WAGES & WORKING Conditions

1986

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Barclays Bank predicts higher inflation rate

Cape Times 9/1/86

JOHANNESBURG. — The real income loss of the recent past will be remembered by labour as something that will need to be recouped in a future recovery, says Barclays Bank in its latest Business Brief, released yesterday.

In the two years, 1985 and 1986, that the Consumer Price Index will probably average 16 percent, non-agricultural remuneration may increase only at an average of 10 percent.

The "recoupment" which labour would seek, when taking place from an already historical high inflation rate, could only imply a "further ratcheting up of wage demands and CPI inflation in the recovery period ahead, strengthening the argument in favour of a voluntary (and therefore reasonably flexible) incomes policy".

Inheritance

"Similar to the inflation inheritance has been the revaluation of the foreign debt burden in rand terms. This debt will have to be serviced and amortised by a gross domestic product that has essentially stagnated in real rand terms since 1980, even while the debt has increased nearly three-fold in real rand terms since then.

"The interest burden associated with this debt has also increased explosively to some $2 billion or nearly R5 billion in 1985," says Barclays.

There could be no possible defence for the mix of macro-economic policy that has been responsible for injecting such profound instability into the South African economy in the past four years.

To claim that all of these results were inescapable due to external or natural reversals was a fallacy. The entire adjustment period has been far too prolonged by relying on incorrect policy measures.

Weaknesses

"Even at this late stage it does not appear as if a beginning has been made with correcting those structural weaknesses that continue to keep the economy highly exposed to a deteriorating external environment."

The debt standstill of September 1985 finally lowered the curtain on what could have been a range of "normal" economic options for the post-adjustment period.

"Most destabilizing was probably the unrestrained rise in real government consumption spending, which contributed greatly to the excess demand condition throughout this period.

"This sustained inflationary conditions, which in turn reinforced the consumer's rational defence of acquiring real assets as fast as possible, irrespective of the financial exposure that was so being incurred.

Stabilization

The absence of stabilization policy was greatly worsened by the decision to free the foreign exchange market in the manner in which it was done.

"The consequent increase in the amortization burden of the foreign debt has been an unnecessary penalty on South African society.

"The impact of imported inflation has also been unduly harsh, while the related distortion of sectoral performance has similarly been overdone without achieving permanent benefits," says Barclays. — Sapa

Black nurses move 'a start'

Pretoria Bureau

The Progressive Federal Party's provincial spokesman on health, Mrs Irene Menell, has applauded the province's decision to use black nurses in the white H F Verwoerd Hospital, but says she believes this does not do away with the urgent need for total rationalisation of the provincial hospital service.

Mrs Menell said yesterday the latest move was "the beginning of a saner approach", but warned that it was dangerous to integrate the hospital service "piecemeal".

She said it was vital that the remaining salary differences between black and white nurses be scrapped, noting that in the entry grades, blacks were still paid between 10 and 15 percent less than whites.

Mrs Menell said nursing training facilities must also be opened to all races, particularly now that nursing colleges were attached to universities.

Salaries surge for women

STAR 29/1/86 335

Own Correspondent

DURBAN — Starting salaries of women office workers surged in the last quarter of 1985, according to a nationwide personnel group's latest quarterly survey.

Kelly Personnel also found that average starting salaries in Durban are now 7,6 percent ahead of Cape Town's. A year ago Durban was six percent behind.

"This could have been influenced by the current political unrest where Cape Town has suffered more than Durban," the group says.

Based on actual job placements made by the group the survey shows that overall starting salaries rose by 9,3 percent on average last year — but there was a 4,1 percent surge in the fourth quarter.

It says significant increases were noted among starting salaries for accounts clerks (8,6 percent), bookkeepers (4,7 percent) and secretaries (4,5 percent).

Kelly says accounting staff on average have shown better growth in starting salaries than secretaries.

"This could well be as a result of companies paying a great deal of attention to their financial affairs, especially in the area of credit control.

"Starting salaries of Girl Fridays also increased significantly as in many smaller companies these staff are also required to assist with accounting."

Kelly's figures for seven major areas show that Durban salaries remain among the country's lowest — although Durban bookkeepers led their field with average starting salaries of R1 287.

Executive secretaries start on an average R1 388 in Johannesburg against R1 032 in Durban. Other comparisons are:

- Secretary — R1 052 (Johannesburg); R894 (Durban)
- Copy typist — R858; R720;
- Girl Friday — R921; R798;
- Receptionist/telephonist — R795; R748;
- Bookkeeper (to trial balance) — R1 265; R1 287;
- Accounts clerk — R957; R820.

East Rand receptionists and accounts clerks were the best paid.

Council's limited maternity benefits attract a wide range of protest

STAR 355 28/1/86

By Marika Sboros

Tonight is a time of reckoning for the Johannesburg City Council over a proposal on maternity benefits that has been described as "shocking" and "discriminatory".

Council members meet tonight to discuss the proposal which concerns the granting of generous maternity benefits to women employees whose husbands have done or are doing military training. The benefits include 80 working days leave on full pay.

Women's groups and civil rights spokesmen have welcomed a move to grant paid maternity leave to employees, but say justice demands that it be extended to all women.

EXCLUDES MANY WOMEN

As it stands, the proposal excludes all women from the benefits who are black, coloured, Asian, single, unmarried mothers, wives of immigrants, handicapped men, students, older men who were not called up and "specifically the wives of religious objectors", city councillor Mrs Molly Kopel said.

A number of petitions objecting to the proposal in the strongest possible terms are circulating among churches, trade unions, women's groups, at least 20 residents' groups and city council employees.

The council's staff board chairman, Mr Japie Kitshoff, defended the proposal, saying it was "merely a gesture" similar to that made in wartime to women whose men had gone off to fight.

"Judging women not on their own labour, but on what their husbands do is so subconcious in staff board members, they do not recognise it in themselves" — Mrs Kopel.

He could not agree that it was discriminatory, because all women were entitled to maternity benefits as a result of contributing to the government-run Unemployment Insurance Fund.

He could also not agree that the proposal meant that all black, coloured and Asian women were excluded, because they would be entitled to benefits if their husbands did voluntary service.

Mrs Roberta Johnston, co-convenor of the Women's Legal Status committee, said that was absolute nonsense, as it was common knowledge that the number of such men who volunteered was extremely small, and that many who did volunteer, were not accepted.

She was absolutely "shocked and horrified" that the council could be so "stupid and short-sighted" as to make a woman's maternity benefits dependent on what her husband did.

"It is an insult to women," she said.

Mrs Johnston's opinion was echoed by Mrs Kopel who has tabled a list of questions to be answered at tonight's meeting.

She will ask why it was considered necessary to limit improved maternity benefits only to women whose husbands had completed or commenced military training, and what relevance a husband's military status, occupation or any other detail had for the question of whether that employee should be eligible for maternity leave.

Mrs Kopel said: "I will also ask whether the management committee does not consider that an employee's leave should be judged on the merits and status of the employee herself and not of the spouse, and that the benefits should be extended to all employees, irrespective of race, colour or creed."

Mrs Kopel said she was certain the proposal was well meant, but it was obviously paternalistic.

THEIR OWN LABOUR

"Judging women not on their own labour, but on what their husbands do is so subconcious in staff board members, they do not recognise it in themselves," Mrs Kopel said.

"If they are so insensitive at a time of utmost sensisitivity between the races, then what else are they capable of?"

Mrs Ruth Imrie, acting general secretary of the Trade Union Council of South Africa (TUCSA), said TUCSA felt the proposal was "misguided, discriminatory and should be dropped".

The council should "introduce a scheme which is open to all women in the employ of the council", Mrs Imrie said.

Schoeman to meet railmen's executive

The Argus Correspondent

PRETORIA — Mr Hendrik Schoeman, Minister of Transport Affairs, has agreed to meet the 17-man executive of the Artisan Staff Association in Cape Town on Monday in what has been welcomed as a move to end the growing wildcat strike threat to South Africa's transport services.

The move, which will help union leaders in their efforts to cool railway employees' tempers, will also help the railwaymen to put their case before the main meeting between Mr Schoeman and the Federal Council of Transport Services Trade Unions.

WELCOMED

Details of the meeting were confirmed today by the Artisan Staff Association executive, which said that the delegation would be led by Mr Jimmy Zurich, president of the ASA, and leader of the federal council.

The federal council is due to meet Mr Schoeman a week later, on March 10, also in Cape Town.

Members of the executive today welcomed Mr Schoeman's decision to see the ASA delegation as a move which would help the union leaders to cool their members' tempers and stave off demands for a countrywide wildcat strike by transport services workers.

ANGERED

Because the railways is declared an essential service in terms of legislation they may not legally strike, and union leaders have been adamant that they will not lead nor support a strike.

However, they have said that the situation was becoming increasingly difficult to control as mass meeting after mass meeting passed resolutions of no confidence in Mr Schoeman and urged the union towards strike action.

Railwaymen were angered by the fact that they received only a 10-percent salary increase promised to them in the Railway Budget, and the situation was fanned by proposals that parliamentarians were to receive increases of up to 106 percent.

Among the regions which have already come out in favour of strike action, or who have passed motions of no confidence in Mr Schoeman, are Pretoria, Johannesburg, Bloemfontein and Welkom.

Meetings have been scheduled for East London tomorrow afternoon, in Cape Town on Tuesday and in Durban on Thursday.

CAPE/NATIONAL

Building workers' pay talks stalled

Labour Reporter

PAY talks for the 18 000 building workers in the Peninsula are stalled, with a wide gap between union demands and employer offers.

The three unions in the industry, which have formed a combined front to press for their demands, are asking for a 19 percent increase for workers whose wages were last increased in May last year and 30 percent for workers whose previous increase was in November 1984.

Employers have offered 20c an hour for skilled workers and 10c an hour for unskilled — about five percent for each category.

The South African Woodworkers' Union, the Building Workers' Union and the Amalgamated Union of Building Trade Workers say that to keep up with inflation increases of 12,7 percent and 23 percent are needed.

Real wages down

Real wages — the cash wage deflated by the consumer price index — had fallen in all categories except one since 1976. Pay in nine out of 17 job categories in the Cape building trade was below the supplemented living level.

The wages of general workers and craftsmen in the Western Cape are lower than in other areas. The rate for craftsmen in the Cape of R4,50 a hour was lower than that in Natal (R5,10), Bloemfontein (R5,36) and the Transvaal (R6,07).

Employers claim they cannot afford more as the industry has slumped since last March.

A third pay meeting will be held next week.

● Construction workers are to receive a 7,7 percent increase in minimum wage rates, the Federation of Civil Engineering Contractors reported today.

PW moves to cool row over MPs' pay

By TOS WENTZEL
Political Correspondent

PRESIDENT P W Botha is to personally handle all negotiations with political parties on proposed salary increases for parliamentarians.

This is the outflow of discussions at a meeting of a Cabinet committee.

Among the members of this committee were Mr Hendrik Schoeman, Leader of the House in the Assembly, Mr J C Heunis, the Minister of Constitutional Development, as well as Mr F W de Klerk, the Rev Allan Hendrickse and Mr Amichand Rajbansi, chairmen of the Ministers' councils in the three Houses of Parliament.

ALL-PARTY

The hefty increases proposed by a committee under the chairmanship of former Vice State President Mr Alwyn Schlebusch, will not be applied at this stage.

Instead Mr Botha is expected to try to get an all-party agreement to salary increases in the region of the 10 percent granted to public servants.

Mr Botha is said to have been upset by the publicity and the sharp criticism of the proposals at a time when public servants are dissatisfied with their increases.

Even the Nationalist Press has criticised the timing of the release of the comittee's report.

School staff to meet tomorrow to tell cash

No 'illegal' strike

By Political Staff

RAILWAY workers threatening to strike would be breaking the law and would not get more money, the Minister of Transport, Mr Hendrik Schoeman, warned today.

Mr Schoeman said he was prepared to meet the railwaymen to discuss their problems.

But he could give them no more money — "I can only plead with them to be more reasonable".

"We haven't got the money. It is already costing more than R400-million," he said.

"I will be contacting them today to talk to them. The position is serious."

Mr Schoeman said the first he had heard of strike threats over the Government's offer of a 10-percent increase was in yesterday's newspapers.

He said there were contingency plans in the event of a strike but he wanted to point out that any strike would be illegal.

Sats staff asked for a 25-percent increase.

Mr John Malcomess, the Progressive Federal Party's spokesman on the SA Transport Services, said he believed the people threatening to strike were being "totally unreasonable".

"Stirring pot"

"With their notch increases, the 10-percent increases and the re-instatement of their full bonuses they are in a far better position than the worker in the private sector.

"And it should be pointed out that the people threatening to strike are whites who have far better benefits and working conditions than their counterparts of colour."

The Conservative Party, which is being accused of behind-the-scenes "stirring the pot", disagrees.

Mr Frank le Roux, the party's spokesman on manpower, believes that increases in the region of 15 percent should be awarded not only to the railwaymen but generally to the Public Service.

He rejected arguments that this would be far higher than increases paid in the private sector.

"The railways have laid off a high percentage of people and the employees have had to work harder and under stress," he said.

"My fullest sympathy is with the workers."

Mr le Roux said, however, that he could not condone any idea of a strike as it was illegal.

The president of the 24 000-strong Artisans' Staff Association, Mr Jimmy Zurich, yesterday denied there were any plans for a week-long wildcat strike.

"In control"

He said he was "still in control of the situation".

"There is talk about it among my workers, but we are not organising any strike and will not be party to any strike," he said.

"But it indicates the unrest and dissatisfaction among my members on account of the 10-percent increase.

He said the unhappiness was an accumulation of events. It goes back to the cutting of the 13th cheque to a third last year.

"I have 900 apprentices just becoming artisans. There is no work and they are being placed on other jobs such as drivers' assistants and operatives at a rate of pay which is a couple of hundred rand a month less than if they were on artisan rate."

drum-majorettes tonight at 5.15 and dancers from the Erna Ackermann school of dancing followed by Alvon Collison at 7 tonight.

Tomorrow at 3pm the miniature Bellpark drummies will perform and at 4pm the Miss Junior Carnival finalists will be chosen.

On Saturday there will be a Pick-a-Box show at 12.30pm and the Desmond Teale magic show will be held at 2pm.

Entry for adults is R3, and R1 for children. Family tickets at R6 each will allow parents and children up to the age of 12 to enter as a group.



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Cape

MPs' 'extra burden' queried

By ROGER WILLIAMS
Chief Reporter

CIVIC representatives on relatively low payscales are among those shocked by the proposed salary rises of up to 108 percent for parliamentarians.

One Cape Town city councillor, Mr Sam Gross, said yesterday that talk of MPs' additional responsibilities was "so much window-dressing". There is not much difference, he contended, between a councillor in a big city and an MP in terms of time consumed and "so-called responsibilities".

Where the ordinary MP now received, in salary and allowances, an annual aggregate of R43 000, "plus a host of extra privileges", the average city councillor received about R6 000 a year (taxable) and was involved in council work under statutory obligation for the entire year, not just part of it.

"It is virtually unheard-of for city councillors to claim extra emoluments, or material privileges, yet many of them have the same, and in some cases better, backgrounds of business or professional skill and experience," Mr Gross said.

Sudden cry

"So why the sudden cry for the betterment of the material pursuits of the average MP?

"It must also be noted that the MP, like the city councillor, has a private source of income."

Referring to the timing of the pay proposals as "insensitive and unrealistic", and as "political dynamite", Mr Gross said it had been contended that the recommended increases were needed to compensate MPs for additional responsibilities brought about by the new tricameral system.

"One must query these 'additional responsibilities'. The average MP carries no responsibility for the functions of Parliament. Responsibility is in the hands of the President and cabinet

Railway workers threaten to take strike action

Mercury 29/3/87

Labour Reporter

A TWO-HOUR meeting of angry white Railways employees decided last night to take strike action or 'go slow' if the Government did not accede to their demand for a 25 percent pay rise by April 1.

They also demanded immediate repayment of their bonuses which the Government cut by a third last year, threatened wildcat strikes and warned the Government of white union unrest in South Africa.

About 500 artisans packed the Railways Institute Hall in Durban for the meeting, after rejecting the Government's offer of a 10 percent pay rise.

The meeting, convened by the local branch of SATS Artisan Staff Association, also called on the Minister of Transport Affairs, Mr Hendrik Schoeman, to resign after a vote of no-confidence in the minister was passed.

Speaker after speaker attacked Mr Schoeman for his 'inability and inefficiency' in running the South African Transport Services. There were shouts from all sections of the audience for Mr Schoeman to be fired.

A banner in front of the hall read: 'Fire Schoeman, hire Schlebusch.'

The meeting also lashed out at the huge salary increases proposed for parliamentarians and instructed the president of the ASA, Mr Jimmy Zurich, to seek an urgent meeting with President Botha, to halt the increases.

An irate worker said the MPs were getting 'fabulous increases' for only working six months in a year, while railway employees, who worked hard throughout the year, were given 'meagre' increases.

Mr Chris Schutte, who chaired the meeting, said railway employees were told to 'work hard and be more productive, but in return they got a 'slap in the face'.

Mr Schutte said the resolutions would be forwarded immediately to the association's executive for its meeting with the minister in Cape Town on Monday.

● See also Page 17

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East Cape railmen decide against strike move

DISPATCH 355

1/3/80

Dispatch Reporter

EAST LONDON — The Cape Eastern region of the Artisans' Staff Association (ASA) will not consider strike action in their dispute with the Minister of Transport, Mr Hendrik Schoeman, over their recently announced 10 per cent pay increase.

The regional executive officer of the ASA, Mr Paul Koekemoer, said after a meeting here last night that there was "strong talk" of strike action but his committee was not in favour of it.

He said that more than 100 members of the ASA had unanimously passed a vote of no-confidence in the cabinet for deciding to grant public servants only a 10 per cent increase from April 1.

