydelike aanstelling;

(ii) op 'n werknemer wat skriftelik instem om oorgeplaas te word na 'n werknemersgraad van werk wat vir 'n laer loon voorsiening maak.".

(2) Vervang subklousule (5) deur die volgende:

"(5) *Berekening van lone:* (a) Die uurloon van 'n werknemer, uitgesonder 'n los werknemer of per-vertoning-werknemer, is sy weekloon gedeel deur die aantal gewone werkure wat vir sodanige werknemer in 'n week voorgeskryf word.

(b) Die dagloon van 'n werknemer, uitgesonder 'n los werknemer of per-vertoning-werknemer, is sy weekloon gedeel deur die aantal dae wat sodanige werknemer gewoonlik werk.

(c) Die weekloon van 'n werknemer, uitgesonderd 'n los werknemer of per-vertoning-werknemer, is sy maandloon gedeel deur vier en 'n derde.

(d) Die maandloon van 'n werknemer, uitgesonderd 'n los werknemer of per-vertoning-werknemer, is sy weekloon vermenigvuldig met vier en 'n derde.".

7. KLOUSULE 5 VAN DIE VORIGE OOREENKOMS—BETALING VAN BESOLDIGING

(1) Vervang paragrawe (b) en (g) van subklousule (1) deur die volgende:

"(b) die werknemer se naam of sy nommer op die betaalstaat en sy werknemersgraad en/of werkskategorie;

(g) die werknemer se basiese loon;".

(2) Skrap subklousule (5).

(3) Skrap subklousule (6) (c).

(4) Vervang subklousule (6) (e) deur die volgende:

"(e) *Vakverenigings- en Nywerheidsraadgelde:* Bedrae afgetrek vir—

(i) die maandelikse bydraes tot die vakvereniging, begrafnisversekeringspremies en heffings, met die werknemer se toestemming: Met dien verstande dat dit slegs geld vir 'n vakvereniging wat 'n party by hierdie Ooreenkoms is;

(ii) die werknemer se bydraes tot die Nywerheidsraad: Met dien verstande dat wanneer 'n werkgewer versuim om sodanige bedrae af te trek en/of versuim om sodanige bedrae aan die Nywerheidsraad oor te betaal, is hy aanspreeklik vir die betaling daarvan, en mag hy slegs twee maande se bydraes van die betrokke werknemer/werknemers aftrek.".

(5) Substitute the following for subclause (6) (f) (ii):

"(ii) stop orders—with the consent of the employer, an employee may submit a request to his employer to enforce a stop order facility against his wage for the payment of money to a third party: Provided that no employer may enforce an irrevocable stop order, which stop order shall be deemed to be null and void;".

(6) Substitute the following for subclause (6) (f) (iv):

"(iv) loans—any amount advanced to an employee in respect of housing loans and/or advances in respect of medical expenses and/or the purchase of expensive personal items: Provided that such deduction does not exceed one-third of the employees's remuneration, except on termination of employment.".

(7) Substitute the following for subclause (7) : (293)

"(7) Furthermore the folloiwng shall apply to cinema establishments:

(a) *Liability:* Sales attendants, cashiers and/or vendors shall be personally responsible for their cash floats, goods and tickets issued to them and for the moneys received from the sale of tickets and/or goods and shall make good any deficiency in respect of cash and/or tickets and/or goods: Provided that when the cash goods or tickets have been handed over to and signed for and accepted as correct by the employer or his aurthorised representative, the responsibility of the sales attendant and/or cashier and/or vendor shall cease.

(b) Should any other person whosoever handle either the cash, the goods or the tickets before the cashier, sales attendant or vendor has had an opportunity to reconcile the cash, the goods and the tickets and hand these over to the employer, the casier, sales attendant or vendor shall not be held responsible for any deficiency in cash takings, goods and/or tickets, and no deduction may be made, either directly or indirectly, from the cashier's sales attendant's or vendor's remuneration in respect of any such shortages.".

8. CLAUSE 11 OF THE FORMER AGREEMENT—TERMINATION OF EMPLOYMENT

Substitute the following for subclause (2) (a):

"(a) in the case of a weekly paid employee, be given not later than the last working day of the week of the employee concerned and shall run from the day after such working day: Provided that if any written contract of employement provides for a period of notice of equal duration for both parties which is longer than one working day, notice shall in accordance with such contract be given over such longer period;".

9. CLAUSE 12 OF THE FORMER AGREEMENT—RECORDS

(1) Substitute the following for subclause (1) (iv):

"(iv) the rate of basic wages or the basic rate per hour to be paid;".

(2) Insert the following new subclause (1) (v):

"(v) his physical residential address.".

10. CLAUSE 18 OF THE FORMER AGREEMENT—MEMBERSHIP OF EMPLOYERS' ORGANISATION AND TRADE UNION AS DEFINED IN THE PREAMBLE TO THIS AGREEMENT, AND INCIDENTAL MATTERS

(1) Delete subclause (2) (a).

(5) Vervang subklousule (6) (f) (ii) deur die volgende.

"(ii) aftrekorders—met die toestemming van die werkgewer kan 'n werknemer 'n versoek by sy werkgewer indien om 'n aftrekorderfasiliteit teen sy loon af te dwing vir die betaling van geld aan 'n derde party: Met dien verstande dat geen werkgewer 'n onherroeplike aftrekorder mag afdwing nie, welke aftrekorder as van nul en gener waarde beskou word;"

(6) Vervang subklousule (6) (f) (iv) deur die volgende:

"(iv) lenings—enige bedrag ten opsigte van huislenings aan 'n werknemer voorgeskiet en/of voorskotte ten opsigte van mediese onkoste en/of die aankoop van duur persoonlike artikels. Met dien verstande dat sodanige aftrekking hoogstens een derde van die werknemer se besoldiging is, behalwe by diensbeëindiging.".

(7) Vervang subklousule (7) deur die volgende.

"(7) Voorts is die volgende van toepassing op bioskoopbedryfsinrigtings:

(a) *Aanspreeklikheid:* Verkoopsopsieners, kassiere en/of smouse is persoonlik verantwoordelik vir hul los kontant, goedere en kaartjies aan hulle uitgereik en vir die gelde uit die verkoop van kaartjies en/of goedere ontvang en moet enige tekort ten opsigte van kontant en/of kaartjies en/of goedere aanvul: Met dien verstande dat die verkoopsopsiener en/of kassier en/of smous van die verantwoordelikheid onthef is sodra die kontant, goedere of kaartjies oorhandig is aan en voor geteken en as korrek aanvaar is deur die werkgewer of sy gemagtigde verteenwoordiger.

(b) Indien enige ander persoon, wie ook al, die kontant, die goedere of die kaartjies hanteer voordat die kassier, verkoopsopsiener of smous die geleentheid gehad het om die kontant, die goedere en die kaartjies te rekonsilieer en aan die werkgewer te oorhandig, word die kassier, verkoopsopsiener of smous vir enige tekort aan kontantontvangste, goedere en/of kaartjies nie, en mag geen bedrag, hetsy regstreeks of onregstreeks, ten opsigte van enige sodanige tekorte van die kassier, verkoopsopsiener of smous se besoldiging afgetrek word nie.".

8. KLOUSULE 11 VAN DIE VORIGE OOREENKOMS—DIENSBEËINDIGING

Vervang subklousule (2) (a) deur die volgende:

"(a) in die geval van 'n weekliks betaalde werknemer, voor of op die betrokke werknemer se laaste werkdag van die week gegee word en loop vanaf die dag na sodanige werkdag: Met dien verstande dat indien 'n skriftelike dienskontrak 'n kennisgewingstermyn van gelyke duur vir beide partye gepaal wat langer as een werkdag is, kennis ooreenkomstig sodanige kontrak oor sodanige langer termyn gegee moet word;".

9. KLOUSULE 12 VAN DIE VORIGE OOREENKOMS—REGISTERS

(1) Vervang subklousule (1) (iv) deur die volgende·

"(iv) basiese loontarief of die basiese tarief per uur wat betaal moet word;".

(2) Voeg die volgende nuwe subklousule (1) (v) in:

"(v) sy fisiese woonadres.".

10. KLOUSULE 18 VAN DIE VORIGE OOREENKOMS—LIDMAATSKAP VAN WERKGEWERSORGANISASIE EN VAN DIE VAKVERENIGING SOOS OMSKRYF IN DIE AANHEF VAN HIERDIE OOREENKOMS, EN VERWANTE SAKE

(1) Skrap subklousule (2) (a).

11. INSERT THE FOLLOWING NEW CLAUSE 25

25. DISCIPLINARY GUIDELINES (ACTION)

(1) *Guidelines for dismissal:* The contract of employment may be terminated by the employer if there is a valid reason This reason will fall under one of the following categories:

(i) Misconduct of the employee;
(ii) incapacity of the employee;
(iii) operational requirements of the employer.

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The following are some of the reasons which could justify dismissal, with due allowance for all the circumstances of the particular case:

(a) *Misconduct:* Assault, fighting, threats of assault or intimidation, acts of violence during a strike, intoxication, dishonesty, sleeping whilst on duty, refusal to obey instructions, insubordination, breach of trust and rules, disloyalty, absence and repeated late-coming

(b) *Incapacity:* Incapacity which is not resolved despite consultation and warnings, could justify dismissal. Gross incapacity would require fewer or no warnings for the dismissal to be regarded as fair.

(c) *Operational requirements of the employer:* The commercial rationale of the business, economic factors resulting in the employer requiring fewer employees than before and technological changes

(2) *Procedural fairness:* (a) *Adequate warnings:* The number of warnings required will depend on the seriousness of the misconduct. Warnings should be in writing, to facilitate proof. If possible, the employee should be required to sign acknowledgement of receipt of a written warning. If he refuses, somebody else may sign as a witness to the fact that the warning was handed to the employee.

Warnings lapse after six months. A warning for one type of offence may be valid in respect of another type of offence. In the case of very serious misconduct, no warnings at all are required and summary dismissal may take place after a proper enquiry has been held.

(b) *The disciplinary enquiry* The employment of a worker shall not be terminated for reasons related to the worker's conduct or performance before he is provided an opportunity to defend himself against the allegations made, unless the employer cannot reasonably be expected to provide this opportunity An employee who is accused of certain misconduct or poor performance must be given a chance to account for his behaviour The onus of proving the employee's misconduct or poor performance lies upon management. The employee has a right to challenge any statements which are detrimental to his credibility and integrity.

Other important requirements for a fair disciplinary hearing are the following:

1. The right to be told the nature of the offence or misconduct, with the relevant particulars of the charge.

2. The right to a timeous hearing.

3. The right to be given adequate notice prior to the enquiry.

4. The right to some form of representation (the representative could be anyone from the work place; either a shop steward, a colleague, or even a supervisor) so as to assist the employee and ensure that the disciplinary procedure is fair and equitable.

11. VOEG DIE VOLGENDE NUWE KLOUSULE 25 IN:

25. DISSIPLINÊRE RIGLYNE (OPTREDE)

(1) *Riglyne vir ontslag:* Die dienskontrak kan deur die werkgewer beëindig word indien daar 'n geldige rede bestaan Hierdie rede sal in een van die volgende kategoriee val:

(i) Wangedrag van die werknemer,
(ii) onbevoegdheid van die werknemer;
(iii) werkvereistes van die werkgewer.

Die volgende is sommige van die redes wat, met inagneming van al die omstandighede van die spesifieke geval, ontslag kan regverdig:

(a) *Wangedrag:* Aanranding, bakleiery, dreigemente van aanranding of intimidasie, gewelddade tydens 'n staking, dronkenskap, oneerlikheid, slaap terwyl op diens, weiering om instruksies of opdragte na te kom, verset, skending van vertroue, verbreking van reëls, dislojaliteit, afwesigheid en herhaaldelike laatkommery.

(b) *Onbevoegdheid:* Onbevoegdheid wat ondanks beraad en waarskuwings nie verhelp word nie, kan ontslag regverdig. By erge onbevoegdheid sou minder of geen waarskuwings nodig wees ten einde die ontslag as redelik te kan beskou.

(c) *Werkvereistes van die werkgewer:* Die kommersiële beweegrede van die besigheid, ekonomiese faktore wat tot gevolg het dat die werkgewer minder werknemers as voorheen nodig het en tegnologiese veranderings.

(2) *Redelikheid in prosedure:* (a) *Voldoende waarskuwings:* Die aantal waarskuwings wat gerig moet word, hang van die ems van die wangedrag af. Waarskuwings moet skriftelik wees om bewyslewering te vergemaklik. Indien moontlik, moet van die werknemer vereis word om 'n ontvangserkenning van 'n skriftelike waarskuwing te onderteken. Indien hy weier, kan iemand anders teken as getuie dat die waarskuwing aan die betrokke werknemer oorhandig is.

Waarskuwings verval na ses maande. 'n Waarskuwing vir een tipe oortreding kan ten opsigte van 'n ander tipe oortreding geldig wees. In die geval van baie ernstige wangedrag word hoegenaamd geen waarskuwings vereis nie en summiere ontslag kan plaasvind nadat 'n deeglike ondersoek gedoen is.

(b) *Die dissiplinêre ondersoek:* Die diens van 'n werknemer mag nie om redes wat verband hou met die werknemer se gedrag of werk beëindig word nie alvorens hy die geleentheid gegun is om hom te verdedig teen die aantygings wat gemaak is, tensy daar redelikerwys nie van die werkgewer verwag kan word om hierdie geleentheid te bied nie. 'n Werknemer wat van sekere wangedrag of swak werkverrigting beskuldig word moet die geleentheid gebied word om rekenskap van sy gedrag te gee. Die onus berus by die bestuur om die werknemer se wangedrag of swak werkverrigting te bewys. Die werknemer het die reg om enige verklarings te betwis wat sy geloofwaardigheid en integriteit benadeel.

Ander belangrike vereistes vir 'n regverdige dissiplinêre verhoor is die volgende:

1. Die reg om te weet wat die aard van die oortreding of wangedrag is, met die relevante besonderhede van die aanklag.

2. Die reg op 'n tydige verhoor.

3. Die reg om voldoende kennisgewing voor die ondersoek te ontvang.

4. Die reg op die een of ander vorm van verteenwoordiging (die verteenwoordiger kan enigiemand van die werkplek wees; hetsy 'n vakverenigingsverteenwoordiger, 'n kollega of selfs 'n toesighouer) om die werknemer by te staan en te verseker dat die dissiplinêre prosedure billik en regverdig is.

5. The right to call witnesses.

6 The right to an interpreter.

7 The right to a finding (if found guilty, he should have the right to be told the full reasons).

8 The right to have previous service considered.

9. The right to be advised of the penalty imposed.

10. The right to appeal, usually to a higher level of management.

11. The person holding the enquiry should be as objective as possible and, depending on the size of the organisation, should, if possible, not have been involved directly in the incident giving rise to the disciplinary enquiry

12. The employee should be given an opportunity to plead extenuating circumstances.

13 The penalty should be consistent with previous similar cases of misconduct in the organisation, the employer should also apply the procedures consistently. The appeal or review hearing may rectivy procedural deficiencies in the enquiry.

(3) Proper records: An employer should ensure that he keeps proper records in order to have evidence for an enquiry or for purposes of an appeal or to prove, if challenged, that the dismissal was fair.".

12. INSERT THE FOLLOWING NEW CLAUSE 26:

"26 RETRENCHMENT

Dismissal as a result of operational requirements of the organisation (retrenchment).

In general, an employee should not be dismissed on grounds of retrenchment or redundancy, unless the employer has first done the following.

(1) Considered possible ways to avoid retrenchment, such as transfers, eliminating overtime, and working short-time. (These are not the only methods available.)

An employer could implement an early retirement scheme, place a moratorium on new appointments, temporarily lay off employees or train or retrain employees to enable them to take up other posts. The employer must be creative in considering ways of avoiding redundancy in his concern.

(2) Consulted with employee representatives as regard the criteria to be applied in selecting the employees to be retrenched

(3) Established criteria for selection which, as far as possible, do not depend solely upon the opinion of the person making the selection, but can be tested objectively against such things as the attendance records, efficiency on the job, experience or length of service, e.g last in, first out.

(4) Given sufficient prior warning to the employee representatives and to the employees who may be affected.

(5) Ensured that the selection is made fairly in accordance with the criteria adopted, considering any representations employee representatives may make as to such selection

(6) Consulted the employee to be retrenched.

(7) Informed the Industrial Council of his intention to retrench staff and submitted a list of employees being considered for retrenchment to the Secretary of the Industrial Council, who will inform prospective employers in the Industry

(8) Depending on the employer's circumstances, recommended that severance pay be paid to employees who are retrenched.".

13. SUBSTITUTE THE FOLLOWING FOR ANNEXURE D:

5. Die reg om getuies in te roep.

6. Die reg op 'n tolk

7. Die reg op 'n bevinding (by skuldigbevinding moet hy die reg hê om te weet wat die volledige redes is).

8. Die reg om vorige diens in aanmerking te laat neem.

9. Die reg om van die opgelegde straf in kennis gestel te word.

10. Die reg om te appelleer, gewoonlik na 'n hoer bestuursvlak.

11. Die persoon wat die ondersoek doen, moet so objektief moontlik wees en moet na gelang van die grootte van die organisasie, indien moontlik nie direk betrokke gewees het nie by die insident wat tot die dissiplinêre ondersoek aanleiding gegee het.

12. Die werknemer moet die geleentheid gegun word om versagtende omstandighede aan te voer.

13. Die straf moet strook met vorige ooreenstemmende gevalle van wangedrag binne die organisasie; die werkgewer moet ook die prosedures konsekwent toepas. Die appèl of hersieningsverhoor kan proseduregebreke in die ondersoek regstel.

(3) Behoorlike verslae: 'n Werkgewer moet toesien dat hy behoorlike verslae byhou om as bewys te dien by 'n ondersoek of vir doeleindes van 'n appèl of om, indien daartoe gedaag, te bewys dat die ontslag regverdig was.".

12. VOEG DIE VOLGENDE NUWE KLOUSULE 26 IN:

"26 PERSONEELVERMINDERING

Ontslag as gevolg van bedryfsvereistes van die organisasie (personeelvermindering).

In die algemeen moet 'n werknemer nie ontslaan word op grond van personeelvermindering of -oortolligheid nie, tensy die werkgewer eers die volgende gedoen het:

(1) Moontlike maniere oorweeg het om personeelvermindering te vermy, soos oorplasings, die uitskakeling van oortyd en die werk van korttyd. (Dit is nie die enigste beskikbare metodes nie.)

'n Werkgewer kan 'n skema vir vroee aftrede implementeer, 'n moratorium op nuwe aanstellings plaas, werknemers tydelik ontslaan of werknemers oplei of heroplei om hulle in staat te stel om ander poste te aanvaar. Die werkgewer moet kreatief wees by die oorweging van maniere om personeeloortolligheid in sy onderneming te vermy.

(2) Met werknemerverteenwoordigers oorleg gepleeg het aangaande die kriteria wat aangelê moet word by die keuring van die werknemers wat weens vermindering ontslaan moet word.

(3) Kriteria vir keuring vasgestel het wat sover moontlik nie uitsluitlik op die mening van die keurder berus nie, maar wat objektief getoets kan word aan dinge soos die bywoningsregisters bekwaamheid in die werk, ondervinding of dienstydperk, bv. laaste in, eerste uit

(4) Voldoende voorafgaande waarskuwing gerig het tot die werknemer-verteenwoordigers en tot die werknemers wat geraak mag word.

(5) Verseker het dat die keuring regverdig ooreenkomstig die aanvaarde kriteria gedoen word, met inagneming van enige vertoe wat werknemerverteenwoordigers betreffende sodanige keuring rig.

(6) Met die werknemer wat weens vermindering ontslaan moet word, gekonsulteer het.

(7) Die Nywerheidsraad in kennis gestel het van die voorgenome ontslag van personeel weens vermindering en 'n lys van werknemers wat vir sodanige ontslag oorweeg word, ingedien het by die Sekretaris van die Nywerheidsraad, wat voornemende werkgewers in die Bedryf daarvan sal verwittig.

(8) Afhangende van die werkgewer se omstandighede, aanbeveel het dat 'n uittreeloon aan werknemers wat weens vermindering ontslaan word, betaal word.".

13. VERVANG AANHANGSEL D DEUR DIE VOLGENDE:

UT OF WORK SOON? ... Dejected staff at Jokers Casino at the New Regent Hotel might be out of ork if the government bans gambling. From left are Paul Windust, Greg Flemming, Chris Luking, haun Roberts, Myrtle Barnes and Philip Oxford-Rose Picture:JACK LESTRADE

Casino stakes up as deadline nears

S/Times (Cape Metro) 24/1/93.

By BRIAN BERKMAN

HOUSANDS of people throughout e country could lose their jobs if asinos have to close their doors at idnight on January 31, Cape Town asino owners have said.

The Department of Justice is exected to announce this week hether the January 31 deadline is be extended, but some casino wners have already given their aff notice.

The Gambling Amendment Act, assed in Parliament last year, outwed all forms of gaming for bene. Special reference was made to rd games and games of chance.