"It is commonly felt that the plight of the workers has not been accorded the necessary attention," Mr Koekemoer said.

"The Federation of South African Transport Services Unions, which consists of nine staff bodies including the ASA, asked for a 25 per cent pay increase and this was not even considered. The cabinet came out with the 10 per cent increase without any negotiations with the federation," Mr Koekemoer said.

He said the ASA members last night expressed disgust at the fact politicians increases of up to 108 per cent had been proposed for politicians.

"We reckon that if we received 10 per cent pay increases, then the politicians should have the decency to turn down their astronomical increases and receive the same as any other government worker," he said.

Mr Koekemoer also pointed out that government workers' increases compared with the inflation rate were lagging behind by at least 25 per cent.

ASA also took exception to a statement in Parliament by the PFP's spokesman on transport, Mr John Malcomess, that railway workers were well paid, Mr Koekemoer said.

"We plan to write a letter to Mr Malcomess telling him exactly what we think of his statement."

Mr Malcomess advised Mr Schoeman in Parliament this week to "hold fast" against Sats workers' demand for a bigger increase.

Last year 'worst for wages in a decade'

Wit Mags 1/3/86 355

Labour Reporter

REAL wages crashed in 1985 under the impact of inflation and the failure of employers to raise wages sufficiently, according to the South African Labour and Development Research Unit (Saldru) of the University of Cape Town.

According to the unit's review of minimum wages, last year was the worst for wages in at least a decade.

But the real wage decline was not solely due to an unexpectedly high inflation rate that ate away otherwise realistic wage increases.

No adjustment

"All industrial councils and the Wage Board knew for a certainty that inflation would be an important feature in 1985," the report said.

"Yet a quarter of industrial council agreements and half of all wage determinations made no adjustment in minimum wages at all in 1985."

In 1985, 91 percent of labourers' minimum wages fell in real terms (57 percent in 1984), 23 percent of labourer job categories had no wage rise at all (16 percent in 1984) and only nine percent showed a real wage rise (43 percent in 1984).

Under determinations of the Wage Board, which sets pay for workers not covered by industrial council or other agreements, 95 percent of labourers' wages had a lower real value in December 1985 compared with the previous year.

Only two wages for artisans, out of 135 surveyed, kept ahead of inflation.

"What is most worrying is the growing proportion of wage determinations for which the board set no increase at all for a year at a time."

Cape Times 4/3/86

Rail workers allege bugging

Political Correspondent

THE Minister of Transport, Mr Hendrik Schoeman, yesterday met an 18-strong railwaymen's delegation in the City — but the vexed issue of salary increases was not raised at the meeting.

Instead, the SATS Artisans Staff Association delegation protested about the alleged bugging of its meetings by the security branch of the Railways Police.

Parliament and Politics

Flower pot 'bugged'

HOUSE OF ASSEMBLY. — Members of the Transport Services' Artisan Staff Association (ASA) were being "hounded" by security police when they met freely to discuss their labour problems, Mr Reuben Sive (PFP Bezuidenhout) said yesterday.

Speaking in the Transport Budget's committee stage debate, he said although it was "perfectly true" the ASA was considering a strike, which would be illegal, "no strike has been called so there is no illegality".

"Yet the security police are now bugging meetings of branches of trade unions," he said, adding that he had received a copy of a sworn affidavit to this effect from a SATS trade union member.

Quoting from the affidavit, about a meeting in the Transvaal on February 27, Mr Sive said the union member had discovered a bugging device in a flower pot on the table alongside him.

"I say to the trade unions that it is true Big Brother is watching you," Mr Sive said.

He said white voters should take note the security police were "not only organized to watch out for black dissidents, but white legitimate dissidents, who do not toe the line, are also being watched".

● The Minister of Transport Affairs, Mr Hendrik Schoeman, had "written off" the railway worker, Mr S P Barnard (CP Langlaagte) said during the debate.

He said CP Transport Services workers were being "threatened" by officials because of their membership of the party.

He had been sent letters by numerous CP supporters who had been harassed because of their affiliation, he said.

Mr Barnard asked whether it was fair to build a R21-million hostel for black railway workers in Geduld, at R16 000 a unit, while white workers in his constituency had to make do with an old steel cupboard and a bed. — Sapa

Cut taxes to help economy — Kantor

CAPE TIMES 5/3/86 (Page 1) 355

By AUDREY D'ANGELO

THE strength of the economy is dependent on consumers' willingness to spend, and it will therefore not recover fully until wages and salaries increase to cover rising costs, Professor Brian Kantor of the University of Cape Town said yesterday.

Stressing that "a revival of the economy is absolutely critical for the future of South Africa," he said the government should think in the short term and cut taxes so that consumers would have more disposable income.

"In the Budget to come, I would hope that the authorities would borrow more and cut taxes.

"One way or another, one would be looking for cuts in personal tax."

He thought it would be helpful to the economy if the government were to spend 15 percent more than last year, and borrow more to pay for this.

Professor Kantor was speaking to the Western Cape branch of the Federation of Furniture Manufacturers of South Africa at a city hotel.

He said he expected the inflation rate to fall to 12 percent by this time next year, provided the rand remained at its present level.

But he expected the inflation rate to remain at about 17 percent for the next 10 months.

He thought the economy would recover this year, but from low levels, and growth was unlikely to be more than five percent.

Professor Kantor said that although deregulation would help the growth of small businesses, it would not mean much without deregulation of the labour market.

Industrial councils inhibited competition in the labour market. He would like to see more bargaining at plant level.

He thought there should be no government interference in wage rates, conditions of work or decisions about "who does what".

Professor Kantor said the recent behaviour of trade unions, which now enjoyed greater freedom, had been one of the big success stories of South Africa.

The trade union movement had provided credible and responsible black leadership. Although these leaders were radical, economic factors had forced them to behave responsibly in the interests of their members.

"To govern South Africa effectively, radicals have to be in the government system and their behaviour has to be constrained by the economic interests of their supporters."

5/3/86 SOWETAN

NEWS IN BRIEF

1 600 down tools

MORE than 1 600 workers at Haggie Rand in Cleveland yesterday downed tools demanding wage increases and improved working conditions.

The workers, members of the Cosatu-affiliate Metal and Allied Workers' Union (Mawu) and the Cusa-affiliate Steel Engineering and Allied Workers' Union (Seawu), striked following a deadlock in negotiations.

A company spokesman confirmed the strike and said that they were negotiating with the unions.

• About 120 members of the Cosatu-affiliate Sweet Food and Allied Workers' Union (Sfawu) employed at Premier Bakery, a subsidiary of the Premier Group, in Cleveland, yesterday downed tools after making wage demands.

A company spokesman had confirmed the strike.

• More than 80 members of the South African Chemical Workers' Union (Sacwu) yesterday demonstrated and picketed the head office of Plascon Paint in Johannesburg in protest against the dismissal of fellow workers.

• Striking workers at Rand Mines-owned Wolwekrans colliery near Witbank went back to work yesterday after the third illegal strike this year, management said.

Mr Allen Cook, deputy head of Rand Mines' coal division, said: "This was the third illegal strike this year at Wolwekrans and on each occasion there has been violence and intimidation to persuade unwilling workers to join the strike."

• The strike at Asea Cable in Pretoria West is continuing.

Unions shocked at minimum wage exemption

Labour Reporter

A WAGE Board decision to exempt small businesses in the commercial distributive trade from minimum wage regulations has sent shock waves through unions.

About 500 000 employees are covered by Wage Board determinations and under the latest determination for the industry employers with fewer than five workers are not bound by minimum wages.

A new employer with any number of employees and stores is exempted from the determination for the first year and for the next year can pay 10 percent less than the Wage Board determination.

Third year

Only in the third year must prescribed wages be paid.

An employer already trading for 12 months and less than 24 at the time of the exemption may pay up to 10 percent less than the determination.

Wage Board determinations for the industry cover the whole of South Africa except Kimberley, where an industrial council operates.

Miss Dulcie Hartwell, general secretary of the National Union of Distributive Workers, was horrified at the move.

"They are asking workers to subsidise businessmen and it is not going to stop there.

"The Temporary Removal of Restriction on Economic Activities Bill gives the President the power, basically, to deregulate any business.

"The whole system of minimum wages is under attack," she said.

The latest report on minimum wages by the University of Cape Town's South African labour and development research unit (Saldru) shows minimum wages in the industry have declined seriously since 1968 and no increases were granted for two years from November 1983.

Real buying power of wages in two categories — shop and sales assistants — dropped by 31 percent from 1976.

Only 2 out of 135 wage groups get a real pay rise

LABOUR AFFAIRS
DICK USHER

REAL wages crashed in 1985 under the impact of inflation says the South African Labour and Development Research Unit (Saldru) of the University of Cape Town.

The unit's latest quarterly review of minimum wages says last year was the worst year for wages in at least a decade.

But the real wage decline was not solely due to an unexpectedly high inflation rate that ate away otherwise realistic wage increases. Employers also failed to increase wages sufficiently.

"All industrial councils and the Wage Board knew for a certainty that inflation would be an important feature in 1985," the report said.

"Yet a quarter of industrial council agreements and half of all wage determinations made no adjustment in minimum wages at all in 1985."

In 1985, 91 percent of labourers' minimum wages covered by industrial council determinations fell in real terms as against 57 percent in 1984, 23 percent of labourer job categories had no wage rise at all (16 percent in 1984) and only 9 percent showed a real wage rise (43 percent in 1984).

Only four out of 81 artisan job categories had increases in real wages last year. The other 77 categories either received an increase but lost in real terms (51 categories), or had no increase at all (26 categories).

In 1984, 31 had a real pay rise and 46 lost.

In Transvaal, the Industrial Council for the Building Industry first deferred and then reduced an increase already agreed on for 1985. The increase was due in May, but in April it was pushed back to October. In October, before it was paid, the council reduced the increment for the higher grades, although it remained the same for learner artisans and was raised for some of the lowest grades.

Under determinations of the Wage Board, which sets pay for workers not covered by industrial council or other agreements, 95 percent of labourers' wages had a lower real value in December 1985 compared with the previous year.

Only two wages for artisans, out of 135 surveyed, kept ahead of inflation.

"What is most worrying is the growing proportion of wage determinations for which the board set no increase at all for a year at a time.

"In 1984 there was no increase for 35 percent of labourers' job categories. In 1985 the proportion rose to 50 percent."

"The minimum wage system in South Africa is presiding over a decline in workers living standards," says the report.

"This decline does not represent a trimming of fat in times of recession. It encompasses and attack on the standards of the lowest paid and poorest workers who live on the margin of bare survival."

Schoeman rejects rail workers' 25% pay demand

ARGUS 10/3/86

Political Correspondent

A 25 percent salary increase demand by workers of the SA Transport Services was turned down today by the Minister of Transport Affairs, Mr Hendrik Schoeman.

He said that while he understood the viewpoint of the trade unions, the financial position of Sats and the economy of the country did not allow for an increase of more than 10 percent.

Mr Jimmy Zurich, of the Artisan Staff Association and head of the Federation of Transport Services Unions, said further wage discussions would be held in September.

HIGH PRODUCTIVITY

The trade unions also asked for an improvement in the negotiation system. Mr Schoeman announced the appointment of a three-man committee to urgently investigate the matter.

Mr Schoeman said he gave the delegation the assurance that all personnel in permanent or regular service would retain their jobs.

He expressed appreciation of the high productivity of Sats personnel.

Mr Zurich expressed satisfaction with the results of today's talks, especially the decision to form a committee, with the trade unions presented on it, to consider ways of negotiating on matters such as salary increases.

Mr Zurich said there was no structure comparable to an industrial council through which wage negotiations could be carried on and the move would go a long way towards solving dissatisfaction in his own union.

'21 percent' pay rise for PO employees

Political Correspondent

THE average Post Office worker will be earning 21 percent more in 1986 — and not the 10 percent announced by the government last month.

The 11 percent windfall will be achieved by hidden mechanisms such as "notched increases", "restructuring" and certain "adjustments and consolidations" of benefits, Mr Pierre Cronje, the Progressive Federal Party's deputy spokesman on public works, charged in Parliament yesterday.

Jargon

This "bureaucratic jargon" explained the difference between the "so-called 10 percent" and the real increase in average salaries and benefits — a difference that amounted to an increase of R122,5-million in the total wage bill, he said.

The disclosure is expected to set off a series of competing claims from other branches of the civil service, particularly rail workers, whose demand for a 25 percent increase was rejected by the government only yesterday.

"Who is fooling whom?" Mr Cronje asked during the second reading debate of the Post Office Appropriation Bill.

'Misplaced'

"In a period when inflation is running at the all-time high of over 20 percent, many people felt a twinge of sympathy for the Post Office when the increase of 10 percent was announced," he said.

This gave the impression that the average Post Office worker would be 10 percent worse off in 1986, "but when the figures are studied more carefully it would appear that this sympathy is rather misplaced".

"The truth of the matter is that purely in cash terms, the average Post Office worker will be earning 21 percent more in 1986 than in 1985."

Mr Cronje said that in 1985 the average worker earned R7 700 in salary, while his pension, medical aid, housing subsidies and overtime brought this to R13 114.

'Smooth ride'

In 1986 the average salary will be R9 270 (21 percent up on last year), while the total package, including bebefits, will be R15 705 (19 percent up on last year).

Post Office workers, said Mr Cronje, were having "a pretty smooth ride through the economic storm caused by their political masters".

"When one considers that in fact not a single employee was laid off during this recession, whereas in the private sector lay-offs and bankruptcies and even wage reductions rather than increase are the order of the day," he said.

Mr Cronje said "one can only hope" the 21 percent increase applied equally to workers at both ends of the pay scale.

"But if any worker who is on a fixed scale should find that he gets only the 10 percent increase, he must realize that one of his colleagues is better off by 30 percent.

"Or, can the minister assure us that increases for those at the bottom end, who suffer most under inflation, makes up for this discrepancy between the anounced 10 percent and the real increase."

The Minister of Communications and Public Works, Dr L A P A Munnik, is expected to respond to Mr Cronje's charges today.

'60 000 a month go to UIF

Political Staff

WHILE civil service employees were complaining of salary increases that were nearer 20 percent than 10 percent, private sector employees were being dismissed by the hundreds of thousands, the MP for Walmer, Mr Andrew Savage, said yesterday.

And, he added, these people were approaching the Unemployment Insurance Fund at a rate of 60 000 a month.

Speaking during the second reading debate on the Unemployment Insurance Second Amendment Bill, Mr Savage said that a range of initiatives were being taken by informal and formal bodies "grown desperate in the face of government ineptitude".

Industry and commerce were using political scientists and economists to develop constitutional alterna-

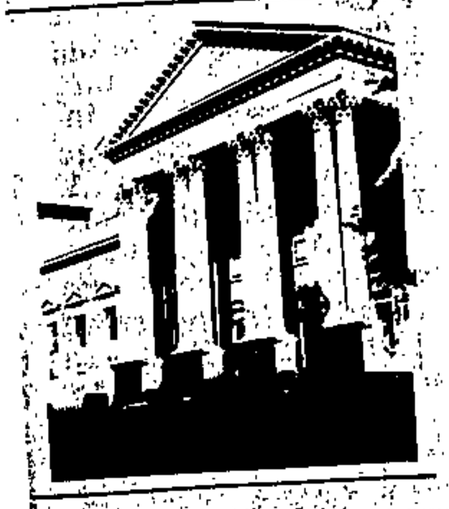
Munnik rejects 21pc pay claim

Political Correspondent

THE Minister of Communications, Dr Lapa Munnik, yesterday rejected as "totally untrue" claims that the average postal worker would be 21 percent better off this year.

The average increase would be no more than the 10 percent announced by the government, Dr Munnik said when replying to the second reading debate on the Post Office budget.

The minister said calculations by the PFP that indicated that the average Post Office worker was 21 percent better off this year had not taken into account the cost of bringing



about parity between members of the department, certain "adjustments and restructuring".

However, the PFP's deputy spokesman on public works, Mr Pierre Cronje — who made the "21 percent" claim in Parliament on Monday, yesterday stood by his original position.

After the debate, Mr Cronje accused the minister of "playing around with words" and said there was "absolutely no doubt" the the average worker would indeed be better off in cash terms by 21 percent this year.

He stuck to his original statement that the minister was attempting to disguise the actual increase through a series of "hidden mechanisms" which included "restructuring, adjustments and consolidation of benefits".

21 pc Post Office rise 'totally untrue'

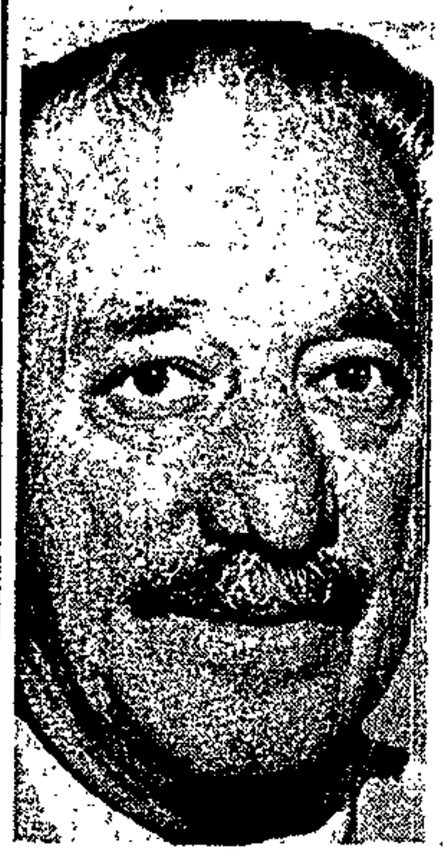
THE Minister of Communications, Dr L A P A Munnik, has rejected as 'totally untrue' a report that postal workers would be granted a 21 percent increase this year.

Replying to the second reading debate on the Post Office budget, Dr Munnik emphasised that the average increase would be 10 percent.