However, pressure from opposion parties and interest groups led the appointment of the Howard ommission to examine the quesn and the setting of the January deadline.

Now casino owners are awaiting e findings of the Howard Commisn — which are expected to be leased in April — and an anuncement that might compel em to close their doors.

They claim it will cost the state and taxpayers millions of rands in unemployment payouts alone, without taking into account the loss of revenue in VAT and income tax.

Some casino operators are confident that an extension will be granted until April, while others are convinced they will have to lay down their cards on Sunday night.

Mr Gerhard Stotzel, director of operations and marketing for Crowns and Triple Seven casinos, said there was "tremendous uncertainty" about the future of casinos but he was optimistic that an extension would be granted.

Mr Matie Sachs of Jokers Casino and Mr Nigel Block of the casino at the Don Hotel said their staff had been given notice.

Mrs Liz Gribble of the Arthurs Seat Palace said that if the law required the casino to close on 31 January, it would do so. Her casino group was nationwide, employed more than 500 people and had paid more than R5 million in VAT and associated taxes. Staff had been given notice in line with the extension granted when the bill was passed.

However, Mrs Gribble was confident casinos of some kind would continue to trade in South Africa once the Howard Commission had presented its report.

Mr Gary van der Merve, director of Casino Royale in Sea Point, said the casinos' success meant there was a need for them.

The impending reincorporation of the TBVC states into South Africa meant legislation would be changed eventually to make allowances for Sun International Casinos, he said.

If this happened and casinos were allowed only outside city limits, this could be construed only as selective support for Sun International which had had a monopoly for 15 years.

Casinos have had their chips as Govt pounces

Star 30/1/93.

(293)

THOUSANDS of jobs are on the line, but operators may go underground, reports MANDY JEAN WOODS.

THE gambling industry was left stunned yesterday when Justice Minister Kobie Coetsee confirmed he would not be renewing the moratorium on prosecution of hundreds of illegal casinos across the country.

A four-month-long moratorium on prosecutions came into effect after a special sitting of Parliament in October. At that time, loopholes in the Gambling Act, which allowed casinos to proliferate, were plugged. The moratorium expires at midnight tomorrow.

Estimates have put the number of illegal casinos at between 1 500 and 2 000 with about 60 000 people in their employ. Total monthly turnover is estimated to "easily surpass" R100 million.

"Most people in the industry firmly believed the moratorium would be extended, at least until the Howard Commission (into gambling in South Africa) had reported back on its findings and recommendations," said one angry casino owner, who refused to be named.

Asked to comment on how the move would affect the Jack O'Black chain of casinos — one of the largest and oldest operators — attorney Hymie Sussman replied: "How do you think it will affect me! I won't answer stupid questions. I have no comment to make."

Karos Hotels chairman Selwyn Hurwitz did not return calls yesterday afternoon.

Narcotics Bureau chief Colonel Neels Venter last week said the police would act in accordance with the law, and that if the law prohibited the operation of casinos, police would take appropriate action and close them down.

Pressure

Gambling Association co-chairman Grant Kaplan said he was in "no doubt the police will move swiftly to close casinos".

Sun International managing director Ken Rosevear said he was very pleased that the uncertainty regarding illegal casinos had been resolved. "Hopefully the Howard Commission's report will be out soon and then we will know where we stand with regard to gambling in South Africa."

Independent casino operators and the Gambling Association of South Africa have repeatedly maintained that Sun International was pressuring the Government to shut down small casinos because of theeffect it had on its own business. Rosevear denied the claims, saying: "It was recognised by everyone that we needed clear laws on gambling..."

A casino operator said of the move: "You can bet on one thing — everyone will just go underground. We have about 1 500 members and those people aren't exactly going to go away."

Kaplan said he had been contacted late this week to make additional representation on why the moratorium should be extended.

"I noted that if the Howard Commission was due to make a finding in three months, why shouldn't the moratorium be extended? By closing the casinos, a lot of people would be deprived of work," he said.

In addition, Kaplan said the Gambling Association was in the throes of setting up a deal with a Cape-based charity which would have seen it take a percentage of the association's profits — up to R10 million a month.

South Africa would also lose out on investment worth millions of dollars. He said a number of foreign players had shown great interest in injecting capital into the industry.

Casino employees bitter about closures

STAR 1/2/93. (293)

By Brendan Templeton

Maggie Honey (36) is four months pregnant. Last night, she had no idea where she was going to get another job as the midnight death knell for the casino where she works approached.

Everyone at the Sleepy Hollow casino had bitter words to say about Justice Minister Kobie Coetsee's decision to unilaterally close down all casinos at midnight.

But the approaching deadline did not stop the local gamblers from hurriedly placing their bets at the upmarket establishment in Rivonia, Sandton.

Croupiers dealt cards to soft music piped through speakers as Honey's fiance, Morne Steyn, explained how Coetsee's decision had radically changed his plans for the year.

"I was hoping to study and become a registrar of deeds this year, but now I have to give all that up because there will be only one breadwinner in our family when Maggie gives birth," he said.

Honey said she had worked in the casino trade for 15 years and was not qualified to do anything else. She did not hold out much hope for the chances of getting another well-paying job.

Her situation was mirrored in the stories told by other employees at the Sleepy Hollow.

Manager Kevin Caswell, who came to South Africa from England five years ago, said he would probably be forced to find work overseas.

"The Government is basically forcing me to leave. I have a five-year-old son from a previous marriage and I haven't the faintest idea when I'll see him again if I have to go.

"I'm being forced to leave a country I have grown to love because my skills are no longer wanted here." He did not know what his immediate plans would be. "I've given notice on my flat. That was the first thing I did," he said.

He and the other workers at the casino had banked on Coetsee granting an extension to the casinos until the findings of the Howard Commission had been made known.

Honey said the only work she could probably do would be to work as a temporary secretary. "But they aren't interested in women my age — they only want young girls of about 19 or 20 years old so they can justify paying them a low salary.

"Basically, we are going to get blown out of the window," she said.

Younger employees who did not have any long-term commitments were a bit more optimistic.

Grant Weinberg and his sister, Hayley, said they would probably have to try and find work elsewhere, but did not hold much hope of getting a good job.

"I thought we lived in a country where you could make your own decisions as to what you wanted to do with your money and your free time," Hayley said. "If I didn't have this broken leg, I would march to Pretoria and protest."

The owners of the Sleepy Hollow, Karin and Robert van der Merwe, said they would probably be able to re-establish their casino if the Howard Commission recommended that gambling be legalised.

But they were angry that the Government was pre-empting its own commission which, they said, flew in the face of the hints Coetsee had made before the amendments to the Gambling Act were passed.

Protests as court rules casinos must close

Star 2/2/93

(293)

Own Correspondents and Bronwyn Wilkinson

The Durban Supreme Court ruled yesterday that independent casinos must close, but said it would continue to hear applications from casino bosses next week.

Mr Justice B Galgut decided not to grant temporary relief to two Durban casino operators who made an urgent application to remain open pending the Howard Commission's report.

The judge asked Justice Minister Kobie Coetsee to respond by the end of the week to allegations regarding his department's ban.

The casino operators who brought the application will then renew their application. Between them, they turn over up to R200 000 a day or R6 million a month.

More than 100 protesters, mainly casino employees, marched from Durban's City Hall to the Supreme Court.

In Pretoria, more than 100 casino workers from as far afield as Nelspruit met at the Union Buildings.

A picket was also held at Parliament in Cape Town, with about 150 casino workers demanding an extension of the period of grace.

Gambling Association of South Africa co-chairman Grant Kaplan described the court ruling as a small setback.

Five Johannesburg casino operators said they had decided not to risk defying the Government's decision.

A spokesman for the SA Narcotics Bureau in Johannesburg said police would decide today whether to raid casinos found to be defying the ban.

Star 3/2/93

Pressure mounts on Govt to open casinos

(293)

Political Staff

CAPE TOWN — Pressure is mounting on Justice Minister Kobie Coetsee to change his mind on private casinos, allowing them to operate at least until the Howard Commission reports on gaming and gambling.

House of Delegates members Amichand Rajbansi and Farouk Cassim are to seek an urgent meeting with Coetsee to present petitions and letters from employees and supporters of casinos.

They had talks yesterday with Janine Jansen, a spokesman for casino staff. She has more than 4 000 signatures on a petition from staff and supporters and 233 letters from staff demanding that casinos re-open.

Jansen, who is also seeking a meeting with Coetsee, estimates the number of casino staff put out of work at 62 000.

She said Coetsee had to re-open casinos until the Howard Commission reported, warning that operations could be driven underground.

It was unfair that the Government allowed escort agencies to operate but not casinos, said Jansen.

Michael Hendrickse of the Labour Party has also called on Coetsee to review his decision.

He pointed out that the Gambling Amendment Act specifically allowed Coetsee to extend the moratorium on closing casinos in anticipation of the findings of the Howard Commission.

● Former Springbok rugby player and casino owner Martiens Louw was among the first arrested by police, who cracked down on gambling operations within 24 hours of the expiry of the Government's moratorium, reports Sapa.

Louw, his wife and two others were arrested on Monday night for allegedly operating a casino in Meyerton, south of Johannesburg. They were warned to appear in court tomorrow.

Police carried out "inspections" on casinos countrywide but had found most closed, said SAP spokesman Captain Burger van Rooyen.

● Retrenched casino employees yesterday staged a protest outside Sandton City. A roulette table was set up and passers-by were offered free games. Signatures for a petition calling for legalised gambling were collected.

Police dispute 62 000 will lose casino jobs

LLOYD COUTTS (293)

POLICE have disputed casino industry figures for the number of employees who stand to lose their jobs if gaming houses are not re-opened, claiming industry figures are "grossly exaggerated".

A statement from SAP public relations in Pretoria at the weekend placed the number of jobs at risk at about 10 000; the industry's tally is 62 000.

"According to police information and figures supplied by instances such as the Gaming Association of SA and former big casino groups such as The Club, the maximum number of casinos in the RSA is less than 200, with a total staff complement of not more than 10 000," the statement said. B/Day 8/2/93.

"Police involved in monitoring casinos have found that on average big casinos employ no more than 50 people, while smaller casinos employ less than 10."

But Gaming Association co-chairman Michael Werner said police should not calculate only the number of people employed directly by casinos. They should include those indirectly employed, like caterers, equipment technicians and alcohol suppliers.

Two Durban casino owners have launched a Supreme Court application for an extension of a government period of grace until the release of the Howard Commission's report on gambling, expected within two months.

Casinos were forced to close their doors last Sunday night after Justice Minister Kobie Coetsee announced an end to the period of grace granted to gaming house owners after the introduction of the Gambling Amendment Bill last year.