He was referring to newspaper reports which said postal workers would be earning 21 percent more in 1986 and not the 10 percent announced by the Government recently.

The statement was made in Parliament on Monday by the Progressive Federal Party's deputy spokesman on public works, Mr Pierre Cronje.

Dr Munnik said Mr Cronje had not taken into account the cost of bringing about parity between members of the department, certain adjustments and restructuring when he made his 21 percent calculation. — (Sapa)



MR WIDMAN

Widman says PO pay figures are misleading

Civil servants to get huge hikes — PFP



DR MUNNIK

CAPE TOWN — Not only Post Office workers, but the whole civil service would get a 21 per cent pay increase, Mr Alf Widman (PFP Hillbrow), said yesterday.

Speaking in the third reading of the Post Office Appropriation Bill, he said the ten per cent increase, together with the reinstatement of the three per cent salary cut and the bonus cheques, added up to 21,33 per cent.

If the minister, Dr Lapa Munnik, denied this, he should "get up in this House and tell me my figures are wrong".

The minister had attacked him for inaccuracies, said Mr Widman, but had not dealt with the inaccuracies in the budget that he himself had raised.

Among the most important of these were the R36 million deficit, the raising of postal tariffs from 12 to 14 cents and the framing of the budget in August last year, when the rand was worth almost ten US cents more than it was today.

Major Reuben Sive (PFP Bezuidenhout) said Dr Munnik had been "grossly negligent" in not explaining how his telecommunications service was going to meet the demands of the electronic revolution.

He said the flexibility and versatility of a country's telecommunication network was becoming increasingly important.

If the minister avoided the electronic revolution and concentrated only on improving basic services and avoiding luxuries, he was "fast precipitating South Africa into becoming a banana republic".

The new telecommunications were a product of computer programmes.

Although voice traffic still accounted for the lion's share of telecommunication services, some people said telecommunication ten years from now would consist mainly of data transfer. "I believe the phone company as we know it is dead," said Major Sive.

"What we have today is a completely new telecommunications business; the business of information movement management. That is why I say we who participate in the telecommunications debate must wake up from our Rip van Winkle sleep. This whole budget belongs to an era now gone."

There was no question that the government-sustained monopolies would have to go but there was a lot of doubt as to how they ought to go.

Mr Brian Page (NRP Umhlanga) said the Post Office should consider "contracting out" certain operations where the facilities it had were not adequate for its needs.

He said the express postal system was ineffective and should be phased out or revised. Express deliveries now cost at least R1,80 an item and arrived no sooner than normal mail.

An express item he had posted to his bank manager in Durban had arrived there after a personal note he had sent at the same time by standard mail. The manager's reply, also sent by express post, had arrived back at Parliament after a bank statement sent by normal mail.

Mr Loius Stofberg (HNP Sasolburg) said the HNP had good reason to believe its members' telephone conversations were being listened in on by the government.

He said Dr Munnik was misusing his position to try to undermine the opposition.

In reply, Dr Munnik said the Post Office had not overspent on any item but had been forced into a deficit by forces beyond its control.

He said inflation, the poor rand exchange rate and other factors had led to the Post Office's poor results.

"Our department did not overspend on one single item out of bad budgeting," he said.

Mr Widman had said the budget was based on too low a rand/dollar exchange rate. However, no one could say whether the rate would stay at its present level or fall again.

Dr Munnik said the Post Office was going to take expert advice on its financing system.

He added that experts had predicted the budget would only add 0,15 per cent to the inflation rate, or 0,2 per cent in the long term.

The Post Office intended installing about 14 000 additional telephones in Soweto in the near future.

He emphasised he would not allow installation to take place at the risk of assault on his department's employees and the destruction of Post Office equipment in an unrest situation.

Replying to Mr Peter Soal (PFP JHB North), who had earlier accused the minister of giving big businesses a "death blow" because of tariff increases, Dr Munnik said someone had to pay for the increases in order for the Post Office to "break square". In his speech, Mr Soal criticised the minister's reasons for the increased tariffs, one of which Dr Munnik attributed to the rising costs of specialised equipment.

"If one goes through the list there is hardly an item that has not been increased." Big business concerns and other organisations were most affected by the increases, Mr Soal said.—Sapa

Yesterday in Parliament

Post Office workers' rise boosted to 21 pc

Mercury

March 1986

Parliamentary Correspondent

CAPE TOWN—The average Post Office worker will be earning a whopping 21 percent more in 1986 — and not the 10 percent announced by the Government last month.

The additional 11 percent windfall will be achieved by a variety of hidden mechanisms such as 'notched increases', 'restructuring' and certain 'adjustments and consolidations' of benefits, Mr Pierre Cronje, PFP's deputy spokesman on public works disclosed yesterday.

This 'bureacratic jargon' explained the difference between the 'so-called 10 percent' and the real increase in average salaries and benefits — a difference that amounted to an increase of R122,5 million in the total wage bill, he charged.

The shock disclosure is expected to set off series of competing claims from other branches of the civil service, particularly rail workers, whose demand for a 25 percent increase was rejected by the Government only yesterday.

'Who is fooling whom?' Mr Cronje asked during the second reading debate of the Post Office Appropriation Bill in Parliament yesterday.

'In a period when inflation is running at the all-time high of more than 20 percent, many people felt a twinge of sympathy for the Post Office when the increase of 10 percent was announced,' he said.

This gave the impression that the average Post Office worker would be 10 percent worse off in 1986, 'but when the figures are studied more carefully it would appear that this sympathy is rather misplaced'.

'The truth of the matter is that purely in cash terms, the average Post Office worker will be earning 21 percent more in 1986 than in 1985.'

Mr Cronje pointed out that in 1985 the average worker earned R7 7000 in salary, while his pension, medical assistance, housing subsidies and overtime brought his total package to R13 114.

In 1986 average salary will be R9 270 (21 percent up on last year), while the total package, including benefits will be R15 705 (19 percent up on last year).

Post Office workers, said Mr Cronje, were having 'a pretty smooth ride through the economic storm caused by their political masters'.

Mr Cronje said 'one can only hope' the 21 percent increase applied equally to workers at both ends of the pay scale.

The Minister of Communications and Public Works, Dr L A P A Munnik, is expected to respond to Mr Cronje's charges when he replies to the debate today.

Parity in nurses salaries welcomed

Post Reporter

DOCTORS and nurses in Port Elizabeth have welcomed the Government's announcement of parity in nurses' salaries.

The Minister of National Health and Population Development, Dr Willie van Niekerk, told a meeting of the SA Nursing Council in Pretoria that pay parity would be introduced in nursing and allied professions.

"Implementation will begin immediately," he said.

Negotiations would be held with all professional associations.

Ways of improving fields of specialisation for nursing and auxiliary services would also receive attention, Dr Van Niekerk said.

The chairman of the Eastern Cape branch of the South African Nursing Association, Mrs Sheila van der Merwe, said pay parity "had been on the cards for years".

"It has always been an item on every agenda of every SA Nursing Association for years, but nothing has ever come of it.

"However, a few weeks ago it was hinted at that the Minister had a 'nice' announcement to make. This must be it!"

She said salary differences had resulted in much ill-feeling among nurses, but she was confident the announcement would vastly improve "race relations".

Dr Frederick Rank, a superintendent of Livingstone Hospital, said the announcment would give the nurses at his hospital a "great boost".

"It's the best news I've heard for ages," he said.

Dr Wikus Malherbe, superintendent at Dora Ngiza, said he had long been aware of dissatisfaction about the disparity in nurses' pay.

BUDGET '86

Phasing-out of estate duty

FINAL proposals for the phasing-out of estate duty in its final form would probably be announced next year, Du Plessis said yesterday.

He proposed that all deductions in terms of Section 4A of the Estate Duty Act be doubled.

Du Plessis said the deductions allowable in the determination of the taxable value of an estate and the tax rates had, in contrast with those in respect of individual income tax, remained unchanged for several years.

"Inasmuch as the nominal value of an estate, just as the nominal income of an individual, has risen and is likewise subject to a progressive tax rate, it is desirable that relief be afforded."

Du Plessis also announced that the rates of estate duty would be changed so that the maximum rate of 35% was reached at R800 000 instead of the present R400 000.

These concessions would apply to the estates of persons dying on or after April 1, 1986.

"That this proposal involves a substantial concession is evident from the fact that for a person with an estate of R450 000 leaving a spouse and two children, the estate duty liable is reduced from R45 000 to R9 000."

20% tax cuts for wives

TWENTY PERCENT, or a minimum of R1 800 of working wives' salaries, will in future be exempt from tax.

This was announced yesterday by Finance Minister Barend du Plessis when he delivered his Budget speech to Parliament.

This meant that a married woman who earned R2000 a year would be able to deduct R 000, as against the present R1 600.

"The entry of married women into the professional and labour market is a world-wide phenomenon, and one that in South Africa with its great shortage of skilled labour power is of growing importance," the minister said.

There were various schemes whereby the problems that had built up around the tax burden of married couples could be eliminated, but each suffered from the disadvantage of an unacceptably high loss of revenue to the fiscus.

"The search continues for an acceptable compromise between a theoretically sound and an affordable solution," Du Plessis said. It was being thoroughly researched by the Margo Commission.

"In the meantime the problem of the additional sum that married couples must find on receipt of their assessment has aroused further emotions," he said.

Government had a close understanding of the position of the working wife and the adjustments were proposed to provide interim relief.

They would apply to the tax year that ended on February 28, 1986.

He said it should be noted that the large sums married couples stood to pay on assessment could not be blamed on the tax structure as such, but rather on the fact that the PAYE tables for women often did not provide for adequate deductions to meet the actual tax liability.

The Commissioner for Inland Revenue was going to prescribe amended tables applicable to married women which would come into force from July 1, 1986, to provide for deductions more in line with the wife's proportion of the tax payable on the joint income. — Sapa.

More workers get 'fringe benefit' pay

THE practice of remuneration partly through fringe benefits was occurring on a greater scale than originally suspected, said Barend du Plessis.

He said government could not meet calls for the freezing of a phasing-in period for the taxing of certain fringe benefits.

Although it was difficult to estimate the precise proceeds from this tax, the increase in employee's tax collections indicated that it would be significant.

As the tax was not primarily aimed at raising the state revenue total, but rather at a more equitable distribution of the tax burden, it would be utilised to lower the general level of personal taxation.

The increase in tax collections seemed to bear out the presumption that the practice of remuneration of workers partly through fringe benefits was occurring on a greater scale than originally thought.

"Over the past few months representations have again been made for the freezing of the phasing-in period for certain fringe benefits on the grounds that this would boost trade and industry," Du Plessis said.

Although there was understanding for such representations, "it should be borne in mind that an exceptionally long phasing-in period has been allowed, and furthermore that taxable values are not very high."

The Margo Commission was sounded out and it agreed fully with government's approach.

"Longer phasing-in periods, therefore, cannot be supported," the Minister said.

WHERE THE MONEY GOES

(1985/6 FIGURE IN BRACKETS)

	(in Rm)	
PUBLIC ORDER AND SECURITY		
Custody and administration of justice	R696 043	(R606 448)
Police	R1 129 113	(R992 879)
Defence	R5 267 031	(R4 408 862)
Other	R189	(R95)
	R7 243 187	(R6 183 186)
GENERAL GOVERNMENT SERVICES		
Foreign relations	R249 698	(R196 552)
Civil matters	R72 394	(R63 389)
Government establishments	R56 467	(R54 932)
Constitutional development	R2 912 271	(R2 824 728)
Other	R150 367	(R127 695)
	R3 443 196	(R2 787 3[illegible])
ECONOMIC SERVICES		
Labour regulation	R65 089	(R93 360)
Forestry	R27 877	(R30 791)
Energy and power	R780 663	(R529 466)
Trade promotion	R219 628	(R194 481)
Agriculture	R875 573	(R1 087 192)
Mining and minerals	R38 465	(R49 084)
Industrial services	R559 172	(R546 686)

BUSINESSMEN

(b) For a preliminary diagnosis of diarrhoea, dehydration, jaundice and headache.

(3) Yes.

(a) On 21 and 22 December 1985.

(b) By military doctors on both dates.

(c) On 21 December 1985—headache, muscular pains, nausea and vomiting. On 22 December 1985—headache, muscular pains, nausea, vomiting and slight jaundice.

(d) For the symptoms as mentioned in part (3)(c).

(4) Yes.

(a) 26 December 1985.

(b) Malaria, cerebral involvement, abdominal pain, anaemia and a blood clotting abnormality.

(c) The clinical image and a positive bloodsmear pointed to this.

(5) Yes, on 27 December 1985.

(6) Yes.

(a) One.

(b) Nobody on a full-time basis.

(7) Yes, on 27 December 1985.

(8) Yes.

(a) 27 December 1985.

(b) To undergo kidney dialysis.

(c) H F Verwoerd Hospital.

(9) Yes, a Board of Inquiry is being held at present.

(a) and (b) Boards of Inquiry are confidential internal departmental documents and any recommendations contained therein are not made public but implemented after appropriate consideration. If necessary appropriate professional and/or disciplinary steps will be considered.

(10) No.

HANSARD 18/3/86 Q C&L 608

Salaries of Teachers

355

*34. Mr R M BURROWS asked the Minister of National Education:

(1) Whether (a) he, (b) his Department and/or (c) any advisory body under his control received any representations during the past year for the equalisation of the salaries of male and female teachers at Post Level 1; if so, (i) from which bodies, (ii) when were they received and (iii) what was the response in each case;

(2) whether any other distinctions between the salaries of male and female teachers occur in any posts in his Department; if so, (a) what distinctions and (b) why?

The MINISTER OF NATIONAL EDUCATION:

(1) (a) No.

(b) Yes.

(i) The Department received representations from the Department of Education and Culture (Administration: House of Assembly) as well as the Department of Education and Training.

(ii) On 2 March 1986 and 7 March 1986 respectively.

(iii) These representations were referred to the Committee on Education Structures and its Research Committee for advice.

(c) No.

(2) I assume that the hon member is referring to the salaries of male and female teachers in posts within the education sector, in which case the answer is no. Distinctions between salaries of male and female teachers presently only exist on Post Level 1.

Krugersdorp: person killed

HANSARD Q C&L 609

*35. Mr P G SOAL asked the Minister of Law and Order:

18/3/86

(1) Whether a certain person, whose name has been furnished to the South African Police for the purpose of the Minister's reply, was killed in a Black township near Krugersdorp in February 1986; if so, (a) on what date, (b) what was the cause of death, (c) what were the circumstances surrounding his death and (d) what is the name of this person;

(2) whether an investigation has been held into the death of this person; if not, why not; if so, (a) who was responsible for his death and (b) what action has been taken as a result;

(3) whether he will make a statement on the matter?

†The MINISTER OF LAW AND ORDER:

(1) Yes.

(a) 24 February 1986.

(b) Cerebral haemorrhage due to a blow on the head with a heavy object.

(c) The circumstances which caused his death are still being investigated.

(d) Steven Matshogo.

(2) Yes, the investigation is not finalised yet. (a) and (b) Fall away.

(3) No.

Q C&L 601

Nelson Mandela

HANSARD 18/3/86

*36. Mr F J LE ROUX asked the Minister of Justice:†

(a) For what crimes is Mr Nelson Mandela serving a term of imprisonment and (b) what sentences were imposed upon him in respect of each of these crimes?

†The MINISTER OF JUSTICE:

(a) and (b) He is serving as sentence of imprisonment for life. He was convicted on two counts contravening section 21(1) of Act 76 of 1962 (sabotage), one count of contravening section 11(a) read with sectins 1 and 12 of Act 44 of 1950 and one count of contravening section 3(1)(b) read with section 2 of Act 8 of 1953. All four counts were taken together for purposes of sentence.

Own Affairs:

Drought

*1. Dr J P GROBLER asked the Minister of Agriculture and Water Supply:†

(1) Whether drought conditions are prevailing in the Northern and North-Western Transvaal bushveld area at present; if so, to what extent;

(2) whether these conditions are also prevailing in the designated area of 50 kilometres in the Northern and North-Western Transvaal; if so, what percentage of this area is affected thereby;

(3) whether he recently made an announcement on special measures for this area; if so, (a) when and (b) what measures have been and/or will be taken;

(4) whether he intends paying a visit to the area; if so, when;

(5) whether he will make a statement on the matter?

may do paid work outside the educational sector during suspension.)

(3) (a) Yes.

(b) (i) Yes.

(ii) Falls away.

Married women teachers

*7. Mr R M BURROWS asked the Minister of Education and Culture:

(1) Whether (a) his Department and/or (b) the provincial education departments employ or employed married women teachers in a temporary capacity; if so, how many were so employed as at the latest specified date for which information is available;

(2) whether any married women employed as temporary teachers have had their services terminated as a result of their marital status; if so, (a) how many, (b) for what reasons and (c) in respect of what date is this information furnished;

(3) whether he will make a statement on the matter?

†The MINISTER OF LOCAL GOVERNMENT, HOUSING AND WORKS (for the Minister of Education and Culture):

(1) (a) Yes, 754 on 12 March 1986.

(b) Yes, 7 167 on 12 March 1986. The numbers given in (a) and (b) do not include the numbers of the Natal Education Department. Due to a change of office accommodation, this information could not be made available in time. The information will be released as soon as possible.

(2) No (a), (b) and (c) fall away and

(3) No.

Mr R M BURROWS: Mr Chairman, arising out of the hon the Minister's reply, is it not true that the temporary teachers are employed because of their marital status and lose their jobs because of their marital status?

The MINISTER: Mr Chairman, the hon member is welcome to put that question on the Question Paper for my colleague the hon the Minister of Education and Culture to reply to.

Budgetary control

*8. Mr R M BURROWS asked the Minister of Education and Culture:

(1) Whether his Department has or intends to have full budgetary control of the provincial education departments; if so, as from what date;

(2) whether there will be any retention of micro-control by the provinces; if so, (a) why and (b) of what matters will the provinces retain control;

(3) whether he will make a statement on the matter?