Counc to upg

CITY Council officials annou plans at the weekend to upg and increase taxi facilities i Johannesburg area as wran over the taxi protest contin

Johannesburg metropolitan ning official John Clutten said dreds of millions of rands" wou spent on new public transport f ties in the next few years.

Most of the money would from the private sector and the cil would facilitate the developm

The construction or upgradin major terminus could cost u R300 000, while stopping zone taxis along city arterials could about R35 000 each.

Clutten said new or upg facilities, which would be ava to taxis by the end of the y everything went according to included:

☐ The completion of the Pat M public transport thoroughfare would be a dedicated route for and minibuses from Soweto t

'Skills base must be enhanced'

WILSON ZWANE

SA HAS to establish and enhance a skills base, particularly a technical skills base, to regain some international economic competitiveness, say Eskom human resources executive director George Lindeque and Eskom technical skills development manager Ryno Verster.

In the Institute of Personnel Management's February People Dynamics, they write that efforts to broaden the country's skills base should be underpinned by a national skills encouragement policy.

"The objective of such a skills encouragement policy should be to establish a culture of investment in human resources."

To this end, medium- and long-term national vocational education and training plans are required to focus education and training efforts on national manpower needs, which could support national economic and technology development plans

They stress, however, that the encouragement policy should not only "deal with financial incentives for vocational education and training ... but it should also be complemented by recognition systems for exceptional contributions".

Lindeque and Verster say the few initiatives in SA to promote skills formation and recognise outstanding contributions are inadequate.

Jobless artist returns to US

Sowetan 10/2/93

■ **Promoter promised him a licensing deal but never came back:**

(293)

By Elliot Makhaya

MODISE Molefe left South Africa in 1988 to study for a masters degree in theology.

While in the United States he became a musician and record producer, doing comparatively well.

When talk of a "new" South Africa reached his ears, he was excited. Like most artists who were abroad, he packed his bags last August and headed back home to Boipatong in the Vaal Complex.

Hardly four months later, Molefe has again packed his bags — to go back to the United States.

Why?

Music career

"I came back home to settle but could not strike a job with all my degrees and a music career behind me. It is frustrating and makes you hopping mad. I am going to settle in the United States and make it my home away from home, unless something dramatic happens," said Molefe at the Jan Smuts Airport in Johannesburg before his departure for New York.

Molefe has Masters degrees in Ethics and Community Development. His wife Titi has a sociology degree. "The minute I land in the United States I know I have a job. I am going to have shows at the Apollo Theatre as an opening act to Michael Elias," he said.

Although not so well-known in South Africa, Elias is a renowned jazz guitarist in the United States.

Molefe said he was not bitter but he had been disappointed by a record company's executives here who made empty promises to him.

Licensing deal

"One leading artist promised me a licensing deal. He never came back to me."

Molefe said he initially left South Africa on a theology mission but got into music by accident. "We were on a pilgrimage to the United States. Our leader had a mission to renovate a retreat centre in Mississippi and to raise funds. I told him I could not donate cash but that I would record an album with royalties going to the mission," he said.

Molefe said he recorded the album using highly skilled professional musicians in the United States. Coyote, Stimela's lead singer, worked on the LP's melodies.

"This was a grand entry into the music scene. Now I came back to make a contribution to my own people."

Gaynor Young raises compensation claim

B/Day 26/2/93

KATHRYN STRACHAN

GAYNOR Young, the actress who was injured seriously three years ago when she fell down an 18m drop at the State Theatre in Pretoria, has increased her claims for compensation, her lawyer said yesterday.

Willem le Roux said Young would be awarded increased compensation — which would take [redacted] account medical expenses and loss of income — if she could prove that theatre owner Pact was negligent. Pact has opposed the claim.

Her claim will be heard by the Workmens' Compensation Commissioner next week. (293)

Because the Workmens' Compensation Act made no provision for pain and suffering or loss of amenities, Young has instituted a civil claim against individuals in Pact. The Act also provides that no claim may be instituted against Pact.

Young wins settlement from Pact

Star 31/3/93

293

Pretoria Correspondent

Actress Gaynor Young yesterday reached a settlement with the Performing Arts Council of the Transvaal and seven of its employees in her civil claim for compensation following two days of negotiations between their legal teams.

In terms of an agreement between the parties, the details of the settlement are to remain confidential.

Pact also withdrew its opposition to a claim by Young for increased claims under the Workmen's Compensation Act, leaving the way for the Workmen's Compensation Commissioner to hear evidence from witnesses and to make a ruling on whether Young will receive more assistance with her medical bills and pension.

In submissions handed in as an exhibit before the commissioner and two assessors by Young's counsel, Peter Pauw, Pact accepted that "a dangerous situation was created" during a scene in the performance of *Camelot* on December 9 1989 at the State Theatre, which led to Young falling 18 m off-stage and sustaining injuries.

They also said the method Pact use to guard against accidents and injuries was to rely on rehearsals, actors' expertise and instructions given to them. Pact did not grant Young a full dress rehearsal before allowing her to play the part of Guinevere in the play.

Also, several Pact employees, including the director and assistant director of *Camelot*, were responsible for the safety of the actors on stage, the design of the set, and the implementation of safety mechanisms in terms of the Machinery and Occupational Safety Act.

As part of the agreement, Pact agreed to furnish Young with such documents and evidence as she may require in the hearing before the Workmen's Compensation Commissioner.

Pact will also, as far as possible, assist in arranging for an inspection in loco of the State Theatre.

The hearing continues today with Young's counsel leading evidence for increased compensation.

Star 4/3/93

Actress's aid bid opposed

293

Pretoria Correspondent

Actress Gaynor Young's bid for increased benefits from the Workmen's Compensation Fund continued with legal arguments by her counsel and the attorney for the Accident Fund.

At the hearing in Pretoria yesterday before the Workmen's Compensation Commissioner, the legal officer for the Accident Fund — Herbert Rademeyer, who is also the first respondent in the legal battle — instructed Sam Maritz, who had been representing the Performing Arts Council of the Transvaal (Pact), to be counsel for the Accident Fund.

Peter Pauw, representing Young, argued that Rademeyer had no legal basis on which to oppose Young's application for increased compensation, because he had shown no interest prior to Pact withdrawing from the case to oppose the application.

He said Rademeyer should have filed a counter-claim after Young had made application for more aid.

Pauw argued that the commissioner could not delegate his powers to oppose the claim to Rademeyer.

The hearing continues today.

Star 5/3/93

Gaynor to push for extra benefit

Pretoria Correspondent

Counsel for actress Gaynor Young will go ahead with proceedings before the Workmen's Compensation Commissioner for increased benefits in spite of the ruling that the legal officer of the Accident Fund is to be a party to the hearing.

In his opening statement yesterday, Dr Peter Pauw said Commissioner Jannie Koekemoer would have to find whether there was negligence on the part of the Performing Arts Council of the Transvaal which led to Young's injuries; whether individual Pact employees were negligent; and whether Pact did not demarcate a dangerous area on the stage at the State Theatre.

Young would not be called to testify.

The hearing continues.

Lessons for film makers

By Victor Metsoamere

Sowetan 16/3/93.

NOTED London-based Caribbean film maker Imruh Bakari is the main conductor of the Afrika Cultural Centre Media Communications Unit's training programme for aspirant and established film makers

The programme is for writing and directing for the cinema, and the making of South African films.

The workshops are at the ACC's new and bigger base in Goch Street, Newtown, behind the Market Theatre and the Africana Museum.

■ Caribbean artist here to conduct training:

(293)

An ACC publicist said it was hoped that the development of critical appreciative skills would arm participants with a clearer view of the rapidly developing cinematic world

Participants will be drawn mainly from students of the ACC, headed by noted theatre director Benjy Francis.

However there is room for others who are interested.

They should telephone Peter Peterson at (011) 838-4541.

SOWETAN Friday April 30 1993

ARTS Changes sought

Heated debate on arts bias

Sowetan 30/4/93

293

■ DUBIOUS FUTURE

Councils ignore black artists:

By Victor Metsoamere

A PACKED AUDIENCE HEARD a heated debate on the issue of performing arts councils in South Africa during the African National Congress's culture and development conference this week.

The general consensus in the packed Johannesburg Civic Theatre auditorium in Braamfontein was that performing arts councils should make way for open, democratic institutions.

One side of the panelists contended that developmental outreach programmes were not enough, while the other contended that it was a positive move towards equipping members of the "disadvantaged communities".

Panelists included representatives of the four performing arts councils, the Performing Arts Workers Equity, community arts organisations, author-director of the musical *Magic At 4am* Mbongeni Ngema and officials of the ANC's department of arts and culture.

Pawe made a proposal that performing arts councils should scale down the amount of money spent on orchestra, ballet and opera companies, so that companies in the townships could get an equal share of the funds.

Members of the audience found statements made from performing arts councils confusing and lacking credibility and urged them to make public statements of intent to open their institutions to all.

Ngema said there were many black arts companies whose work was of a high standard but who were ignored by arts councils in Natal, Transvaal, the Cape and the Free State.

As an illustration he said his musical *Sarafina* was staged at the Natal Performing Arts Council's Playhouse Theatre only after it had achieved fame abroad.

"I did not have decent space and resources when I rehearsed *Sarafina* in South Africa," he said, adding that it would also not have been staged anywhere else except for multiracial performance venues such as the Market Theatre in Johannesburg, where *Sarafina*, now a block-busting movie, had its world premiere.

Actors union proposes a national arts council

S/Times 21/5/93

BARRY RONGE reports on a week-long conference held by the ANC's department of arts and culture at which the fate of the performing arts councils was high on the agenda

(293)

MANY people attending the ANC debate on the future of the performing arts councils at the Cultural and Development Conference (CDC) expected a cultural bloodbath.

There were visions of ballet companies being kicked into oblivion by the gumboots of traditional dancers and of orchestras and opera singers fading into dissonance before the throb of the mbira and the cowhide drum

Instead we heard a policy proposal which committed itself to the preservation of all these eurocentric "high art" forms, calling only for an alteration of scale.

Speaking for the theatre actors' union, the Performing Arts Workers Equity (Pawe), Carol Steinberg proposed a single, unified national arts council which would exist solely to allocate funds.

These would be awarded, on merit, to autonomous companies which submitted proposals for creative projects from four regional arts councils. These regional councils would process the applications for funding from various local bodies.

Apologist

Despite being bureaucratically top-heavy, this would make the total arts budget, which is allocated to only four companies, accessible to a wide spectrum of creators at every level of the community.

The various state-owned theatres should become the property of the cities in which they stand, in which regional ballet and opera companies could be created.

It was a sound, practical proposal that was then debated by the directors of the four performing arts councils and members of the unions and various cultural organisations.