The MINISTER OF LOCAL GOVERNMENT, HOUSING AND WORKS (for the Minister of Education and Culture):

(1) and (2) As indicated by the Chairman of the Ministers' Council on 20 February 1986, the rationalisation of the functions of the Administration's departments is at present being studied. The division of control functions within the Department of Education and Culture is included in this rationalisation;

(3) No.

For written reply:

General Affairs:

Corporal punishment

193. Mr D J DALLING asked the Minister of Justice:

How many persons of each race group

were sentenced to corporal punishment during the period 1 Junly 1984 to 30 June 1985?

The information is not available in the Department. The Central Statistical Services supplied the following information:

The MINISTER OF JUSTICE:

Race	Corporal punishment coupled with imprisonment— (i) which was not suspended	(ii) which was suspended	Corporal punishment not coupled with other sentences
Whites	22	142	1 730
Indians	2	6	656
Coloureds ..	187	461	14 016
Blacks	439	1 114	23 886
Total	650	1 723	40 288

The number of persons in the last column includes juvenile males who have been sentenced to a moderate correction of whipping in terms of section 294 of the Criminal Procedure Act, 1977 (Act 51 of 1977).

Resignations

266. Mr P R C ROGERS asked the Minister of Justice:

(1) Whether any resignations were received from legally qualified personnel in his Department in 1985; if so, how many in each category;

(2) whether any of these posts have since been filled; if so, how many in each category?

The MINISTER OF JUSTICE:

(1) Yes.

Occupational Class	
State Advocate	7
State Prosecutor	59
Magistrate	10
State Attorney	2
Legal Administration Officer	3
Article Clerk	7
Deputy-Director	1

(2) Yes.

Occupational Class	
State Advocate	7
State Prosecutor	42
Magistrate	7
State Attorney	2
Legal Administration Officer	3
Article Clerk	7
Deputy-Director	1

Rape

267. Mr P R C ROGERS asked the Minister of Justice:

(1) How many cases of rape were tried in (a) each province of the Republic and (b) the Western Cape during the latest specified period of 12 months for which figures are available;

(2) in respect of how many such cases (a) were convictions obtained and (b) was (i) the death penalty and (ii) a suspended sentence imposed?

The MINISTER OF JUSTICE:

(1) (a) and (b) The information is not readily available in the Department. According to the Central Statistical Services the total number of prosecutions in the Republic of South Africa

Delight over pay parity for nurses

CAPE TIMES 19/3/86 355

Staff Reporter

THE GOVERNMENT had decided to introduce pay parity for nurses of all races, the Minister of National Health and Population Development, Dr Willie van Niekerk, said yesterday.

Speaking at a meeting of a sub-council of the SA Nursing Council, he said parity would be introduced in the nursing and allied professions immediately. Negotiations would be held with all professional associations.

Ways of improving fields of specialization for nursing and auxiliary services would also receive attention, Dr Van Niekerk said.

Dr Hannah Reeve-Sanders, the superintendent of Groote Schuur Hospital, said last night that she was "absolutely delighted" by the pay parity decision.

"The parity of salaries has occupied me for years. I am very pleased that the same salary will now be paid for the same services provided by people with equal qualifications," said Dr Sanders.

The president of the Nurses Association, Professor M C van Huyssteen, said in Johannesburg last night that it had been a very long battle.

"The situation was an embarrassment to everyone — nurses get the same training and work under the same conditions and therefore the salary situation was just one of the things we could not tolerate."

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CAPE Times 21/3/86

MPs to get 10 percent pay increase

By ANTHONY JOHNSON
Political Correspondent

THE government has accepted "in principle" the proposals of the controversial Schlebusch Committee which last month called for parliamentarians to be given massive salary increases of up to 108 percent.

But in view of the economic situation political office-bearers will only get a 10 percent hike — the same as the rest of the civil service.

The increase is effective from April 1.

And President P W Botha, whose basic salary would have jumped by 55 percent from R84 000 to R130 000 in terms of the committee's recommendations, has said he will not accept any raise of his salary or allowances.

'Bombshell'

Public outrage and disgust greeted the proposed increases when they were announced and the issue became a political bombshell in view of the government's steadfast refusal to grant civil servants increases of more than 10 percent.

A statement issued by the Bureau for Information last night said the government had studied the report and consulted with all parties in Parliament.

It said: "Although the government has accepted in principle the recommendations of the committee, the government does not see its way clear at this stage to implement the recommendations of the committee in full.

"Against the background of the shortcomings and the backlog in the present remuneration structure that were pertinently pointed out by the committee, the government has decided to grant political office-bearers a raise of 10 percent in their present salaries and taxable allowances with effect from 1 April 1986."

'Later'

The statement said "further implementation" of the recommendations of the committee would be considered "at a later stage when the economic situation justifies it".

The recommendations accepted by the government "in principle" yesterday include a 108 percent jump in salary for ministers from R59 000 to R121 000.

Salaries of MPs and members of the President's Council would increase by 84,4 percent from R27 000 to R49 000, and their allowances would be boosted R16 000 to R19 000.

The committee also advised that MPs be granted an additional R10 000 a year for secretarial and cash expenses in their constituencies, with any additional expenses in this area being tax-deductible.

Members of the President's Council and nominated MPs would not be eligible for this secretarial allowance.

State of the art sales pitch

...ted him

Hotel workers paid portion of salary

22/3/86

DISPATCH

Dispatch Reporter

EAST LONDON — Workers from the Grand Hotel who walked off the job on Thursday morning in protest at unpaid salaries were paid a R15 advance on this month's salaries yesterday.

The staff, who had not been paid for a month, walked out after they had been informed that the hotel had changed ownership. They felt their jobs were in jeopardy.

Mr L. Kenton, speaking on behalf of the new owner, Mr F. Jason, said yesterday the R15 payment had nothing to do with the amount which was owed to the staff by the previous owners.

He said auditors had worked out how much each worker was supposed to get, and he understood that their belated salaries would be paid on Monday.

The R15 was to help see them through the weekend. We could not give more as the banks were already closed and we had to give cash.

Workers at the Grand Hotel will not be dismissed," Mr Kenton said.

Yesterday afternoon, the secretary of the East London and Border Liquor and Catering Trade Union, Mr Gert van der Walt said the owners were given an ultimatum that should the money not be paid by Monday, the "hotel would be closed".

Mr Van der Walt said last night the auditors of the previous owners of the Grand Hotel said yesterday that employees would be paid by Monday, as they still had to work out the exact amounts owed, and had arrived in East London only yesterday afternoon.

He said he was hoping that the situation would be solved by Monday.

Mr Kenton said there was no strike at the moment and he was sure the whole situation would soon be back to normal.

Meanwhile, further details concerning the fate of the Deals Hotel here were not available yesterday.

The chairman of the Durban-based company involved in the takeover of Deals and the Grand Hotel, Mr Frank Jason, flew into East London yesterday just after midday and by 3.30 pm had already left for Durban.

During the time Mr Jason spent in East London he was not available for comment.

Mr Mike Smit, the manager of the Grand Hotel, said yesterday that all he knew was that the Deals Hotel would not be run as a hotel again, once the takeover was final.

Deals Hotel was closed on Wednesday on the instructions of the owner of the building, Mr S. Gorfil, of Johannesburg, who also owned the Grand.

According to Mr Smit, Mr Jason had accommodated the hotel's permanent residents at other locations at his expense.

MPs' giant rises 'on ice'

By ANTHONY JOHNSON
Political Correspondent

THOUGH the government has accepted "in principle" the substantial improvements in pay and service conditions for parliamentarians recommended by the Schlebusch Committee, these are all being kept on ice for the moment.

Parliamentarians are to receive 10 percent increases in pay and allowances from April 1. The Schlebusch report recommended an immediate salary rise of 108 percent for ministers and 84,4 percent for MPs.

With the latest increase, parliamentarians will from April 1 receive:

State President: R109 000 (R84 000 salary plus R25 000 allowance). By law the salary and allowance of the State President are tax-free. President P W Botha has indicated that he will not take the 10 percent increase other political office-bearers will receive from April 1.

Ministers in the cabinet and in Ministers' Councils of the three parliamentary chambers: R84 920 (R64 020 salary plus R20 900 taxable allowance).

The Speaker of Parliament and the Chairman of the President's Council: R81 800 (R64 200 salary plus R17 600 taxable allowance).

Chief Whip of Parliament: R79 310 (R61 710 salary plus R17 600 taxable allowance).

Deputy ministers: R71 390 (R50 490 salary plus R20 900 taxable allowance).

Leaders of the Opposition and chairmen of President's Council committees: R68 090 (R50 490 salary plus R17 600 taxable allowance).

Chief whips of majority parties, President's Council whips, chairmen and deputy chairmen of committees, chief whips of official opposition parties and chairmen of standing committees: R57 970 (R40 370 salary plus R17 600 taxable allowance).

Whips: R51 040 (R33 440 salary plus R17 600 taxable allowance).

Members of Parliament and of the President's Council: R47 300 (R29 700 salary plus R17 600 taxable allowance).

The 10 percent increase announced for MPs does not apply to the car allowance of about R5 000 a year to which they are entitled.

Mawu to discuss wages

By LEN MASEKO

THE Metal and Allied Workers' Union (Mawu) has asked its shop steward councils to meet tomorrow to discuss annual wage negotiations for the metal industry.

A Mawu spokesman said yesterday that shop steward councils would meet in Germiston, Maritzburg and Durban.

The meetings will focus on Mawu's demands which include a minimum wage of R3,50 an hour and 40-hour week without loss of pay, the spokesman said.

The union is due to meet the metal industry for wage negotiations in Alberton on April 15.

Rally

Mawu has also called for a mass rally to be held in each region on April 12. Metalworkers are invited to attend these rallies, called to discuss the forthcoming negotiations.

Meanwhile the Pretoria branch of the Steel Engineering and Allied Workers Union meets in the city tomorrow, to discuss, among other things, preparations for Labour Day (May 1).

The meeting will be held at the Willie Theron Building, 4th Floor, from 8 am.

BLACK CONSUMERS

The giant sleeps on

Increasing real wages don't necessarily improve quality of life for blacks. A series of micro-studies in Soweto by Wits social anthropologist Jeremy Keenan has revealed a "catastrophic increase" in unemployment and a drop in informal sector activities which more than offset the benefits of rising wages.

While some households have better living standards, the increase in the numbers which have fallen below the poverty line is far greater, says Keenan. "And, since the first survey in 1978, 80% of households have fallen below the poverty line at some time."

On these grounds, he cautions against the belief that the black consumer market is about to take off. "This has been the central concern of Johannesburg retailers for 100 years; we are still being told stories of how the sleeping giant is going to awake."

He believes the groups studied, though small, are "typical of what is happening in almost every corner of the country".

"Data from the initial study was drawn from 50 randomly selected households in Rockville in Moroka West, which could be regarded as being in Soweto's top 25%. The study collected data on income from both formal and informal activities, employment and unemployment, household structures, poverty levels, the adaptive strategies of households and so on. In 1981, the study was expanded to include 50 households from Phiri and a further 50 from White City."

In Moroka, where household sizes have fallen by 15% since 1978, real per capita income (PCI) at the end of 1985 was less than 1% more than it was in 1978. In Phiri, where household sizes have decreased by about 8% since 1981, PCI has declined by 14%. And in White City, with a decline in household size of 3%, PCI has declined by 17%.

A major cause is the increase in unemployment between 1981 and 1985: from 37% to 46% in Moroka; from 32% to 52% in Phiri; and from 32% to 60% in White City. In real terms, average informal income per household dropped significantly between mid-1984 and the end of 1985: by 54%, 61% and 50% in Moroka, Phiri and White City.

To survive, families have reduced the number of dependents, sending children and the elderly "to live with kinsmen elsewhere, usually in the homelands." Keenan points out the severe limitation of this strategy. "It is an act of desperation, a step towards the disintegration of the family unit and an abdication of parental and familial responsibility." ■



R132,3m gravy train

By Political Staff

HOUSE OF ASSEMBLY. — Free and subsidized travel on South African trains and aircraft cost an astonishing R132,3 million during the 1984/5 financial year.

This costly gravy train was disclosed yesterday by the Auditor-General, Dr J H de Loor, in his report into the South African Transport Services, which was tabled in Parliament yesterday.

Dr De Loor said the estimated value of free travel facilities or concessionary travel facilities by air and privileged train tickets amounted to R132,303 million.

Although Dr Loor did not say so, the free and concessionary travel facilities are mainly available to SATS employees and MPs.

He also said that as a result of an administrative oversight, 995 000 plastic holders for members cards to the value of R180 532 were ordered "too many".

Shoe workers' pay upped

WORKERS in the shoe-making industry are to get a 12,5% wage hike from July 1, under an agreement signed between the Footwear Manufacturers' Federation (FMF) and the SA Federation of Leather Trade Unions last week.

The across-the-board increase will apply to all sections covered by the Industrial Council's footwear agreement. The employees will also benefit from an extra working day's paid leave a year, raising the present allowance to 15 days.

A leather industry source said the negotiations took two full days.

ALAN PEAT

The unions were pressing for an increase in excess of the present inflation rate — estimated at 18,5%. And the industry aimed at a lower figure than was finally compromised on, as the manufacturers continue to feel the effects of a recessed market and competition from cheap imports.

Dennis Linde, executive director of FMF, said the industry felt that the impact on the price of end-products from the wage increase would be "no more than 5%".

WAGE negotiations between metal workers' unions and the employer body, the Steel and Engineering Federation of SA (Seifsa), resume today in Alberton.

The talks will focus on demands for a minimum national wage increase affecting about 450 000 workers in the metal industry.

Also participating in the negotiations with Seifsa will be the Metal and Allied Workers' Union (Mawu), the SA Boilermakers Society and the Steel, Engineering and Allied Workers' Union of SA.

Mawu recently launched a campaign to win support among metal workers for its demand for — among other things — a R3,50-an-hour minimum wage.

Meanwhile, the SA Allied Workers' Union is to meet management at Roamer Rand where about 50 workers were sacked after going on strike over wage demands. The meeting will take place at the company's Kempton Park plant tomorrow, according to a Saawu spokesman.

• Workers at Ullman Brothers in Industria resumed work yesterday after staging a one-day strike over wage increases.

Fired

A spokesman for the Transport and Allied Workers' Union of which the workers are members, confirmed that the striking workforce had returned to work.

• More than 800 workers are still on strike at Amigo International Textiles in Newcastle. They are protesting "slave wages", some receiving as little as R15 a week, according to the Textile Workers' Union.

The workers have been on strike since late March.

• About 1 700 workers at BTR Dunlop's plants in Natal and Transvaal continued their strike yesterday, demanding the reinstatement of six of their colleagues fired during stoppages at the plants.

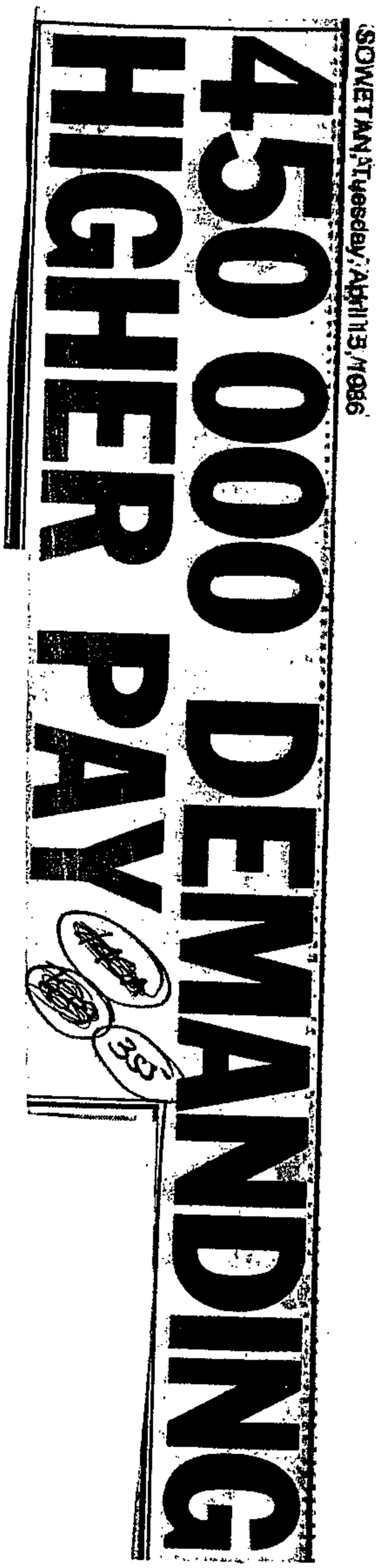
The Dunlop management in Durban had not responded to the *Sowetan* inquiries about the labour dispute by late yesterday.

• About 50 workers at Unico Chemical in Johannesburg downed tools recently, demanding recognition of their union by management and wage increases.

The workers are demanding recognition of the SA Chemical Workers' Union (Sacwu).

• More than 200 Mawu members at Barlow Rand's Kew plant have been "sleeping in" at the company's premises since March 20. They are demanding the reinstatement of a colleague.

By LEN MASEKO



More blacks without jobs

355

STAR 17/4/86

Unemployment among blacks rose by an average of 6,3 percent in January this year when compared with the same month in 1985, says the Central Statistical Services.

Unemployment among males increased by 10,5 percent and among females by 2,8 percent.

Out of an estimated economically active population 6 448 000 blacks, 555 000 were unemployed in January this year compared to 522 000 in January 1985. This means the unemployment rate stood at 8,6 percent at the start of 1986, said the CSS.

There were 51 752 men and women registered as workseekers with the Department of Manpower in November last year compared to 35 281 the previous year.

The large difference between the number of unemployed people registered with the Department as workseekers and those identified in the CSS's population survey as jobless could be attributed to the fact that many did not realise the benefits of registration.

Also, many, such as domestic and agricultural workers, were not contributors and were therefore not entitled to benefits, said the CSS.

'Scrap racist salary structures'

By HILARY VENABLES
Municipal Reporter

THE Public Service League of South Africa (PSLSA), representing 33 000 State employees, has issued a challenge to the government to immediately scrap racial salary structures in State departments.

In a statement yesterday the league says it will no longer accept the existing discrimination in the service-conditions of State employees.

The hospital authorities are the first target of the PSLSA attack.

A meeting this weekend of PSLSA members from hospitals around the Peninsula gave the league a mandate to call on the hospital authorities to scrap all references to colour or race when filling posts, to appoint supervisors solely on merit and qualifications and to investigate and adjust all job categories "where specific disparities still exist".

A memorandum from the Provincial Administration on salary adjustments for the coming financial year shows glaring discrepancies between salary scales for the various race groups and indicates job reservation for whites in a number of top posts.

Altogether, 87 job categories, mainly senior professional or supervisory positions, are reserved of whites.

Many other categories are reserved for whites, coloureds and Asians, or offer higher salaries to them than to blacks.

Some jobs carry three different salary scales.

A white general worker can earn up to R9 216 a year, a coloured or Indian in the same position R6 708 and a black worker R5 712 a year.

There is also sex discrimination in salary scales.

● The press liaison officer for Provincial Hospital Services, Mr R B Elga, said yesterday the policy on salary scales came from the Commission for Administration in Pretoria.

The press liaison officer in Pretoria was not available yesterday.

BUSINESS

Survey: salaries on a downward trend

(153) (355)

DISPATCH 22/4/86

JOHANNESBURG — Salary increases for South Africans of all race groups are still on a downward trend and continue to lag behind the inflation rate.

Figures published by the remuneration division of P-E Corporate Services in their April salary survey, show that the overall movement in basic salaries for all race groups from July 1985 to March 1986 was only 5,6 per cent while the movement in the Consumer Price Index from July last year to January 31 this year was 10,7 per cent.

"The economic recession continues to mitigate against companies awarding high increases," said Miss Jane Ashburner, manager of the division. She added that whereas in the past the CPI was used as the primary measure to determine increases, this was no longer the case.

"Forces of circumstance have dictated that companies' financial results be the only determinant of salary increases.

"From the employee's point of view," Miss Ashburner said, "high inflation has made a mockery of most increases received over the past year as they don't come near the inflation rate. In real terms, employees are worse off than they were five years ago due to the massive decline in the purchasing power of the rand in this country."

The survey, which uses data provided from more than 1 000 organisations employing 1 200 000 staff of all race groups, shows that whites have once again received the lowest increase at 5,3 per cent against the average 5,6 per cent.

For the period January to December 1985, whites received a 9,9 per cent average increase against an average increase for all race groups of 10,8 per cent.

Asians received the highest average increase at 7,0 per cent, blacks at 6,6 per cent and coloureds at 5,6 per cent. Although all three groups received higher increases than whites, they too come in significantly below the inflation rate.

For the five-year period from July 1981 to March 1986, the cumulative increase of 63,8 per cent awarded to whites lags behind both the cumulative CPI at 86,9 per cent and the cumulative increase awarded to blacks at 82,7 per cent. For this period, whites are thus lagging behind the cumulative CPI by 23,1 per cent while blacks are lagging by only 4,2 per cent.

In terms of salaries, cumulative increases for whites are lagging 18,9 per cent behind that for blacks for the past five year period. The cumulative increase for Asians is 81,8 per cent and for coloureds 72,0 per cent. However, Miss Ashburner pointed out that the higher percentage increases granted to blacks could be misleading as the increases awarded are invariably on lower average salaries and wages.

"A 20 per cent increase on R300 a month will put an extra R60 in a man's back pocket while a 20 per cent increase on an average white salary of R1 200 is an increase of R240," she said, adding that the wage gap will realistically be closed only once non-whites move into better paid, higher skilled jobs and this is the direction in which companies' efforts should lie.

Among whites, highest increases went to sales and marketing staff who received a 7,4 per cent increase against the average 5,3 per cent. "This is encouraging as this category has received low increases over the past two years when companies were consolidating under the onslaught of the prolonged recession," said Miss Ashburner. "The accent is once again moving towards capturing market share and pressure is being placed on sales and marketing staff to do this. They are being compensated accordingly," she said.

Lowest increases went to general administration staff at 3,5 per cent and it is interesting to note that data processing staff are also low down the ladder at 4,6 per cent. "DP staff have received high increases over the past few years largely due to the continued shortage of qualified staff in an industry that is growing at a rapid rate. The recession, however, has forced companies to bring them more in line with the general market rates," said Miss Ashburner. For the period January to December last year, DP staff received the highest increase at 13,2 per cent against the average 9,9 per cent.

Increases granted in the manufacturing and construction industries are also low with operations and management categories receiving an average 4,1 per cent increase. These industries have been hard hit by the recession and the increases continue to reflect this.

Among blacks, the highest increases went to clerical and secretarial staff at 7,8 per cent and this was also true for coloureds where this category received an average increase of 7,2 per cent. "The past few years have seen an increasing number of non-whites moving into these positions and they are being compensated in line with their increased responsibilities," said Miss Ashburner.

Employees are unlikely to find improvements this year. Among the companies surveyed, 71 per cent are predicting increases for the year of between 7,5 per cent and 12,5 per cent.

"Double-digit inflation will remain for some time to come and although it is almost certain to move down from its present high (February was 18,05 per cent), I predict that it won't come down much lower than 16 per cent for the year," said Miss Ashburner. "This, combined with the fact that company profits will continue to be adversely affected by the prolonged recession, almost certainly means that increases will continue to lag inflation in the short term.

"South Africans must thus accept that they are going to have to live with low increases for some time to come, which will obviously have a negative effect on general standards of living," she said. — Sapa

Company goes to court to head off strike

Mercury Correspondent

JOHANNESBURG—Pick 'n Pay will make a last-minute attempt in the Supreme Court today to head off a planned wage strike by the Commercial, Catering and Allied Workers' Union.

The company postponed its application for an interdict to prevent the union organising a strike at Pick 'n Pay until today after the union undertook to temporarily postpone the strike, which was due to start last Friday.

The union is contesting the application.

Dismissed

The union is also expected to respond today to the company's improved wage offer of a R60 increase backdated from March and another R30 from July.

The union believes its demand of an immediate R90 across-the-board increase on a minimum wage of R303 is barely enough to keep abreast of racing inflation.

The union says it will call out 8 000 workers at more than 60 Pick 'n Pay stores if its demands are not met.

The company has said that only 5 000 employees at 38 concerns are affected by the dispute.

The Phosphate Development Corporation (Foscor) in Phalaborwa is to meet the National Union of Mineworkers (NUM) today to discuss issues which include the possible reinstatement of workers dismissed after a May Day stay-away.

NUM leader Cyril Ramaphosa said Foscor was the only company in South Africa to dismiss workers who took part in the stay-away. About 1 000 workers had been fired, he said.

The company has not disclosed the number dismissed, but says the dismissals were the result of workers staging three illegal stay-aways since December, 1985.

Pick 'n Pay strike ends in agreement with R85 increase

By Mike Siluma

The five-day sit-in strike by thousands of Pick 'n Pay employees has ended.

The strike, which cost the company at least R4 million in lost sales, ended today after agreement was reached in all-night talks between the company and the Commercial, Catering and Allied Workers' Union (CCAWUSA).

Company and union representatives agreed that workers would be given an R85-a-month increase, retrospective to March 1. The agreement would be in force until the end of February next year.

The strike, which began last Wednesday, affected about 6 500 CCAWUSA members at more than 40 Pick 'n Pay concerns in the Transvaal, Free State, Natal and Eastern Cape.

At its peak, violence broke out in some of the affected areas with fights between customers and strikers.

Sapa reports fists flew when irate shoppers clashed with strikers at the Kingsburgh Pick 'n Pay checkouts yesterday.

HUMAN CHAIN

Witnesses said the violence erupted after an irate customer barged through strikers who had formed a human chain at the checkouts.

The supermarket, in the usually busy Sanlam Centre, erupted as management staff tried to pull about 20 customers away from 40 strikers.

Bottles of tomato sauce and chutney were smashed in the aisles by the strikers and one of the working staff was cut in the face by a polish tin.

The strikers eventually fled. Stones and bricks were thrown at management cars and company vans by the strikers. A rock was hurled through a skylight and narrowly missed customers outside the CNA.

● No action will be taken against the 40 or so Pick 'n Pay strikers who destroyed R300 worth of tomato sauce and chutney in a pitched battle with customers demanding service at Kingburgh yesterday.

The regional manager of Pick 'n Pay in Natal, Mr Derek O'Connor said today that it was difficult to pinpoint the main culprits.

Pick 'n Pay court bid to stave off wage strike

PICK 'N PAY is to make a last-minute bid in the Supreme Court today to try to head off a planned wage strike by the Commercial, Catering and Allied Workers' Union of SA (Ccawusa).

The company postponed its application for an interdict to prevent the union from organising a strike at Pick 'n Pay until today, after Ccawusa undertook to postpone the strike.

The union is contesting the application. It is also expected to respond today to the company's improved wage offer of a R60 increase, backdated from March and another R30 from July.

Ccawusa believes its demand of an immediate R90 across-the-board increase on a minimum wage of R303 is barely enough to keep abreast of inflation.

CLAIRE PICKARD-CAMBRIDGE

The union intends calling out 8 000 workers at more than 60 Pick 'n Pay stores if its demands are not met. The company has said only 5 000 employees at 38 concerns are affected by the dispute.

☐ The Phosphate Development Corporation in Phalaborwa is to meet the National Union of Mineworkers today to discuss issues which include the possible reinstatement of workers dismissed after a May Day stayaway.

☐ A strike which began on May 25 at Foschini stores in the Transvaal, Natal and Free State has entered its second week. There is a stalemate between Foschini and Ccawusa.

Ciskei salaries to increase by 10 pc

EAST LONDON — All Ciskei civil servants received a 10 per cent across-the-board pay increase, and not 22 per cent, the Director-General of Information, Mr Headman Somtunzi said yesterday.

Mr Somtunzi was clearing confusion which had arisen after the 10 per cent increase was added to the salaries of 16 000 civil servants at the end of last month.

Several clerks claimed that while some had received 10 per cent, others had received a 22 per cent increase.

Mr Somtunzi explained that salaries were increased by 12 per cent on January 1 1984. Civil servants employed after April 1 this year had their salary scales adjusted to include both the previous 12 per cent increase and the present 10 per cent increase.

The president of the Ciskei Chamber of Commerce, Mr T. J. Oliphant, said he could not comment on the effects the increases will have on the economy as he had not been fully briefed on the situation. — DDR

Four stores closed as strike goes on

6 000 sleep-in at Pick 'n Pay

SOWETAN

(30) (52) (355) 9/5/86

By JOSHUA RABOROKO

THOUSANDS of black workers at Pick 'n Pay outlets countrywide continued their sleep-in wage strike yesterday.

The situation remained calm at several of the hypermarkets where more than 6 000 employees are sleeping-in, according to a company spokesman.

Four stores — at Shelly Beach in Port Shepstone, La Lucia in Durban, Bedworth in Vanderbijlpark and Benmore in Johannesburg — have been closed due to "unruly behaviour of staff towards customers".

The Commercial Catering and Allied Workers' Union was investigating the incidents, the spokesman said.



PICK 'n Pay boss, Raymond Ackerman.

An explosion rocked the Benmore Gardens Shopping Centre in Johannesburg on Wednesday shattering windows. No one was injured. The incident happened near a Pick 'n Pay store, but both the police and management have not linked the explosion to the labour dispute.

A police spokesman said they were investigating the "blast which occurred at 1.20pm beneath steps outside the building".

The police spokesman has denied rumours that there was an explosion in the canteen of a Pick 'n Pay store in Norwood.

Pick 'n Pay chairman Mr Raymond Ackerman said the aim of the striking union was to bring the "whole retail industry down" and make South Africa ungovernable.

Addressing a meeting of the Cape Town Clothing Institute this week Mr Ackerman quoted an unnamed union negotiator as saying that "we want to make South Africa ungovernable, we don't care if your workers are dismissed, we don't care if your whole image that you've built up is smashed".

The striking workers are demanding a R90-a-month increase. Their minimum pay is R303 a month. The company has offered R80 a month, back-dated to March 1, or a split increase of R60 a month from March with a further R30 in July. Workers have rejected the company offer.

Many families carrying food parcels and clean clothes have been flocking to the stores to see their relatives who are sleeping in. In some instances women with babies strapped on their backs visited their husbands, the *Sowetan* found yesterday.

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30 452 255 9/5/86

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Costly workers' strike at Pick 'n Pay stores ends: new deal on pay

E.POST 13/5/86.

By CATHY SCHNELL

THE week-long strike by Pick 'n Pay workers ended today.

After talks which ended at 2.30am today, shop stewards and management representatives agreed to an R85 a month across the board wage increase backdated to March 1.

A spokesman for the Commercial, Catering and Allied Workers Union (Ccawusa) said the union's members had agreed to end their sleep-in strike today, but that workers were given the right in terms of the agreement to take the day off.

Many workers, he said, would attend report back meetings today and "get some sleep" before returning to work tomorrow, he said.

The Pick 'n Pay chairman, Mr Raymond Ackerman, said the strike had cost the company more than R7 million in turnover throughout the country and "we just have to fight to get it back".

Mr Ackermann added: "The ending of the strike is a victory for labour relations.

"I am pleased that the resolution of the wage dispute came about at the negotiating table and consider the settlement to be confirmation that negotiation can eventually triumph over violence and industrial strife."

A union spokesman said: "We see the settlement as another step towards a living wage for workers.

"We believe the action taken by our members was legitimate and correct under the circumstances. Overall, the industrial action was conducted in a peaceful and disciplined manner."

A management spokesman, Mr Peter Dove, said all stores appeared to be operating normally today. They were still using casual staff and head office personnel until all the strikers arrived back at work tomorrow.

Workers at the Hunters Retreat Hypermarket in Port Elizabeth went home early today after spending the night in the canteen.

The general manager, Mr Fred Perl, said all the African staff had walked

● Turn to Page 3

DD 14/5/86

Watsons to close clothing stores

Dispatch Reporter

EAST LONDON — The Watson family has announced its intention to close all its stores in the Border and Eastern Cape because it "has reservations about the area".

Mr Gavin Watson yesterday confirmed the imminent closure of their two clothing stores in Port Elizabeth and one each in East London and Uitenhage.

The East London branch of the men's outfitters, Dan Watsons, is in Oxford Street.

Mr Watson said they intended to stay in Port Elizabeth while "considering various options", and while they could play a "meaningful role socially to fight racial polarisation".

He said that although the consumer boycott had had an effect, the real cause of their closure was the massive unemployment caused by the failure of big business and the government to show any "social responsibility" for the area.

Mr Watson said he saw no relief in the near future either.

The Natal Mercury, Thursday, May 15, 1986

Security men to get better deal soon

Labour Reporter

POOR wages and often shocking working conditions which have long been a bone of contention within the security industry are likely to end soon, according to spokesmen for security firms in Durban.

Mr J T Thorpe, chairman of the South African National Security Employers' Association, Sansea, said a new wage determination affecting thousands of employees in the industry was expected to be gazetted shortly.

'It is expected that minimum wages and working conditions will be considerably upgraded,' he said, adding that in anticipation of the new ruling many employers had already taken it upon themselves to increase wages.

A Durban firm, Induna Security, announced wage increases and shorter working hours for its workforce of 350 last week.

Responsibilities

Mr David Birkett and Mr Rene Minnaar, joint-managing directors of the company, told the Mercury yesterday that they increased the minimum wages from R260 a month to R300 a month and reduced the working week for some from a 72-hour week to a 48-hour week by working an 8-hour shift.

'Only about 10 percent of our workforce who have been contracted out are not yet on the reduced working hours, but we are negotiating on their behalf,' said Mr Birkett

At present the minimum wage for a guard in terms of Government legislation is set at R264 a month and that of a watchman at R232. For this a man is expected to work 72 hours a week.

Fidelity Guards has increased wages of its employees in its guarding services division by 13 percent across the board.

Mr John Sewell, the company's marketing director, said yesterday that they paid their employees between R400 and R600 a month depending on their posting and responsibilities involved.

Anger over bosses' 'insulting' pay offe

MAWU PUTS BAN O OVERTIME

By LEN MASEKO

THE METAL and Allied Workers' Union will stop working overtime from Monday.

The Electrical and Allied Workers' Trade Union (Eawtu) applied for an overtime ban in mid-April, soon after negotiations for a new agreement had started.

A possible overtime ban will also be considered by the Steel, Engineering and Allied Workers' Union (Seawusa) at its meeting this weekend.

These unions have apparently applied the overtime ban because the employers' body, Seifsa, would not consider any of the union proposals and have described the employer body's wage proposals as "an insult to the concept of a living wage".

• Striking workers at Roodepoort-based Central Brass and Iron Foundry returned to work yesterday. Their union, Seawusa, is negotiating with management over wage increases and workers' grievances.

• The wage strike at seven Sentrachem subsidiaries on the Reef and Natal is still on. About 3 000 members of the SA Chemical Workers' Union are demanding an across-the-board wage increase of R250.

• The Food Beverage Workers' Union (Pretoria branch) is to hold a shop stewards' meeting in Pretoria tomorrow. The meeting will be held at Willie Theron Building, Bosman Street, at 9am.

• The SA Black Municipal and Allied Workers' Union (Vaal branch) is to hold a meeting in Sebokeng tomorrow. The meeting, which will focus on workers' rights at the work place, will be held at the Baptist Church (Zone 13). It starts at 9am.