The four administrators had clearly not studied the Pawe proposals and had no proposal of their own, so each one settled for being an apologist for his own little council.

They were clearly out of touch with the broad issues and had such a paltry grasp of the full spectrum of cultural life that they repeatedly impaled themselves, kamikaze style, on the cultural weapons of their opponents.

Andrew Tucker of Napac proudly announced that Mbongeni Ngema's musical *Sarafina!* had "opened" the Durban Playhouse to the entire Durban community.

Ngema responded by telling how he had rehearsed his first play under a tree because there was no township venue available to him.

Woza Albert, which went on to win international awards, was rehearsed in his bedroom. He could not find anyone to fund *Sarafina!*, not even the Market Theatre, and had to sell all he owned to get it staged.

Ironic

To welcome *Sarafina!*, to Durban as a liberating experience after it had been on Broadway and been made into a movie was, he suggested, a community initiative that came somewhat too late in the day.

John Kani reinforced that point, saying that in his distinguished international career, stretching back over 20 years, he had never acted in Soweto because Soweto does not have a single professionally equipped, purpose-built theatre.

Nor, for that matter, does any other black community anywhere in South Africa.

Every speaker made ironic reference to the R130-million spent on the Civic Theatre, which was hosting the conference, arguing that to spend such a sum when no single black community had a working theatre was iniquitous.

The performing arts councils spokesmen defensively described their own community outreach projects, none of which received more than 10 percent of their total budget, the sole allocation made to 80 percent of the community.

"That sounds like feeding the slaves instead of freeing them," observed one of the panellists, and it was fair comment.

There was no doubt, after the debate, that the performing arts councils are doomed in their present form.

Pawe outlined a phased transition period in which the existing companies could establish themselves as independent, self-funding or sponsored bodies.

They emphasised the importance of preserving the technical expertise and knowledge built up by the arts councils over 30 years, but they will not let that be used as a blackmailing tool to preserve a pointless structure.

It all sounded very positive, but Pawe's proposals do have disturbing loopholes.

They want the decision-making to be done by elected bodies of creators, but how these elected decision-makers will be chosen was not even on the agenda. It will be an explosive issue.

Sensible

It is obvious that a mass of angry grassroots community groups want 30 years of indiscriminate white entitlement to be replaced by equally indiscriminate black entitlement, which will solve nothing

Useful suggestions were shouted down, like the one from Capab which pointed out that in soccer-mad Italy the whole of the La Scala opera house is funded and maintained by a 10-percent levy on soccer tickets and sponsorships.

That's an excellent idea which could work here, but it was instantly decried as a pointless importation of a white European gimmick into what must be an essentially African structure.

One doubts, therefore, whether the wished-for policy document will emerge from this conference, but the proposals are sensible and sound.

More importantly, however, the conference bent over backwards to let all the interested parties be heard and, let's face it, that is a first for the arts in South Africa.

Young star comes alive on stage

Star 14/5/93. (293)

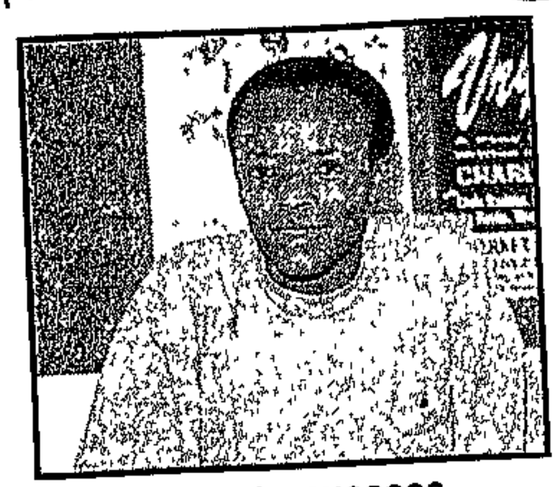
WHEN Capetonian actor Chris Gxalaba told his career guidance teacher he wanted to be an actor, the teacher looked him straight in the eye and said: "Why do you have such low self-esteem?"

He has never forgotten that moment, nor has he given in to the emotional blackmail.

Now Gxalaba is the star in Charles Fourie's *Vrygrond*, an Afrikaans play showing at the Market Theatre in Johannesburg. He plays an embittered young man who lives in a squatter camp.

Gxalaba says *Vrygrond* could not have been successful in English. The story is not polite and doesn't need a polite language.

In a way he plays what he has lived. He was born in Jaggersvlei squatter camp before his family relocated to Guguletu.



On his way to success . . . actor Chris Gxalaba.

Despite the education crisis of the 1980s, Gxalaba struggled and obtained a bachelor's degree in speech and drama from the University of Cape Town.

He has not regretted his career choice and revels in the thrill and freedom he feels when on stage.

"My whole body ceases to be mine. I leave Chris at the door and walk into somebody else — the character I'm playing."

His talent has won him awards such as the 1991 AA Life — Best Actor of the Year in the Cape. He was a national nominee for his performance in *Sizwe Banzi is Dead*.

He has also written two plays.

Though he hasn't entered the world of films, he plans to get there some time in the future.

However, his mother is not crazy about his career. She wants him to find a "real" job like his siblings, who are in careers such as teaching, engineering and nursing.

B/Day 9/6/93

Tragedy on stage and off

(293)

MARY RÖRICH

OPERA is the domain of tragedy. But sometimes the tragedy takes place off-stage, as Capab and SABC members recently learned.

The story began in April when Capab announced it would not renew the contracts of permanent members of its opera company. This decision was taken as a result of the R4m loss sustained by the arts council during the previous year.

Massive cuts in state subsidies to the arts have undoubtedly contributed to this loss. It seems sport has far greater potential in the shoring up of failing regimes and the forging of new alliances: at much the same time as Capab was forced to give up its opera company, government announced it would contribute R17m to the one-day Kyalami Grand Prix.

And so, under the threat of extinction, Capab opera prepared for its last production. With the aid of SAA, a new and brilliant production of Puccini's famous essay in tragedy, Madama Butterfly, opened on May 15 and was scheduled for live transmission on TSS on May 28.

The screening of live opera is a costly and complex business, one which SABC television producer Raymond Sargent has made his own. He has been responsible for all live transmissions of opera and ballet in SA to date, including Peter Klatzow and Veronica Paeper's Hamlet, which won a well-deserved 1992 Artes award. A trial run of the final dress rehearsal of Madama Butterfly suggested it would stand alongside the best of Sargent's work.

But Butterfly was destined to become a target of two bully boys. The first was the SABC itself, whose board and senior management have, over the years, exercised a tyrannous baasskap styled on the government that bred and controlled it.

But, for the SABC, time is running out, as it is for its master. Strikes by Mwasa and, more recently, the SA Broadcasting Staff Association (Sabsa) indicate the bitterness of most SABC employees.

Sadly, in its choice of target and style of action, Sabsa has shown that it is scarcely more caring of its members than is the SABC. Its interpretation of selective strike action has split its members' loyalties and in several cases damaged working relations within production teams.

The Madama Butterfly crew were aware that they might well be asked to strike. However, as the curtain went up, they assumed their project had been spared. Thirty-three minutes into the first act, western Cape Sabsa members were called upon to "withhold their services". Within seconds, the production was immobilised. Sargent is himself a member of Sabsa, as are most other crew members. None had any knowledge of the impending strike action. Those called out by the union were visibly distressed as they saw their work of many days come to naught.

When subsequently told of Capab's plight regarding opera and the boost a television screening would have given it, Sabsa was genuinely sympathetic. But it was too late.

In SA art is the coward's target — many opera lovers countrywide felt deprived and angry, but not nearly as many as would have jammed the SABC switchboard had the rugby match screened the following day been interrupted by strike action.

And so what might well be Capab's last production has neither been documented nor the fate of its company debated. It's a sad story, with an ironic ring of Madama Butterfly about it. Remember the little geisha girl whose American "husband" contracts a marriage with her "for 999 years, with a month's notice"?

☐ **Rörich reviews Madama Buttterfly on Page 18.**

Court orders Pact to rehire fired strikers

B/Day 2/12/93

ERICA JANKOWITZ

THE Performing Arts Council of the Transvaal (Pact) was ordered to reinstate the 299 workers dismissed during an illegal strike in September 1990 in an Appellate Division decision handed down yesterday.

However, the six months' back pay granted by the Industrial Court and upheld by the Labour Appeal Court was overturned because of the strikers' "illegal and unacceptable conduct".

Judge Richard Goldstone, who was assisted by two assessors, said· "Employees and their trade unions must take into account the high risk they run when the provisions of the law are flouted and the whole purpose of collective bargaining is subverted — the inevitable consequence of an illegal strike."

The workers, members of the Paper, Printing, Wood and Allied Workers' Union, were dismissed after illegal protest action against Pact's denial of stoporder facilities to union members. Less than an hour after the protest began, they were dismissed.

The court held that the ultimatum given to the strikers left them insufficient time to consult their union and reach a decision on whether to return to work. Pact therefore committed an unfair labour practice. However, the strike was illegal and this precluded strikers from receiving the maximum back pay. (293)

Sapa reports that Goldstone said it was not necessary to decide what a reasonable period would have been. He suggested, however, that it should not have expired before the start of work on the next day.

Cheadle Thompson & Haysom partner Pam Stein said the decision was remark-

☐ To Page 2

Pact

B/Day 2/12/93

☐ From Page 1

able as the highest court in SA had held that an illegal strike was not a bar to reinstatement "In the past, courts have ruled that illegal strikes are against public policy This case will go a long way to stop this perception" (293)

Pact deputy director-general Louis Bezuidenhout said Pact would abide by the ruling But he said the ruling compromised employers as they would be precluded from dismissing illegal strikers

Pact had contacted the union's legal representatives about the number of workers who would be reinstated

Stein said workers who had found other employment would be given the option of returning to Pact

The union was unable to comment as it did not know the details of the ruling

M-Net reorganisation causes job fears

ERICA JANKOWITZ

FEARS of widescale retrenchments at TV pay station M-Net have arisen as a result of a major internal reorganisation. B/Day 6/12/93

M-Net management attempted to dispel the worries at the weekend, but workers continued to express concern about their job security.

M-Net staff told of 400 job losses on Thursday, mainly of administrative personnel. A personnel spokesman said most of those retrenched would be rehired in the newly formed business units, which required their own administrative staff.

M-Net policy is that retrenched workers are usually rehired before the company recruits externally.

M-Net said it had split its operations into two separate units: a channel handling broadcasting and most head office functions, and MultiChoice, which concentrated on production and distribution. 293

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1994 - 1999

Casino pay dispute resolved

B/Day 21/1/94

JOHN DLUDLU

THE six-month pay dispute between dismissed workers in the three KwaNdebele casinos and management was resolved yesterday.

Speaking after the government-brokered "conciliatory" meeting last night, Industrial Court deputy president for KwaNdebele Andrew Laka said Rean International management had agreed to pay these dismissed workers money which they said was outstanding. (293)

PACT reinstates fired 299

Star 18/2/94

PRETORIA CORRESPONDENT

About 100 employees of the Performing Arts Council of the Transvaal will be retrenched when 299 dismissed workers are reinstated, PACT announced yesterday. (293)

The retrenchments follow a Pretoria Supreme Court order that PACT must re-employ 299 members of the Paper, Printing, Wood and Allied Workers' Union sacked when PACT claimed they had gone on strike illegally on September 25 1990.

An Industrial Court determined the workers had been illegally dismissed.

PACT director Louis Bezuidenhout said about 100 workers who had been employed after the 1990 dismissals would be retrenched. PACT had given them generous offers and was trying to limit the number to go.

"We have offered staff who are nearing retirement age the option of leaving early and tried our best to limit the number of workers who have to be retrenched," Bezuidenhout said.

He added that some of the 299 workers had taken other jobs and were unlikely to return.

Musos speak out

Sowetan 23/2/94

By Elliot Makhaya

■ MASS ACTION *New group wants more say in decision-making:*

UNIVERSAL Brotherhood Consortium may sound like the name of rap group — and that should be the only parallel

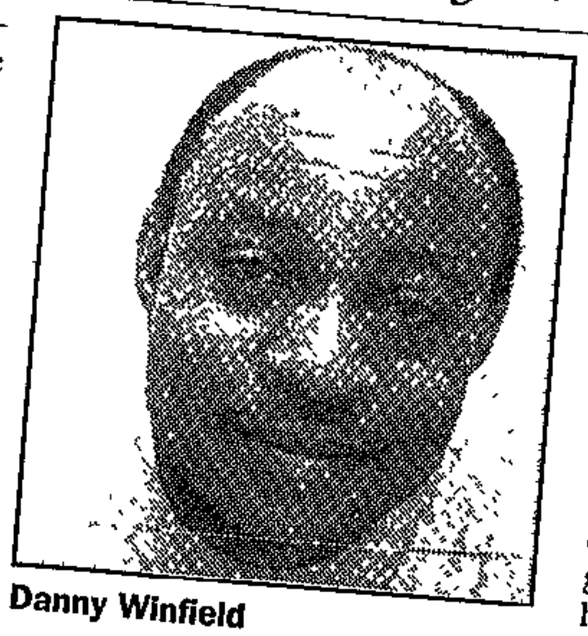
UBC (it has nothing to do with the old and discredited Urban Bantu Councils) was established in 1993 and one of its major objectives is to transfer the financial, operational and decision-making powers to the exploited and underprivileged black musicians, and all those who are essential components of the music industry.

(293)

UBC's chief negotiator and workaholic Danny Winfield this week said that artists affiliated to UBC would engage in mass action and are planning to march to the offices of the South African Broadcasting Corporation. Winfield said the march would be a protest against the 50 percent quota of local music on the airwaves as proposed by the Association of South African Music Industry (Asami)

"Our artists want at least 85 percent of their product both on radio and television They also want their representatives to sit around the table with SABC officials when royalty deals are discussed with Asami — in fact, any decision that will affect the artist. Our artists don't have a voice in the corridors of the SABC," said Winfield

He said that his association was asking for support from the mass democratic movements when they finally march on the SABC



Danny Winfield

"What we also want is a provisional moratorium on the existing contracts between production houses and musicians The contracts that are operational now are loaded and disadvantage musicians," said Winfield. He said that UBC wants to be involved in the actual drafting of the contracts.

Winfield and UBC have accused the ANC's Department of Art and Culture of courting Asami "This unholy alliance must stop, even though we still look up to the ANC to correct the imbalances of the music industry," said Winfield. He said that the UBC will insist on a commission of inquiry to look into "the missing millions" in the recording industry "We have sought legal advice on the matter We are also thinking of engaging a body of highly qualified accountants for random audits of these record companies."

Last year in November a group of musicians marched on the headquarters of the African National Congress at Shell House in Johannesburg, demanding the resignation of officials there if attention was not paid to the plight of "exploited" musicians in South Africa A memorandum of grievances of local musicians was handed to Lombard Mbatha, personal assistant to Joe Modise, commander of Umkhonto we Sizwe, by the chief negotiator Winfield

Denied royalties

The musicians were protesting against what they called the exploiting of local musicians by production houses which are represented by the Association of the South African Music Industry. The memorandum claimed that the DAC was inaccessible to musicians at grassroots level who were denied royalties and session fees "The UBC has extensive and sophisticated research about the modus operandi of Asami and is satisfied about the legitimacy of the grievances from the exploited musicians," said Winfield."These white supremacists have enjoyed, for a considerable period, certain opportunities to get fatter and richer."

R450m casino

Reprieve gets cheers from employees

CT 29/10/94 Staff Reporters (293)

CHEERS greeted the news yesterday that casinos had been granted a reprieve until the outcome of a Supreme Court hearing in December.

Mr Justice F D J Brand granted an interim order restraining police from closing or interfering with casino operations, seizing equipment or arresting staff or patrons.

A crowd of casino employees who had marched through Cape Town to Parliament carrying posters which read "Regulate us, licence us, tax us, don't destroy us" and "Mandela, did you sell your soul to, Sol?", greeted the announcement with relief

The reprieve came after two urgent applications were brought by Japaco Investments, Lords Investments and Aladdin Entertainment to prevent the closure of casinos they operated.

The companies sought an order preventing the Minister of Justice, the Minister of Safety and Security, the commissioner of police, the regional commissioner of police and the attorney-general of the Cape from closing down their casinos pending a decision by the Constitutional Court.

Unconstitutional

In papers Mr Philip "Pip" James, sole director of Japaco Investments, said his company believed the Gambling Act was unconstitutional.

Mr James quoted an interim report by the Lotteries and Gambling Board which said that it believed the act did not reflect the true moral viewpoint of the majority of South Africans.

He said casinos still operated in the former homelands under a virtual monopoly by Sun International.

Such unequal treatment discriminated against his company and other casino operators he said.

Mr James said his company intended to apply for a licence as soon as legislation had been amended.

Should the business be closed down his company would suffer irreparable harm, jobs would be lost and the company would face liquidation.

Mr B M Griesel, SC, with Mr J Newdigate, instructed by Mr Fanie Basson of Schkuine Hart-Wilson, appeared for Japaco. Mr John van der Berg and Mr Dave Stephens, instructed by Mr Aubrey Katzef of Barard Katzef and Co, appeared for Lords and Aladdin. Mr J C Gerber appeared for the Minister of Justice and Mr J C Heunis appeared for the remaining respondents.

IT'S NO GAME ... Casino employees marched in protest yesterday against a threatened clampdown on gambling. The crowd cheered on hearing that the courts had ordered police not to close down or interfere with casino operations pending the outcome of a Supreme Court hearing in December.

Picture: JACK LESTRADE

Negotiations on city sites

By MAGGIE ROWLEY
Deputy Business Editor

A R450m casino resort is being planned for Cape Town by Kersaf, the hotel and leisure arm of Safren and owners of Sun International.

The area from Milnerton through to Blouberg and "a little further out towards the Strand area" are two possible sites, chairman Mr Buddy Hawton said yesterday

His disclosure came after the group's annual general meeting yesterday Negotiations to obtain an option on a number of sites were well underway, he said.

The Lotteries and Gambling Board which is sitting now would be submitting its final report to the government shortly and enabling legislation would hopefully be in place by December/January.

Once licences have been awarded it will take about 18 months to two years to get the resort up and going but there is no reason why we should not be able to get the casino operations opened before that to help fund the development," Mr Hawton said.

"As this resort will also be aimed at the tourist market, it would make sense to build it close to the sea."

The R450m, which would be spent on developing the resort, excluded any up-front licensing costs, he said

"Obviously this size of investment in Cape Town can only be made if there is a commitment from the government to clamp down on illegal casinos"

He said negotiations were also continuing with the Portnet Pension Fund to develop a R150m hotel in the V & A Waterfront

Kersaf, whose interests include an 80% controlling interest in Sun International and a 44,3% stake in City Lodge, is also embarking on a major offshore expansion programme.

This would be funded primarily through bank loans, said Mr Hawton.

Gambling law ties up one-armed bandits

Staff Reporter

LOCALLY-MADE electronic one-armed bandit gambling machines are going back to the warehouse — at least until the law on casino licensing is clarified.

So says Mr Grant Phillips, operations manager of Electronic Amusements, which leases between 300 and 400 of the machines to casinos and clubs.

"We are going to consider overseas markets," he said despondently, despite the month-long respite granted in the Cape Town Supreme Court yesterday.

"They may not even give out licences."

But he added that the machines had some residual value because the computers inside them could be used for other purposes.

Each of the machines costs between R7 000 and R10 000, and are leased out rather than sold.

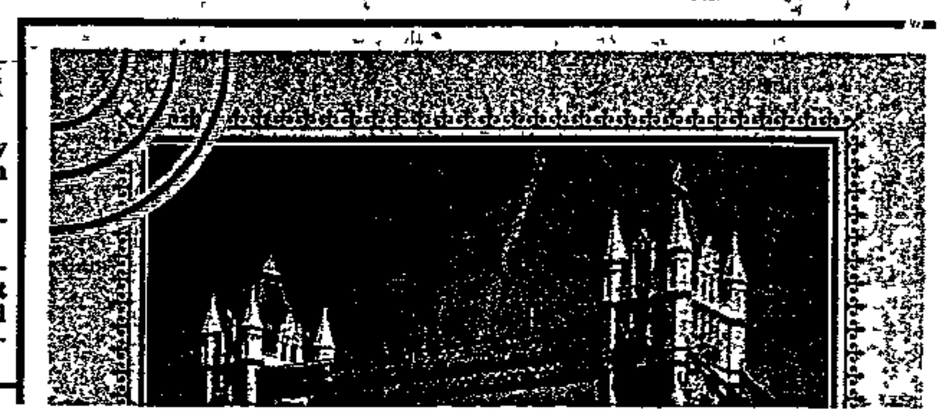
Mr Phillips explained that most of his firm's machines work on the smart card system, which gives an option of doubling up on the next bet, or putting winnings into credit. The winnings ratio on the doubling up portion differs from the normal ratio.

As soon as it was clear that a gaming activity was illegal, he said, contracts for hiring the machines would fall away.

"We can only operate as far as we can do so legally," he said. "We would rather wait, and apply through the right channels, than break the law."

His business had been fairly substantial, he said.