Action

• The Pick 'n Pay strike had been settled only after the necessary industrial action by the workers had forced the company to take the workers' demands seriously, the Commercial Catering and Allied Workers' Union of South Africa said in a statement to Sapa yesterday.

w/6 Mar 86 p5 5/3/86

LABOUR AFFAIRS
DICK USHER



Pick 'n Pay strike in perspective

NOW that the chutney and tomato sauce has stopped flying, maybe there's space for a relaxed look at the Pick 'n Pay strike.

The workers have come away with a R85 a month increase, R5 less than the Commercial, Catering and Allied Workers Union (Ccawusa) was holding out for and R5 more than the company was offering when the strike began.

In the end, the tough line and tactics taken by Ccawusa can be viewed as an indication of workers' determination to force the living wage issue.

It is a major element in wage negotiations in all industries as workers see their take-home pay being eroded by inflation and other factors.

For example, unionists involved in pay talks with the Steel and Engineering Industries Federation of South Africa have described the federation's pay offer as "an insult to the concept of a living wage" and many other unions are battling to convince employers of the necessity of substantial increases to keep pace with inflation.

UNDER ATTACK

Wages are clearly under attack.

The most visible threat is inflation which, at about 20 percent, automatically reduces the buying power of wages by that much each year.

Even the long-awaited abolition of pass laws and influx control will probably contribute to the downward pressure.

A more hidden aspect of the attack is the homeland system.

Rebates and other inducements have encouraged industrialists to establish themselves there instead of the existing industrial areas. At the same time homeland governments have helped keep wages low by "union bashing".

Both processes have produced a flow of "cheap" imports.

Manufacturers in the textile industry, for example, are increasingly concerned by the threat these pose to their own operations. At the same time they undermine jobs and wages in the established industrial areas.

The Government policy of encouraging small business also threatens wages.

The theory behind it is that the development of the informal business sector needs to be stimulated to combat unemployment and to do this unnecessary red tape and regulations need to be eliminated — including relaxing minimum wage provisions, an obvious threat to wages in the formal sector.

The draft Temporary Removal of Restrictions on Economic Activities Bill, published recently, is seen as another prong of the attack and unionists have condemned it as a wholesale attack on wages and conditions of employment.

Stores' prices to be probed

Labour Reporter

THE House of Delegates is to investigate allegations by unemployed people in Chatsworth that stores contracted to the Government to supply them with groceries have been overcharging.

Mrs Devi Moodley, a voluntary social worker in Chatsworth, told the Mercury yesterday that many unemployed people were issued with grocery vouchers up to a certain value by the House of Delegates, but because of the inflated prices the goods they could exchange them for were insufficient.

Citing examples of the high prices, she said one supermarket which is contracted to the Government, was selling 5ℓ cooking oil at R11,99 (excluding tax) for those presenting the Government vouchers, while the same oil was being sold at R9,99 to its cash customers.

'Surely these people tendering vouchers are as good as cash customers — payment is guaranteed,' she added.

Defeated

She said that because of the inflated prices, many families of the unemployed were still facing difficulties.

'The whole idea behind the House of Delegates assisting the unemployed is actually being defeated. The only people who appear to be gaining are the businessmen,' she added.

Dr J W J van Rensburg, chief director of Health and Welfare in the House of Delegates, said yesterday that he would order an immediate investigation into allegations.

'If this is in fact the case then the whole purpose of us assisting the unemployed is pointless,' he added.

Former clothing factory worker and mother of four Mrs L Reddy said she had been given a voucher valued at R104 which she took to one of the nominated supermarkets in Montford but she received goods worth only about R84.

'I was not even given a cash sales slip. The vouchers are as good as cash and payment is guaranteed. I cannot understand why we are being overcharged,' she said.

dition.

Cape Times 20/5/86

35 percent pay increase

Labour Reporter

WORKERS in the electrical contracting industry in the Western Cape have won a 35 percent pay increase — the highest in 12 years.

The regional secretary of the Electrical and Allied Workers Trade Union, Mr Brian Williams, said management had agreed to the increase and had committed itself to providing pension and medical aid for workers during a month of negotiation at the Cape Town industrial council.

Workers on the lowest grade will get 58 cents more an hour and artisans and licensed electricians 74 cents more.

The union had majority membership among workers in the electrical industry, but stronger membership would enhance its ability to negotiate more favourable medical-aid and pension schemes, said Mr Williams.

Workers picket company

A GROUP of striking Sentrachem workers yesterday picketed the company's head office in Johannesburg, protesting management's refusal to accede to their wage demands.

The demonstration, which took place outside Sentrachem's offices in Anderson Street, went without incident. The placard-carrying workers called on management to accede to their demand for an across-the-board wage increase of R250.

About 3 000 workers at seven Sentrachem subsidiaries have been on wage strike since Monday last week. Their union, the SA Chemical Workers' Union (Sacwu), and Sentrachem management have deadlocked.

Strike-hit Sentrachem divisions are NCP (Germiston), NCP (Kempton Park), Safripol (Sasolburg), Fedmis (Sasolburg), Agrihold (Pretoria), Karbochem (Newcastle) and Karbochem (Sasolburg). At NCP in Germiston, strikers have been "sleeping in" since last week.

Sacwu has charged that there were pay disparities in black and white scales at Sentrachem subsidiaries. In some cases the wage gap between a black and white worker doing the same job was as high as R600, according to Sacwu. Sentrachem, asked for comment about the union's claims, indicated that the matter was not subject for "discussion through the Press".

By LEN MASEKO

• A national overtime ban enforced by three metal unions, became effective as from yesterday.

The ban is being co-ordinated by the Steel, Engineering and Allied Workers' Union of SA (Seawusa), the Metal and Allied Workers' Union (Mawu), and the Electrical and Allied Workers' Trade Union.

The unions have resolved to ban overtime work in the industry because the employer body, the Steel Engineering Industries Federation of SA, would not consider any of their wage proposals. The three unions are demanding a minimum wage of R3,50 an hour.

About 400 Seawusa shop stewards unanimously agreed to implement the overtime ban during a meeting in Johannesburg at the weekend.

Talks collapse

• Talks between Seawusa and Roodepoort-based Central Brass and Iron Foundry have collapsed. The union is seeking the reinstatement of a worker at the the company.

Union members employed by the company were due to meet in Johannesburg last night to discuss further action. About 80 workers employed by the company took part in a two-day work stoppage last week, protesting the dismissal of a colleague.

• Eight unionists are due to appear in the Boksburg Magistrate's Court tomorrow. Their appearance is a sequel to demonstration at Boksburg's Unilever, where black workers were protesting management's refusal to recognise May Day as a paid holiday.

Among the unionists is Mr James Mndaweni, president of the Council of Unions of SA (Cusa). The seven were arrested on April 17.

• A Vosloorus unionist's home was searched by unknown men while he was away at work last Thursday, his family has reported.

According to Mr Joseph Masuku's family, witnesses saw two black men accompanied by two white men break into the unionist's home.

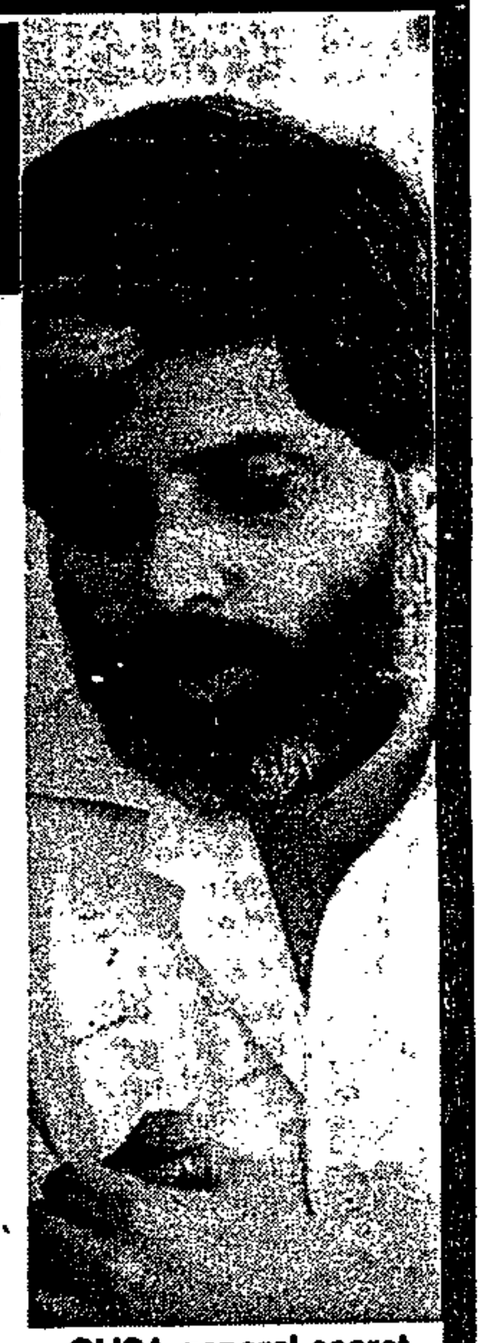
Mr Masuku is a member of the Food Beverage Workers' Union (FBW), and was recently arrested while returning from a funeral in Katlehong a fortnight ago.

• Cusa has dismissed reports of a split within the ranks of its affliate, the FBW, as "untrue".

Cusa's statement follows a report quoting FBW regional chairman Mr George Nene, saying that a group of union members had resolved to join a new union to be launched by the Congress of South African Trade Unions.

Cusa general secretary, Mr Piroshaw Camay has promised union action "following the disinformation campaign being undertaken by these individuals".

Mr Nene could not be reached for comment.



CUSA general-secretary, Mr Piroshaw Camay, dismissed reports of a split.

Institute: Workers paid below minimum

Dispatch Reporter

UMTATA — About 70 per cent of workers in eZibeleni industries were paid below the minimum wage of about R100 per month, the Institute for Management and Development Studies deputy director, Mr Peter Wakelin, told a seminar at the University of Transkei.

Speaking on industrial decentralisation: the Queenstown-eZibeleni case, Mr Wakelin said the average wage per worker in eZibeleni was R90 a month. In some case, wages were as low as R26 a month.

With wage concessions now at R110 a month a worker, "industrialists point out very clearly that unless the wage concessions go to a minimum of R140 a month, this situation will continue".

At Queendustria, the average wage per worker was about R253 a month.

Of the R1,5 m paid in concessions in eZibeleni, 80 per cent — R1,2m — was in wage concessions.

"In terms of the total wage bill paid to each worker in eZibeleni, the concessions make up 75 per cent.

"The wage differential between the two areas therefore becomes a very localised problem, and as a result, labour turnover in eZibeleni is high, with most workers preferring to seek employment in Queendustria," he said.

Mr Wakelin said the wage incentive package had encouraged "over-employment at the expense of productivity, and has also led to many industrialists exploiting the position to offset other costs."

In a case study, it was shown that with a R99 000 wage bill for one year, a company was paid out R168 000 — a profit of R69 000.

"The manager/owner's salary for the first year of operation was R60 000, yet he was paying his workers on average R50 to R60 a month."

Natal Midlands men desperate to work

N/M 23/5/86

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Mercury Reporter

AT LEAST 200 young white men from the Ladysmith and Natal Midlands area who completed their national service in December last year have not yet been able to find work.

They say they have been consistently turned away because of their 'lack of experience' and are now desperate to find any kind of employment.

Said Mr Aurburn Mills of Ladysmith: 'My friends and I have been trying everywhere, but we just keep on being turned away. Some of us are really desperate as some parents have even told the guys to get out.

'They think we are being lazy and simply don't understand that we cannot get a job.'

Forays into the Johannesburg and Vaal Triangle areas have also not helped, he says, adding that all the factories approached in their own home towns in the Natal Midlands had also turned them away.

Everywhere the men go they are told they are unemployable because of their lack of experience, says Mr Mills, who believes they are being discriminated against for having done their army service.

'How can we have got the experience everyone wants us to have, when most of us had to leave school and go straight into the army?' he asked.

Dwindling

A spokesman for the Department of Manpower said in Durban yesterday that 'jobs are difficult to get, for everyone'.

'Men just out of the army eventually get placed though. Employers seem to like them, because they have had discipline instilled in them and they obey instructions. They must just keep on trying,' he said.

But he added that job opportunities were dwindling every day, for everyone, with businesses closing down each day.

Mine wage talks run into some early snags

By Sheryl Raine

Annual wage talks between the Chamber of Mines and the National Union of Mineworkers (NUM) have got off to a sticky start with the Chamber demanding agreement on preconditions to negotiations.

The NUM, demanding a range of improved conditions of service for black miners and a 45 percent pay increase, said the chamber had not yet tabled a wage offer.

The chamber is demanding that the NUM accept certain preconditions before talks about wages get off the ground.

Preconditions include:

- NUM acceptance of a schedule indicating the mines it represents and agreement that negotiations apply only to these.
- Separation of negotiations for gold and coal mines if necessary.
- Outstanding matters of 1985 wage negotiations should not be allowed to affect the present wage talks, since the NUM acquired the right to strike on those mines where a dispute still existed.
- Issues on which the parties could not agree or which fell away not be permitted to appear later as issues of dispute.
- Any settlement reached be regarded as full and final.
- No cost-related changes in conditions of employment be implemented before July 1.
- Union acceptance of the various exceptions of the basic conditions of employment sought by the chamber.

NUM Press officer Mr Marcel Golding said the union was not prepared to accept these preconditions, especially those which were designed to undermine the NUM's bargaining position.

A spokesman for the chamber said NUM's response required further study and consideration. The chamber did not wish to delay negotiations and had undertaken to meet NUM shortly.

The Chamber and NUM will talk today on the Government's latest proposals to scrap job reservation on the mines.

to be at least 1 500 to date.

Concor workers may down tools

By Sheryl Raine

Workers at four Concor Construction plants may down tools today if 290 dismissed colleagues are not reinstated and their wage demands considered.

Employees at plants in Amalgam, Johannesburg, and Westonaria were dismissed yesterday after a two-day strike.

Concor Construction managing director Mr Jurgen Schultz, will meet shop-stewards of the Building, Construction and Allied Workers' Union today.

Workers demanded that the minimum wage be raised from R1,56 an hour to R2,30 and that an additional 70 cent across-the-board increase be granted.

The company said no increases would be granted before September 1.

About 90 workers gathered yesterday waving banners reading: "What do you have left at the end of the week?" and "Our kids are starving".

Members at Concor concerns in Klerksdorp, Olifantsfontein, Welkom and Carletonville were threatening solidarity action.



Scores of singing, banner-wielding workers gathered outside the Comcor plant at Amalgam yesterday in support of 290 dismissed colleagues.

3 000 WORKERS IN WAGE DISPUTES

LEN MASEKO

ABOUT 3 000 workers were involved in work stoppage over wage demands in the metal industry yesterday.

Two companies, Barlow Rand and GEC, are locked in disputes over wage demands made by metalworkers' unions at plant-level. About 3 000 workers are presently involved at two Barlow Rand group subsidiaries, Fuchs and Barlow Rand Appliances in Alrode, and GEC plants on the Reef.

The disputes have roots in union demands outside the anual wage negotiations between the Steel Engineering Industries Federation of South Africa (Seifsa) and the metalworkers' unions.

At Barlow Rand Appliances, workers are demanding an hourly wage increase of R1,50; a bonus for R75; long service benefits.

Demands

The striking GEC workers are demanding across-the-board hourly wage increases ranging from 50 cents to R1,50.

These demands are in addition to wage proposals submitted by unions affiliated to the International Metalworkers' Federation at Seifsa-level. The IMF unions, Mawu included, are demanding a minimum wage of R3,50 an hour.

The unions, which include the Metal and Allied Workers' Union, are pressing for negotiations at company-level.

Meanwhile the South African Black Municipal and Allied Workers' Union has condemned the dismissal of its 1 000 members at the Tembisa Council. The union has warned that workers at other local authorities would go out on solidarity strikes.

Sabmawu general secretary Mr Philip Dlamini told the *Sowetan* that some strikers had been ordered to vacate council-owned houses in the area. "The workers who have been ordered out the council houses are those on the fire brigade and the ambulance service," he said.

Boycott

Local residents had resolved to intensify a rent boycott in a bid to force the council to settle the dispute, Mr Dlamini said.

The towm council fired the 1 000 workers after they took part in a strike over wage demands and better working conditions. According to Sabmawu, the minimum salary earned by a council employee was R280 a month.

Other work stoppages were:

- Concor group was hit by strikes at its Johannesburg, Cape Town and Westonaria plants yesterday. Members of the Building Construction and Allied Workers' Union at Concor are demanding hourly wage hikes.
- Workers at six Pioneer Ready Mix Concrete are still out on strike. They are protesting "unfair dismissal".

Workers told the *Sowetan* that they had been dismissed, but this could not be confirmed by late yesterday. Pioneer plants affected by strikes are in Pretoria, Vanderbijlpark, Vereeniging, Stilfontein, Johannesburg and Boksburg.

About 900 workers are involved in the dispute.

Strike

- A number of workers at Supervision Cleaning Services have downed tools, but the *Sowetan* could not establish the reasons for the action.

The Brushes and Cleaners Workers' Union is investigating the matter.

- The wage strike by about 3 000 workers at Sentrachem subsidiaries is still on.
- About 400 members of the General and Allied Workers' Union are involved in pay disputes with Securitas at Florida.

The Black General Workers' Union (Blagwu) and Racec company in Witbank has reached an agreement over retrenchments which were to be effected this month.

Miners and Chamber settle wage dispute

By Sheryl Raine

The wage dispute between 24 000 white mine employees and the Chamber of Mines has been settled.

In a joint statement issued after a meeting yesterday afternoon, the Council of Mining Unions (CMU) and the Chamber said basic pay on gold and coal mines would be increased by 14 percent from the May pay month. Agreement has also been reached on improved pension benefits and accident leave for white employees.