● Gambling debts become unenforceable in law if it is clear that they were amassed via an illegal activity, sources in the gaming industry said yesterday.



Ackerman anger at club labour dispute

ARG 1/12/94 (293)

☐ 'Unions out to get me over Pick n' Pay strike'

GILL TURNBULL
Staff Reporter

LABOUR problems at the Clovelly Country Club have been described by club president Raymond Ackerman as "thoroughly distasteful".

"First of all this was the first non-racial golf club in the country and secondly, I saved the club from extinction, along with all the jobs, three years ago," he said "All I can say is we have been fair and the whole thing is thoroughly distasteful."

In one of the latest incidents, six armed security guards force-marched a sacked worker from the club to Fish Hoek station on Monday, after the man was refused permission to speak to the club's union members

Peter Roman of the South African Chemical Workers' Union alleged that shop steward Raphael Njemla, now a peace monitor, had been unfairly dismissed from the club after an unconstitutional disciplinary hearing.

His appeal had been due to be heard on November 28.

Early on Monday Mr Njemla, who lives in Khayelitsha, was caught up in a taxi war on the Cape Flats He telephoned to say he had been delayed. When he arrived after 11 am, he was told was too late for the appeal

Mr Roman said Mr Njemla reported to the union that the club was heavily guarded by extra security, presumably in preparation for a union protest over two alleged unfair dismissals. Permission for the protest had been granted by the Fish Hoek town clerk.

Mr Roman said club manager Maude Drayton ordered six armed security guards to march Mr Njemla from Clovelly to Fish Hoek station even though club management had acknowledged the union's right to speak to members and Mr Njemla had shown the guards his peace monitor's card

On his return from overseas this week, Mr Ackerman said he recognised the union's right of association even though it had signed up a minority of staff and was not represented at the club.

He said he had heard from three different sources that someone in the unions was out to get him personally as a result of an acrimonious Pick 'n Pay strike earlier this year. He declined to name the "someone".

Referring to the union's other allegations, Mr Ackerman said the hearing against Mr Njemla had been properly constituted. He dismissed Mr Njemla's explanation of why he was late for Monday's appeal as "an excuse".

If Mr Njemla had genuinely been caught up in a taxi war the lawyers would "take it up". The club would act fairly.

Mr Roman said the next step the union would take was to speak to the other unions. He would be sending them a letter asking for support in "the struggle at Clovelly against racism and unfair dismissal".

Mr Roman said he had no knowledge of anyone with a personal vendetta against Mr Ackerman for the Pick 'n Pay strike.

Axed Capab actors set to go to industrial court

(293)

ARG 3/3/95

☐ *Labour lawyers say decision is unfair practice*

ROGER FRIEDMAN
Labour Reporter

A BLEAK industrial courtroom looks set to be the stage for Capab actors to deliver what could be their last performance in Cape Town

Citing budgetry constraints, the Cape Performing Arts Council effectively fired its entire drama company of 12 earlier this week.

But labour experts consulted today believed Capab's decision constituted an unfair labour practice.

And the actors — members of the Performing Arts Workers' Equity — have already instructed the union to brief their lawyers in Johannesburg.

Announcing the drama company's axing on Monday, Capab chief director George Loopuyt said indications were that this year's budget would be lower than last year's R34 million. The actors did not qualify for retrenchment packages.

His board had therefore decided not to renew the contracts, although the actors could still be employed on an ad hoc basis.

The careers of 12 actors — with up to 25 years' experience in performing arts councils — are at stake.

The actors were placed on annual "rollover" contracts about four years ago when Keith Grenville took over as drama head.

In a memorandum handed to Mr Loopuyt yesterday, the actors called on the Capab Board to accept that their rollover contracts implied permanent employment, to withdraw the threat of dismissals and to appoint an independent commission of inquiry.

"Regrettably, we state that should the above not be agreed to, we will vigorously contest our case, legally and otherwise," the memorandum said.

Mr Loopuyt said the memorandum would be discussed at a board meeting later today.

A prominent labour lawyer said from Stellenbosch today that the fact that the actors had been employed on rollover contracts made them de jure and de facto (in law and in fact) permanent employees.

And permanent employees were entitled to fair retrenchment packages which, by law, had to be negotiated in advance by management and employees.

"The actors seem to have a very good case," he said.

Contacted for an opinion, Cosatu regional secretary Allan Roberts said: "I think the workers have definite grounds to pursue this matter in the Industrial Court."

● The shell-shocked actors head for Somerset West and the annual Fleur du Cap awards today. Three of them — Blaise Koch, Mary Dreyer and Michelle Scott — have been nominated for awards.

Diane Wilson, who was employed by Capab in 1980, is to deliver the keynote speech at the award ceremony.

"It is supposed to be a social gathering lauding the actors, not a political platform, but I suppose I am going to have to say something."

Union pickets Durban's Playhouse

BD 8/11/95 (293)

Farouk Chothia

DURBAN — The SA Commercial Catering and Allied Workers' Union (Saccawu) was at "war" with The Playhouse Company and urged the public to stay away, Saccawu organiser Khulekani Ngubane said yesterday.

Ngubane said wage negotiations with Playhouse management had deadlocked. Union demands were a minimum wage of R1 500 a month and an across-the-board increase of R450.

About 50 Saccawu members held a picket demonstration outside the Playhouse yesterday. Ngubane said the demonstration was part of an industrial action campaign that would "mature" into further action.

Playhouse CEO Johann Zietsman said management could not meet Saccawu's demands due to budget constraints. It had offered a R70 a month across-the-board increase, and an annual bonus of between R300 and R400.

Zietsman said that the Playhouse would continue pursuing negotiations in the hope of finding common ground.

□ Meanwhile, police fired a stun grenade at demonstrators stopping patients from entering the Prince Mshiyeni Hospital in Durban's Umlazi township yesterday.

Internal stability division spokesman W/O Trevor Reddy said hospital management had employed an outside security company as part of restructuring of security arrangements.

This had angered hospital-employed security guards who, Reddy said, blocked the entrance to the hospital yesterday morning.

Police had to fire a stun grenade to disperse the demonstrators, who numbered about 50.

New union a lucky spin for grey market gambling industry

By Priscilla Singh Star 4/12/95 (293)

There may be light ahead of the tunnel for personnel in the grey market gambling industry made up of small casino owners and businessmen in Gauteng.

A group of businessmen is in the process of initiating a Gambling Workers' Union to address the problem facing the large number of people presently employed in the so-called grey gambling industry. These people fear for their jobs once major casino licences are granted and smaller operations, illegal in terms of the new legislation, go out of business.

The union will tackle the issues of the uncertainty as to when the revised Gambling Act is to be promulgated and the type of licences to be issued by the various provinces.

Artemio Allegretti, Evangelos Gatsios, Isabel Aspeling and Warrick Welsh have initiated the union, which they will affiliate to one of the major existing trade union federations.

Aspeling said very few employers and employees were aware of the type of licences which would be available apart from the 40 major casino licences allocated by the provincial legislatures.

"Apart from other benefits such as providing a voice in representations concerning all aspects of their employment, the union will also offer advice on purchasing equipment.

Presently, people are forced to pay exorbitant prices for machines and spares to the handful of importers who have monopolised the market," she said.

Aspeling added in time they hoped to encompass all provinces, and also assist the gambling authorities in controlling and regulating the industry.

Interested parties may contact Aspeling on (011) 862–7946/828–8714, Allegretti on 082–457–0329, Gatsios on 082–567–8623 or Welsh on (011) 825–4117.

Arts department to probe payouts to Pact employees

(293) BD 10/4/96

Tim Cohen

CAPE TOWN — The arts and culture ministry is investigating the Performing Arts Council of the Transvaal (Pact), where funds were apparently diverted for staff payouts on retirement, some of which has been paid to employees still working for the council.

Arts and Culture Minister Ben Ngubane has indicated that his ministry is investigating possible "inappropriate payments" to former and present management of Pact.

In reply to parliamentary questions from Freedom Front Senator Barend van der Walt, Ngubane said Pact established a special reserve fund in 1987/88 for the purpose of setting aside funds for anticipated cash flow problems.

This fund had grown to R17m by March last year, and was used to fund two trust funds set up the following month to provide for potential employee retrenchments "due to the uncertainty of the performing arts".

About R13m was allocated to an employees' trust fund, R1,7m to a senior management trust fund and R3,5m to a five-year investment plan owned by Pact.

The funds were motivated as a mechanism for dealing with the financial implications of retrenchments if and when they occurred.

The funds were also consistent with negotiations between Pact management and employee unions.

"In this light the funds were positioned as legitimate vehicles," the response said.

But notwithstanding, the ministry had launched an investigation into the purpose and management of the funds in question and whether inappropriate payments may have occurred.

One particular concern was that severance packages were paid out to Pact senior managers who were still holding office, while other irregularities were currently being investigated by independent auditors.

Five of the 10 department heads, including the chief executive, resigned and received severance packages on August 25 last year.

Two recipients of severance packages were still employed by Pact on a month-to-month basis, Ngubane said, adding he had not known they had received packages when he asked them to stay on.

The Minister then placed a moratorium on retrenchments until new boards were in place, in an attempt to ensure that retrenchments did not take place in an improper manner.

There was currently R14m in the Employees' Fund and R714 in the Senior Management Fund, the reply said.

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Industrial action hits festival

GRAHAMSTOWN — Industrial action has hit National Arts Festival organiser, the Grahamstown Foundation, two weeks before this year's event.

More than 20 staff members, all affiliated to the National Education, Health and Allied Workers' Union (Nehawu), were arrested on Friday, and yesterday barred from the 1820 Settlers Monument premises. Workers have been picketing at the monument entrance for the past three weeks, while wage talks continued. Nehawu spokesman Sizwe Ntlokwana said yesterday demands included a provident fund and a 37% across-the-board wage increase.

Foundation spokesman Shelagh Blackman said the foundation would proceed with negotiations, but only if conducted according to the recognition agreement with the union. — Ecna.

BD 25/6/96 (293) ([redacted])

Unions destroy chances of a boom in SA movie industry

Melanie Sergeant (293) BD 10/7/96

MUNICH — Unions are throttling the revival of a booming movie industry in SA by forcing German companies to pull out of contracts to film in SA.

Munich-based Licht Technik, the largest retail and lighting rental company, is rethinking plans to open a subsidiary in SA because the SA film industry's consultative committee is stalling work permits for crews wanting to film in SA and insisting that local talent should be used.

Visiting Germany this week, Cape Town Productions and Cape Town Films MD Gavin Levy met a number of potential movie, advertising and catalogue production houses, and said some were pulling out of plans to film in SA while others are thinking twice because of problems already experienced with securing work permits for production staff, photographers, stylists and other German staff.

"Already, SA has captured about 15% of the market which was previously dedicated to filming in Miami, with several factors acting in our favour such as the exchange rate and the fact that SA is in the same time zone as Germany. In the past year, the industry is SA was probably worth around R150m and the potential was there for it to grow significantly this year. The infrastructure is now much improved.

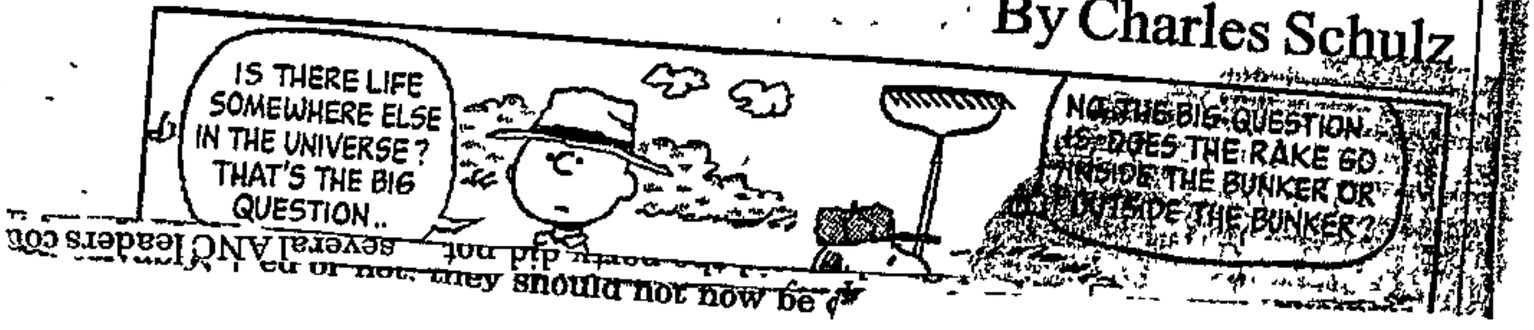
"Now, despite our meetings with home affairs, we are unable to persuade the unions to drop their demands and to allow work permits to be granted without any long delays and problems," he said.

After a recent filming in SA, he said, the crew returned to Germany and needed to reshoot some work in SA but it was impossible for them to re-enter SA before their deadline due to problems getting new visas.

Levy says the spin-offs for SA are great. "We recently filmed an Audi commercial, with 19 vehicles being transported into SA from Munich, and paid a Cape Town guest house more than R150 000 in accommodation and other fees." Other German companies which have filmed in SA include Kraft and a number of companies producing glossy fashion catalogues.

PEANUTS

By Charles Schulz



Discordant note from orchestra over salaries

Members of the Transvaal Philharmonic Orchestra (TPO) are on the verge of declaring a dispute in the Industrial Council with the Pact directorate over wages.

An orchestra member, who asked to remain anonymous, said the TPO branch of the Musicians' Union of South Africa was about to declare a dispute at the council regarding the salaries.

"Orchestra members have not had a rise in three years," the member said. "The matter was referred to the council and a dispute would have been declared by October 1 if we did not get any response.

"We did not get any response by today, so a dispute is a definite possibility."

Pact chief executive officer Alan Joseph said late last night: "I don't care to comment on anything."

Commenting earlier yesterday on rumours that the TPO is about to close, he said: "We've already made bookings for ballet, opera and other productions for next year. We can't function without an orchestra."

Morale among the orchestra members is very low at the moment, another TPO member said. – Own Correspondent.

(293) Star 2/10/96

Airport catering disrupted by Fedics pay strike

ARG 8/5/97 (293)

Catering at Cape Town International Airport has been disrupted by workers at Fedics Food Services striking after a pay dispute.

The Airports Company obtained a Cape High Court interdict yesterday to prevent 200 strikers interfering with passengers.

Food and Allied Workers Union spokesman Gafieldien Benjamin said workers were demanding a monthly pay increase of R180 and that minimum salaries for waitresses be increased from R500 to R800

The union also demanded four months' maternity leave and that temporary workers be given permanent jobs after they had worked for three consecutive days.

Fedics managing director Kieron Laws said in Johannesburg that the union had made a final demand of R150 while the company offered R120.

"Our offer is in line with the inflation rate," Mr Laws said. – Staff Reporter

Gauteng gaming board chief to earn R605 000

CT (BR) 3/2/98 (293)

ANN CROTTY

Johannesburg — The new chief executive officer of the Gauteng Gambling and Betting Board would require a minimum of five years' commercial or managerial experience to be eligible for a salary of up to R605 000 a year, according to an appointments notice that appeared in the local press.

At R605 000 the position will be the highest paid in the Gauteng government. But Vincent Maleka, the board's chairman, said the board was a quasi-statutory body and that the package should be compared with private sector salaries.

The appointee will replace Edouard Jacot-Guillarmod who resigned from the board early last month. He cited "incompatibility of management styles" between himself and the board as the reason for his resignation. Jacot-Guillarmod is believed to have been on a package of a similar value.

The applicant will be required to have a business degree and "exposure to senior management issues including the ability to communicate at that level".

According to the advertisement, "the position is intended to provide an equal opportunity to a category of persons disadvantaged by unfair discrimination".

Jabu Moleketi, the Gauteng MEC for economic affairs, said the successful applicant would probably be a chartered accountant. The job would be a highly pressured one, he said, pointing to independent research that found Gauteng would be the province with the highest gambling spend.

Meanwhile, there is some uncertainty as to the position of Mahomed Haniff Ahmed Manjoo, a gambling board member. Press reports quote Maleka confirming that Manjoo had resigned from the board last week and that his resignation would have no impact on the casino licensing process. "Manjoo felt he had done his duty and therefore resigned", Maleka said.

However, when he was contacted, Manjoo, an executive in his own public relations and personnel firm, said: "I am not prepared to comment on whether or not I have resigned from the board."

Casinos help to create 30 000 jobs

Star 19/1/99 (293)

Five are up and running

By Bunty West

Almost a year has passed since Gauteng's first casino licences were issued and five of the six are up and running at temporary venues.

Although six bids were accepted by the Gambling and Betting Board, 16 other applications were turned down and this led to threats of lawsuits by some aggrieved bidders. Nothing, however, came of the threats.

The only casino not operating is the Ramada Rhino and Lion Club Resort near Kromdraai on the West Rand. The group only recently had the threat of a lawsuit hanging over its head removed.

Silverstar Developments launched its suit against Ramada, the gambling and betting board chairman, and the Gauteng Finance MEC, but did not give specific reasons for its case. The court date was originally set for December 1, 1998, but last September the Pretoria High Court postponed the case indefinitely, and building of the casino is now going ahead.

The first phase, which will include 20 gaming tables and 500 slot machines, is scheduled to be ready in September or October. The introduction of legalised gambling in South Africa is expected to herald the start of a billion rand industry, although initial figures do not support this assumption.

According to Peter Bacon, managing director of Afrisun, which operates the Carnival City casino, the industry can expect casino earnings to generate an income of R5,8-billion by the year 2000.

Earnings from a lottery would bring in R6-billion and bingo another R2,7-billion.

Many of the casinos' permanent homes will not be ready until midway through 2000 and facilities at the temporary casinos for children and those not wishing to gamble all day are a little spartan.

Although promises have been made that facilities will rival those at casinos in the former homelands, most gambling outlets only have a few restaurants and bars, a video arcade, and a small children's entertainment area.

But if the casino owners come through with their promises, the permanent casinos will offer state-of-the-art video arcades, cinemas, shops, wildlife parks, water adventure playgrounds, all-weather domes, four-star hotels, caravan parks, sport and recreation centres, golf courses and lakes.

All this means a wealth of job creation and in Gauteng alone it could provide work for up to 30 000 people, of which 10 000 will be in the casino complexes themselves. But not everyone is happy about the introduction of legalised casinos into the very heart of Gauteng.

Residents in the northern suburbs are unhappy about Tsogo Sun's development at Fourways, which will see an influx of 6 300 workers, road closures, dust pollution and truck noise.

Forensic auditors discuss Pact probe

Taryn Lamberti

(293)

DOCUMENTATION which could implicate former board members of the Performing Arts Council of Transvaal (Pact) in the irregular management of the council's trust fund were presented to the public protector this week.

The office of the public protector confirmed yesterday that a probe into the activities of the board, which began in 1997, was still continuing.

Nicolette Teichmann, spokesman for Public Protector Selby Baqwa, said aspects of the investigation were being discussed with forensic auditors.

Deloitte & Touche forensic auditor Robert Cameron-Ellis said the new information could show that Pact employees were kept in the dark about benefits they were entitled to from funds the board set aside for retrenchment packages.

Last year he delivered a report based on a probe into the existence of trust funds within Pact made to the arts, culture, science and technology department.

His probe found that Pact's board had contravened the Companies Act by creating a "senior fund" and an "employee fund" to pay severance packages.

Cameron-Ellis said the department of arts, science, culture and technology would have to decide what to do with the new documentation as there appeared to be actions by Pact's board which warranted further investigation.

The Star Friday Febru

Trade union accuses Safa of unfair practices

(293)

Par la/a/99

By Eddie Javiya

A showdown is looming between a trade union and the South African Football Association (Safa) over the soccer body's alleged reluctance to sign a recognition agreement.

The branch secretary of the Banking Insurance Finance and Assurance Workers' Union, David Lebethe, has accused Safa of unfair labour practices.

The union organises among administrative staff employed by Safa, the Premier Soccer League (PSL) and professional clubs.

"Safa is playing games with us and has refused to grant us permission to discuss certain issues with our members. They have refused to give us minutes of a meeting where it was agreed that the PSL would transfer the second division to Safa. Two of our members have been severely affected by the move as other people have been employed to replace them.

"We are a fully representative trade union and we have a court order to prove our majority in the workplace," he said.

Lebethe said Safa's intransigence might force the union to refer the matter to the court.

"Safa is negotiating in bad faith and is disregarding the court order. We are reviewing the our strategy and will be forced to go to the Labour Court to enforce the order. This has been a tedious process. We have been talking to them since April 1998 and it seems Safa is not keen to finalise the agreement. This shows that soccer management is opposed to unions," he said.

Safa chief executive officer Raymond Hack denied that he was delaying the negotiation process. He said Safa would meet the union this week.

"I have been corresponding with them regarding the second division and other matters. They don't need my permission to meet their members but I will not discuss soccer policy with them.

"Whether Safa takes the running of the second division from the PSL has got nothing to do with them. They must worry about their members and I will run soccer. They tried to discuss John Moeti's suspension by Orlando Pirates with me and I told them that Moeti had no contract with Safa. They should talk to Pirates," he said.