Fifty percent of all bonuses and contract earnings will now be pensionable. The period of paid mine accident leave has been increased from 42 days a year to 56 days. The number of days which may be accumulated has been increased from 84 days to 112 days after two years.

In the case of Iscor's Hlobane and Durban Navigation Collieries, the agreed wage increase will only be 13,5 percent, but 75 percent of bonus and contract earnings will be pensionable.

Commenting on the settlement, chairman of the CMU Mr Arrie Paulus said it would not satisfy all employees. "However, I feel it is the best we could have done without a strike," he said.

The CMU represents, among others, the white Mine Workers Union, the S A Boilermakers' Society and the Amalgamating Engineering Union of S A.

Firms will face tougher demands

By Sheryl Raine

Companies will face tough demands for salary increases this year due to the high rate of inflation and to militant trade unions, according to a leading industrial relations consultant.

Mr Steuart Pennington of Steuart Pennington and Associates noted in the company's May 1986 wage negotiations pack that the relative sluggishness of the economy had been reflected in lower pay increases granted to salary and wage earners at the end of last year and beginning of this year.

Salary increases had lagged significantly behind the consumer price index of 18,8 percent for the 12-month period from February 1985 to February 1986.

INCREASES

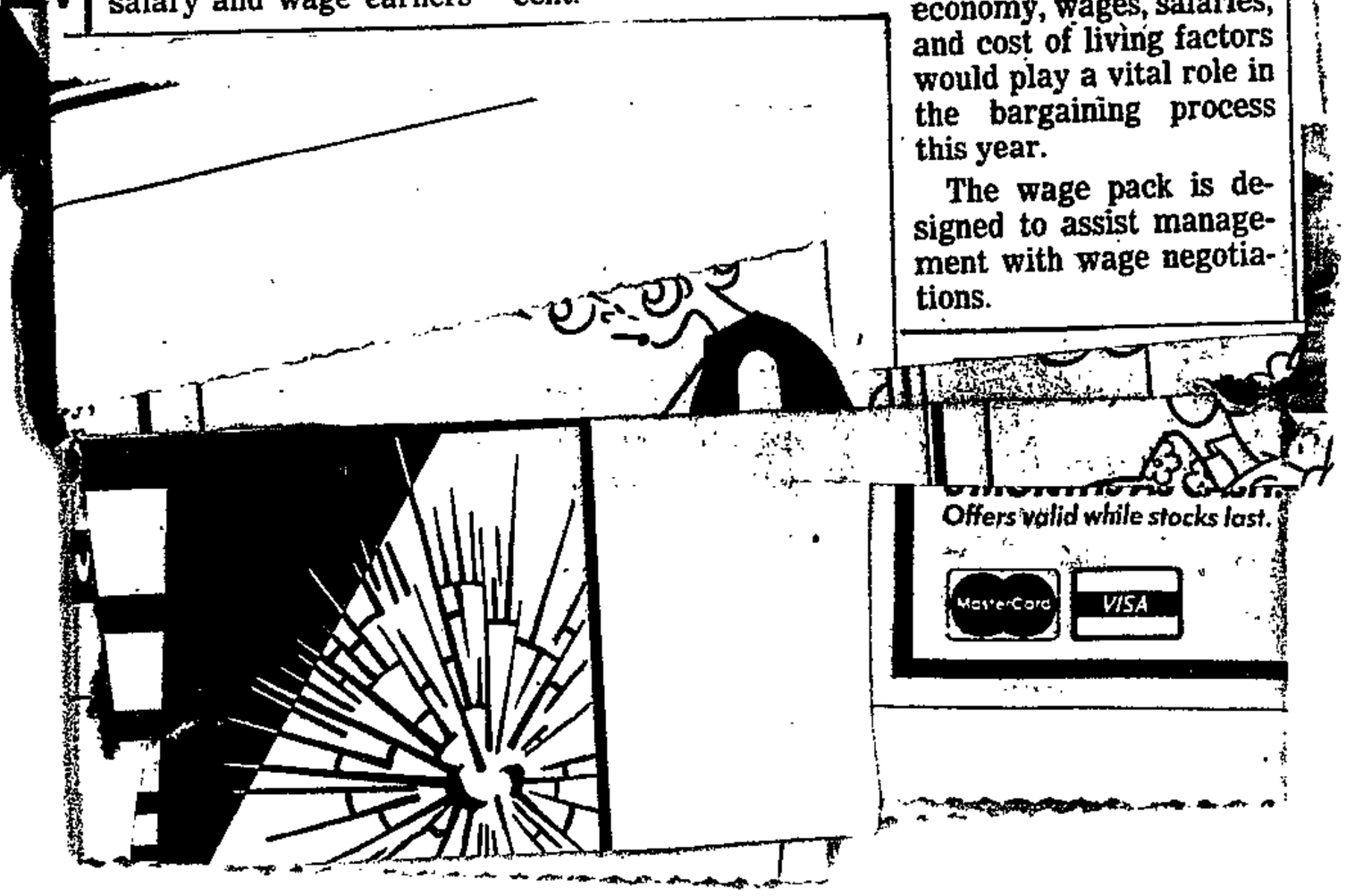
Overall salary increases amounted to 11,1 percent, artisan wages rose by 9,2 percent and non-white hourly-paid wages by 12 percent.

Predicted pay increases for this year included 11 to 12 percent for general staff, 12,5 to 14 percent for black hourly-paid staff and 12 to 13 percent for specialist or middle management.

The inflation rate for February was 18,1 percent and economic predictions indicated that it was unlikely to drop significantly. Companies would therefore be hard pressed to keep pace with increasing pay demands.

Information about the economy, wages, salaries, and cost of living factors would play a vital role in the bargaining process this year.

The wage pack is designed to assist management with wage negotiations.



unded 1872 Price 50c Excluding

14 pc average hike in rates, tariffs

D.D 30/5/86

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SA on point of breakthrough?

ROME — South Africa could be on the point of the big power-sharing breakthrough the world has been waiting for, Chief Mangosuthu Buthelezi said here yesterday.

He told a meeting of leading Italian media representatives and academics that President P. W. Botha's proposed National Council had this potential, regardless of whether the African National Congress (ANC) took part in it.

He said the National Council could defuse South Africa's now endemic violence — but only if it were possible for all black organisations, including the banned ANC, the Pan Africanist Congress (PAC) and others, to join it if they chose.

The KwaZulu Chief Minister and Inkatha president repeated that he would participate only if the ANC's Nelson Mandela, the PAC's Zeph Mothopeng and other political prisoners were freed. Otherwise

Whether, or not the ANC eventually took part in the council would have to be sorted out between Mr Mandela and the president of the ANC, Mr Oliver Tambo.

Chief Buthelezi said black South Africans regarded Mr Tambo as simply a caretaker president and that a released Mandela would assume the leadership.

He quoted the gazetted intention of the council as being "to provide for participation in the planning and preparation of a constitutional dispensation which provides for the participation of all South African citizens in the process of government".

Those were the words that South Africa and the whole world had been waiting for, he said.

There would be "a massive black South African input" if the National Council actually ended up ad-



Rock star Rod Stewart and his girlfriend Kelly Emberg at London airport on their way to Mexico

EAST LONDON — Rates and tariffs combined are to go up between 11 and 17 per cent.

This emerged from the budget speech delivered last night by the finance portfolio leader, Mr Errol Spring, at a special meeting of the city council to finalise the estimates.

"Increases in rates and tariffs have been kept far below the 20 per cent inflation rate and ratepayers can expect a lowering of standards in some sections of the municipal service," Mr Spring warned, and outlined how the R8 666 929 deficit would be offset to balance the city's nearly R100 million budget.

The nine steps announced included:

- Rates to go up five per cent to net R597 110.
- Electricity up 11,5 per cent to net R4 097 108.
- Sewerage tariff up 80 per cent to net R1 968 000.
- Cleansing tariff to go up between 10 and 20 per cent to net R179 946.
- Water tariff to go up 14,5 per cent to net R1 000 000.
- Bus fares to go up to accrue R75 000 that will help to minimise the loss incurred on the service which is estimated at R1,6 million for the year.
- Trade effluent tariff to go up 80 per cent to accrue R56 000.
- House rentals to go up between R1 and R6 a month to net R62 604.
- R631 161 to be transferred from the unappropriated surplus.

By MATTHEW MOONIEYA
Local Affairs Reporter

Dealing with non-productive municipal services, Mr Spring said the bus loss was cause for grave concern and that 13,4 per cent from the R12 million rates income would be used to subsidise the service.

He said council would see what action to take to stem the loss when research being undertaken by Rhodes University into the service was completed.

Other non-productive services would also come under close scrutiny to decide whether the losses were warranted.

"Attention is drawn to the deficit on the fire service amounting to R1,84 million. Although this is an essential service which we are proud of, it is considered that council should seriously investigate the cost of the service to the ratepayer."

On specific increases in tariffs, Mr Spring said electricity tariffs had to go up to meet the R44 093 351 increase to the municipality due to Escom increases from July 1.

"Unfortunately this will have to be recovered from electricity consumers," Mr Spring said.

On the increase in sewerage tariffs, Mr Spring referred to the fact that expenditure on the new sewerage scheme had increased by R2 million while there had been a R352 546 deficit in housing.

He said the roads and pavements in the city were in a shocking state and in addition to the normal amounts set aside on the estimates for maintenance, an amount of R1 million was provided for maintaining roads and pavements.

See also page 2

0030/5/86

10pc increase for municipal employees

Dispatch Reporter

EAST LONDON — The municipality's 2 500 staff members are scheduled to receive 10 per cent wage hikes.

This was revealed in the estimates tabled at a special city council meeting last night.

But the increases are to be phased in. Staff will receive a five per cent increase from July 1 with the other five per cent coming into effect from January 1, 1987.

The actual payment of the increases depends on the outcome of a report on productivity to be compiled by the director of management services and the outcome of a court case involving the municipality and the East London branch of the South African Association of Municipal Employees (SAAME).

The Industrial Court is to give a ruling soon on the dispute in which the SAAME wants the municipality to extend the subsidies to people who rent houses and not only to people who have bought houses.

The estimated cost to the municpality if the court rules in favour of SAAME is R250 000 a year.

In his budget speech last night, Mr Errol Spring, made an urgent plea for productivity to be improved, for maximum benefit to be achieved from staff training programmes and for the National Institute of Productivity (NPI) report on the municipal structure to be implemented immediately.

"I must express my disappointment at the lack of progress made in implementing this report. Maybe we are expecting too much from our town clerk in looking to him to restructure the organisation and implement the recommendations in addition to his normal load of work.

"If this is so, the council should consider as a matter of urgency appointing an outsider on a contract basis to implement the NPI recommendations. I believe there are suitable retired industrialists and businessmen in East London who could be persuaded to tackle this on our behalf."

Mr Spring said staff was the major portion of the council's operating costs and, in the endeavour to give the staff the best possible deal, the council should ensure that it was not at the expense of the ratepayer.

"The council must strive aggressively to improve productivity and ensure a maximum return on money spent. To achieve this, managers from heads of departments down have been put through management training programmes. Considerable amounts have been included in the estimates for staff training."

In order to achieve maximum benefits, he had asked for quarterly training progress reports.

2/6/86.

A pension fund for domestics



FUTURE PLANNING: Many employers do not care what happens to domestic workers on retirement.

By Kate McKinnell

When domestic worker Mrs Hilda Khumalo was asked to retire by her long-standing employer, she found to her horror she could not support herself.

Through the years, all her savings had been spent on her children's education, and she had never been aware that the state pension she was entitled to might be difficult to obtain and inadequate for her survival.

Mrs Khumalo is an imaginary person, but she represents a large proportion of the about 800 000 domestic workers in South Africa.

How many domestic workers, or their employers, know about the pension fund available specifically to help them?

"Very few", says Mrs Lulu Lipworth, consultant for the pension fund. "And many of those employers who do know about it have very good intentions, but never do anything about it."

By paying a small monthly sum, domestic workers can ensure a steady tax-free pension for their retired lives.

For example, if Mrs Khumalo retired at the age of 60, and had been paying R12 a month into the fund since the age of 30, she would receive a monthly pension of about R1 260.

Lower monthly pension

She could also choose to draw a third of the lump sum when she retired, and then receive a lower monthly pension. In this instance, she could perhaps draw R37 851 to pay towards a house and then receive a pension of R840 a month.

"Any domestic worker, farm labourer or small-business employee can join the fund, and she or her employer may pay the contributions.

"If the employer is paying, the membership may be transferred from employer to employer as the domestic servant changes jobs," says Mrs Lipworth.

A doubt many people have expressed about the pension fund is that people who join the fund will lose their State pension, so Mrs Lipworth has thoroughly investigated this area.

She says black pensioners with an income of between R21 and R40 are still eligible for a part pension from the State. Those with an income of over R40 do lose their eligibility for the State pension of R79.

But if the pensioner has paid into the domestic pension for a reasonable amount of time, the benefits she receives will far outstrip those of State pensions.

"Another aspect of the domestic pension fund is that domestic workers can choose to retire five years earlier at the age of 55.

"And there is also a death and disability benefit," says Mrs Lipworth.

If a domestic worker should die before retirement, the balance in her pension fund will be paid to her dependents, as well as R2 500 if there have been at least six contributions in the past 12 months.

If she is disabled, she herself receives this money.

Mrs Lipworth says some employers have been delighted to find a way to ensure a comfortable retirement for their domestic workers.

"But it really concerns me that many employers do not care about the fate of their employees when they retire."

SACKING OF 1 000 - PLEA TO COUNCIL

PAMPHLETS distributed by the Tembisa Municipal Workers' Support Committee demand the reinstatement of 1 000 Tembisa Town Council employees who have been dismissed.

By LEN MASEKO

These workers were fired after they went on strike over wage demands and better working conditions.

The sacked workers also demand the recognition of their union, the SA Black Municipal and Allied Workers' Union (Sabmawu), which yesterday reaffirmed its willingness to negotiate with the town council.

Sabmawu's publicity secretary, Mr Benny Alexander, claimed that the striking workforce had been warned by some "white supervisors" that a "vigilante-type" action would be taken against them if they continued their strike.



STRIKERS at Barlow Manufacturing in Alrode who have refused to resume work until their demands are met.

• Meanwhile, refuse collection has come to a standstill in Diepmeadow following a wage strike by the council's 400 workers. The Diepmeadow workers, who downed tools a fortnight ago, demand a 60 percent wage hike.

• Only "a few hitches" prevented striking workers from returning to work at seven Concor plants in the Transvaal yesterday, said a spokesman for the Building, Construction and Allied Workers' Union.

The strike at Concor was sparked by workers' demands for an across-the-board hourly wage increase of 70 cents.

• About 100 drivers from a Durban bakery went on strike yesterday in protest against the dismissal of one of their colleagues.

• About 700 members of the Metal and Allied Workers' Union at Barlow Manufacturing in Alrode are still on strike, demanding — among other things — an across-the-board wage increase of R1,50 an hour.

• The wage strike at three GEC plants continued yesterday. Striking workers demand — among other things — hourly wage increases between 50 cents and R1,50.

• A new union in the food industry, uniting three existing unions, was formed in Cape Town at the weekend.

The newly-formed Food and Allied Workers' Union combines about 50 000 in the industry from the Sweet, Food and Allied Workers' Union, the Retail and Allied Workers' Union, and the Food and Canning Union.

STWC 5/1/86

Metal industry pay talks resume

Pay talks affecting about 350 000 employees in the metal industry are scheduled to resume today.

At the centre of the talks are not only wage demands but proposals that companies wanting to pay more than the minimum rate negotiate additional increases individually with unions.

Four unions involved in the wage talks have rejected offers made by the Steel and Engineering Industries Federation of South Africa (Seifsa).

Unions belonging to the Council of Mining and Building Unions (CMBU) have said they are not satisfied with the offer.

STAND

Unions belonging to the International Metalworkers Federation have taken a stronger stand.

Three reject the proposed wages — the Electrical and Allied Workers' Trades Union, Metal and Allied Workers' Union and Steel, Engineering and Allied Workers' Union — and have imposed overtime bans and declared a dispute with Seifsa.

The fourth, the Engineering Industrial Workers Union, is waiting to see how negotiations progress.

Seifsa has offered to raise minimum wages to R2,18 an hour at the bottom of the wage scale and R5,77 at the top.

The union demand is R3,50 an hour.

Weekly 11-6/6/86

Reagan cleans up on the World Bank 'socialists'

356

By RICHARD ELLIS
New York

A MAJOR shift in the World Bank's role may start to be felt this year when the new president, Barber Conable, takes charge.

For most of its 40 years, the World Bank has made loans without tying the money to changes in the economic policies of the borrowing countries.

But a crisis has emerged in the bank's operations in the last five years, partly because of the problems posed by international debt and partly because of lack of support from the Reagan administration.

The US provides 20 percent of the World Bank's capital, and has always played a key role in its affairs: all seven bank presidents have been nominated by Washington.

The Reagan Administration became obsessed with the idea that the bank was underwriting "socialism" around the world — a sort of international welfare agency happy to back sometimes ridiculous projects, rather than a development agency primarily concerned with overall economic growth. It was not until US treasury secretary James Baker devised a new role for the bank last year that the Administration once again gave the bank its full attention.

Baker's initiative was simple: the previous policy of project lending had failed, he argued. It had provided funds for the building of many worthy dams, roads, hospitals and plantations, but the projects had worked only if the recipient country happened to run "sensible" economic policies.

So, he reasoned, why not tie loans to demands that the borrower nations restructure their economies — in practice, forcing the countries to follow capitalist policies, reducing public deficits and encouraging private enterprise.

Whereas previously the only conditions on World Bank loans had been that projects should be economically viable and that the money would be repaid, now borrowers are being instructed on how to run their economies.

The new policy has already begun to take effect. In Togo, for example, much needed new loans have been given — with strings attached. As a result of the bank's conditions, farmers have started to receive market prices for their crops instead of government-set prices, and public companies are being transferred to private hands.

Last year, around 15 percent of the bank's new loans — running at about $15-billion a year — were linked to economic conditions. That percentage will grow when Conable takes over the $120 000-a-year job on July 1.

The 63-year old former US congressman succeeds Tom Clausen, who has been in charge since 1981. Whatever plans Clausen may have had for the bank have been frustrated by the Reagan Administration's indifference. Conable, a Republican and a Reagan favourite, will have no such problem.

He will, however, have to use all his political skills to convince world leaders that he is not a mere salesman for capitalism. Increasingly, critics say, the US is pressurising the bank to use its lending leverage to change economic politicies in certain countries, or punish US adversaries, in line with Reagan's foreign policy.

Third World countries which in the past faced losing US aid if they antagonised Washington, could now also face the cessation of World Bank loans.

Conable is a conventional conservative, described by vice-president George Gush as one of "sane and able men in the United States Congress".

Friends of the former congressman insist he will act independently of the White House, but his ability to do the job during his five-year term is dependent on keeping the favour of the president and his administration.

There is no doubt that before he recommended Conable for the presidency of the bank, Reagan did his homework; the last thing Washington wants is someone who will oppose its plan to have further influence over the economies of the Third World.

Conable is a favourite of both congress and the White House, and will almost certainly remain so. The question is whether he can also become a favourite of the Third World. — Gemini

RusPlats daily pay to rise 19 pc

The Rustenburg Platinum Mine has agreed to increase the wages of all its daily paid workers by 19 percent under an agreement with the Federated Mining Union (FMU).

In a statement, the FMU said monthly paid employees and nursing staff would receive a 15 percent increase while security staff would get 18 percent.

"Management also agreed to increase the holiday leave allowance from 75 percent to 100 percent or a 13th cheque," an FMU spokesman said.

Employees' living-out allowance has been increased from R80 to R120 for married and single employees who choose not to live on mine property.

The improved wages and conditions of service apply to all workers on the mine, not only union members.

The new agreement becomes effective on July 1.

Chamber increases wage offer in latest NUM talks

By Sheryl Raine

The Chamber of Mines offered black miners pay increases from 12 to 17 percent in the fourth round of talks with the National Union of Mineworkers yesterday.

This was an improvement on the initial offer tabled at their third meeting on Friday.

The offer includes an increase in chamber minimum rates — as well as the minimum rates of those mines which recognise the NUM in certain units.

Pay would go up 17 percent for employees in the lowest job categories and 12 percent in the highest categories.

The NUM originally demanded a 45 percent increase and a reduced working fortnight from 90 to 80 hours.

The union is also seeking May 1 as a paid holiday, increased shift allowances and improved funeral and death benefits, increased annual leave to 44 days and a holiday leave allowance of 100 percent and six months' paid maternity leave for women.

Other benefits offered by the chamber yesterday included:

- A two-hour reduction in normal hours of work of employees working underground on gold mines.
- An undertaking that employees who return from leave would be guaranteed the same jobs held previously with the same pay and conditions, subject to the employee reporting for duty on or before the date he was due back.
- A number of improvements in the death benefit scheme, provided agreement can be reached on an increase in the employee share of contributions. Employers have already increased their contributions.
- The formalising of arrangements for paid or unpaid leave so employees may return home to assist wives when a baby is born.

In addition the chamber has undertaken to give further consideration to the union's maternity leave proposals.

It has also proposed the union and chamber make representations to Government for the appointment of a commission of inquiry to consider making May 1 Labour Day and a public holiday.

If the commission is not appointed or does not make its findings known before next February the chamber would be prepared to re-open negotiations on this question.

The NUM has requested time to consult members. Another meeting with the chamber will be held on June 17.

Seifsa in a bid to avert strike

THE Steel Engineering Industries Federation of SA (Seifsa) is to meet today in an attempt to avert a strike involving about 300 000 workers in the metal industry.

This follows the failure by Seifsa — representing about 9 000 employers in the industry — and the affiliates of the SA Co-ordinating Council of the International Metalworkers' Federation (IMF) to reach agreement on wage proposals during negotiations last Friday.

This is the third time these two parties have reached a stalemate since the annual wage

By LEN MASEKO

negotiations began in April.

• Metalworkers at Steel Reinforcing and Trading in Steeledale downed tools yesterday in demand for an hourly wage increase of R1 across-the-board.

Increase

The wage strike by about 3 000 Sentrachem workers entered its fifth week yesterday. Members of the SA Chemical Workers' Union demand a R250 across-the-board pay increase.

Sacwu members have been asked to attend an urgent meeting on Saturday in Johannesburg, where the plight of Sentrachem workers will be discussed. The meeting will be held at Lekton House, 5 Wanderers Street. It starts at 9am.

• Seawu yesterday reported that its 70 members at McCoils in Maraisburg had downed tools in protest against "the unfair dismissal" of their two colleagues.

Slept

Nearly 300 workers at the Sasko Milling company in Bon Accord near Pretoria, have gone on strike in protest against the company's decision to retrench 42 of their colleagues.

The employees, all members of the Food and Allied Workers' Union, went on strike last Friday and have staged a sit-in and slept at the company's premises since then.

Dispute stops work at West Bank depot

Dispatch Reporter

EAST LONDON — A wage dispute has led to a work stoppage at the British Petroleum depot on the West Bank.

Workers said yesterday they had been locked out by management on Monday but were allowed onto the premises yesterday while negotiations between workers and management continued.

A spokesman from BP's head office in Cape Town confirmed there had been a work stoppage over wage claims. He said the dispute involved about 50 employees.

Management was in the process of negotiating a recognition agreement with the South African Allied Workers Union (Saawu), who had been informed of the work stoppage, the spokesman said.

He declined to comment further.

The branch secretary of Saawu, Mr B. Melitafa, confirmed his union had been informed of the stoppage. He said BP had told the union the matter was still being discussed with workers.

Saawu officials were scheduled to meet BP officials at 9 am today following a request by management, he said. The matter of agreement and recognition would be discussed.

Mr Melitafa said his union had submitted a draft agreement and a membership list to BP.

Saawu intends getting information from both management and the workers on the issue.

During a Daily Dispatch visit to the depot yesterday, workers stood in groups in and outside the plant.

They said negotiations between workers' representatives and management were underway and they were waiting for the outcome. They declined to comment further, saying they had agreed with management not to do so.

Tiger mascots arrive in Seoul

SEOUL — Two Siberian tigers arrived from the US yesterday to serve as mascots for the 1988 Seoul Olympics.

They were donated by the Minnesota Zoo. South Korea chose the Siberian tiger — deified in Korean legend — as the mascot for the games. — Sapa

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5 hurt

EAST LONDON — Five unidentified people escaped serious injury when the car they were travelling in left the road and landed on the pavement of Dunoon

Platt shoo

Chamber, union continue wage talks

Wage talks affecting thousands of black mineworkers will continue in Johannesburg today between the Chamber of Mines and the National Union of Mineworkers (NUM).

The chamber said the parties met for three hours yesterday in the second round of annual negotiations on wages and other conditions of employment for NUM's members in recognised bargaining units on certain mines.

This year's negotiations got off to a slow start with the chamber requesting certain preconditions.

BUD DAY
16/6/86 ~~327~~ ~~1407~~ ~~210~~ 355

EMERGENCY

Talks to continue despite emergency

CLAIRE PICKARD-CAMBRIDGE

THE Chamber of Mines is going ahead with plans to meet the National Union of Mineworkers (NUM) for wage talks tomorrow, despite the declaration of the State of Emergency.

Chamber of Mines industrial relations adviser Johann Liebenberg said at the weekend he was not aware of the detention of any members of the NUM negotiating team. "We are assuming the meeting will be held because we have not had any indication to the contrary."

Liebenberg declined to comment when asked whether the recent swoop by police on many trade union and community leaders could complicate the wage talks.

NUM officials could not be contacted for comment yesterday. It is not known whether union organisers have been able to complete consultations with their members regarding the chamber's offer. The union had requested a week in which to do so.

It is believed at least one NUM organiser in the Free State was detained last week.

The NUM's demand includes a 45% increase in minimum wages, while the chamber's initial offer includes increases of between 12% and 17% on minimum rates.

Anglo American chairman Gavin Relly said the corporation was particularly concerned at the incarceration of trade union and community leaders, "some of whom have played a responsible, moderating role in relation to the proposed actions on June 16".

"In these circumstances, neither civil nor industrial relations development can move forward. It is essential that these people be charged or released forthwith," Relly said.

MONDAY, 16 JUNE 1986

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†Indicates translated version.

For written reply:

General Affairs:

Official visits to foreign countries

1002. The LEADER OF THE OFFICIAL OPPOSITION asked the Minister of Foreign Affairs:

Whether he or the Deputy Minister of Foreign Affairs has paid any official visits to foreign countries in the current year; if so, (a) to which countries, (b) on what dates, (c) what are the names of the persons to whom visits were paid on each occasion and (d) what was the purpose of each visit?

The MINISTER OF FOREIGN AFFAIRS:

While information on some such visits has appeared in the media, it is not in the country's interest to disclose the particulars in respect of all the visits. However, details of all such visits will be made available to the Honourable Leader of the Opposition should he contact the Department of Foreign Affairs.

Annual reports

1082. Mr P G SOAL asked the Minister of Foreign Affairs:

(a) How many annual reports were produced by his Department during the latest specified period of 12 months for which information is available, (b) in respect of what bodies were these reports produced, (c) what was the cost of producing each such report and (d) who did the printing of each report?

The MINISTER OF FOREIGN AFFAIRS:

(a) None.

(b), (c) and (d) Fall away.

HoA

16/6/86 HANSARD 354

Station masters: salary scales

1135. Mr L F STOFBERG asked the Minister of Transport Affairs:†

(1) What is the salary scale for each grade of the post of station master in respect of White persons at present;

(2) whether the above-mentioned salary scales apply in respect of non-White station masters as well; if not, (a) in what respects do these salary scales differ and (b) why in each case?

The MINISTER OF TRANSPORT AFFAIRS:

(1) Station Master—R17 310 per annum
Station Master, Senior Class—R18 990—R20 670—R22 350—R23 220 per annum
Station Master, Special Class—R24 990—R25 950 per annum.

(2) No.

(a) and (b) As far as non-Whites are concerned there is only one grade ie Station Master (Passenger Services) with a grading of R17 730 per annum. This station master only serves his own population groups on stations which are located in non-White residential areas. When this grade was created it was subjected to grade-rating and placed at the correct level within the grading structure. There are at present only five such employees.

The grades of White station masters are presently subjected to grade-rating and on completion of the exercise it will be placed at the correct level of remuneration. Due to the vast number of employees concerned this exercise has not as yet been finalised.

Own Affairs:

Staff complement

89. Mr K M ANDREW asked the Minister of Education and Culture:

(1) Whether the staff complement of his Department at central level has been or is to be increased in the 1986-87 financial year; if so, (a) by what posts is it to be so increased and (b) to what public service salary scale will these posts be attached;

(2) whether the staff complement of his Department at provincial level has been or is to be reduced in the 1986-87 financial year; if so, (a) by what posts is it to be so reduced and (b) to what salary scale were these posts attached;

(3) whether his Department will increase its overall staff component, other than practising college, university, technikon and school staff, in the 1986-87 financial year; if so, (a) why, (b) by what total number and (c) at what total cost?

The MINISTER OF EDUCATION AND CULTURE:

(1) Yes,

(a) (i) as far as administration is concerned the Sub-directorates Personnel and Finance were transferred from Budgetary and Auxiliary Services to Education and Culture, Administration: House of Assembly with effect from 1 April 1986.
The posts concerned are—

Sub-directorate: Personnel—52 posts varying from a Registry Clerk to a Deputy Director: Personnel Management,
Sub-directorate: Finance—51 posts varying from an Accounting Clerk to Deputy Director: Financial Administration,

(ii) as far as CS Educators are concerned the establishment was enlarged by 31 posts which is within the post-level ratio norm for Education and Culture, Administration: House of Assembly:

Post level 7—9 posts
Post level 6—15 posts
Post level 5—7 posts

(b) (i) the salary scales of the posts mentioned in (a)(i) vary from R5 412 × 309 – 6 030 × 339 – 8 064 × 384 – 9 216 to R38 568 × 1 626 – 41 820.

(ii) the salary scales for the posts mentioned in (a)(ii) are based on a key salary scale for CS Educators and are as follows:

Post level 7—R45 069 × 1 638 – 46 707 × 2 136 – 48 843
Post level 6—R41 793 × 1 638 – 45 069
Post level 5—according to qualifications from R20 109 (minimum) to R41 793 (maximum);

(2) yes,

(a) Post level 7—3 posts
Post level 6—14 posts

(b) see (b)(ii) above;

(3) as a result of an extensive investigation into the provision of posts which is at present under way, a further adjustment to the establishment may be made.

TUESDAY, 17 JUNE 1986

†Indicates translated version.

For oral reply:

General Affairs:

State President:

Special Cabinet committee

*1. Prof N J J OLIVIER asked the State President:

(1) Whether the appointment of a special Cabinet committee to consider the position of Blacks outside the national states was announced on or about 1 February 1983; if so,

(2) whether this committee is still in existence; if not, (a) what steps were taken in respect of the committee and (b) why; if so,

(3) whether this committee is still functioning; if not, (a) why not and (b) when did it cease functioning; if so, (i) what are the names of the persons who have been appointed and/or invited to serve on the committee, (ii) when last did the committee meet and (iii) what matters have been considered by it;

(4) whether, since the establishment of this committee, any of its members have withdrawn from it; if so, (a) what are their names and (b) in what capacity did they serve on the committee;

(5) whether this Cabinet committee will be dismantled when the proposed statutory council for Blacks is established; if not, what function is it intended that this Cabinet committee will perform?

†The STATE PRESIDENT:

(1) Yes, on 3 February 1983.

(2) Yes, (a) and (b) fall away.

(3) Yes, (a) and (b) fall away.

(i) Members of the committee:

Mr J C Heunis (Chairman)
Mr F W de Klerk
Mr R F Botha
Mr L le Grange
Dr G van N Viljoen
Mr H J Coetsee
Mr B J du Plessis
Mr J C G Botha

(ii) Various subjects were discussed which led to many concrete results. Some of the results are reflected in bills presently serving before Parliament or in legislation already passed during the present session as well as a number of administrative steps that were taken.

(4) No, except Dr P G J Koornhof who has been appointed as Chairman of the President's Council.

(5) No, functions which may still be necessary.

†Prof N J J OLIVIER: Mr Speaker, arising out of the State President's reply, can he tell the House whether the proposals with regard to the Statutory Council of which we were informed, are a result of discussions between the special Cabinet Committee and other Blacks?

†The STATE PRESIDENT: Mr Speaker, the reply is yes.

Delville Wood Memorial

*2. Mr R A F SWART asked the State President:

(1) Whether he proposes to visit the Delville Wood Memorial in France during June 1986; if so,

(2) whether he has received any communications or representations from

Clash over pay looms in metal industry

By LEN MASEKO

A SHOWDOWN is looming over a wage dispute between metal employers and unions affiliated to the International Metalworkers' Federation.

The dispute revolves around the IMF unions' demands for — among other things — a minimum hourly wage of R3,50 and a 40-hour week.

IMF affiliates are the Steel Engineering and Allied Workers' Union, the Metal and Allied Workers' Union, the Electrical and Allied Trade Union, and Engineering and Allied Workers' Union.

The metal employers, under the banner of the Steel Engineering Industries Federation of SA (Seifsa), have proposed hourly wage increases of 28 cents on the bottom grade, ranging up to 56 cents on the top grade.

The IMF affiliates have formed a joint committee, which has been charged with the task of formulating a strategy to break the stalemate.

They have also applied an overtime ban in the industry.

Mine officials to get 15 percent pay hike

Agreement has been reached between the Chamber of Mines and three mine officials' unions on wages and working conditions on gold and coal mines for this year.

In a joint statement the chamber, the Mine Surface Officials' Association, the South African Technical Officials' Association and the Underground Officials' Association said they had reached full and final settlement, guaranteeing actual salary increases averaging 15 percent, including merit and service increments.

At the same time, the Chamber of Mines and the National Union of Mineworkers (NUM) held their fifth round of their 1986 wage talks yesterday.

1 200 down tools at Dunlop factory

Labour Reporter

THE Dunlop tyre factory in Durban was hit by a work stoppage yesterday when about 1 200 employees walked off the plant at 2 a m, leaving their machines running.

Mr Glen Sutton, group industrial relations manager for BTR Dunlop Ltd, said yesterday the strike was in support of the Metal and Allied Workers' Union's rejection of a wage increase offer of more than R100 a month.

'This would have led to average wages of R10 000 per annum per employee at the plant,' Mr Sutton said.

'The company's offer differs from the Mawu demand by R2,25 per week which means that it would take a year for an operator to recover the losses suffered in a one-week strike.

'The Mawu strike is regarded as highly irresponsible as it is clearly not in the best interest of the workers,' he said.

Mr Bobby Marie, Mawu's branch secretary, said the strike was legal and followed a ballot in which 99,4% of the workers voted in favour of striking after management refused to move from its proposal of 11% increases on the lower pay rates and 6% increases on the higher rates.

'Mawu points out that the official inflation rate is 19% and further that members have dropped all other demands relating to long service, overtime rates, the shift system and May Day.

'Mawu's offer to continue negotiations with the company has not been taken up by management but the union remains open and willing to try and end the dispute.

'It should also be noted that Dunlop's turnover in 1985 was R224 million with net profits of R22,6 million — a 24% increase over 1984,' he said.

PE's firemen, City Council cross swords over working hours

W|E Post 21/6/86

By DENISE BOUTALL

PORT ELIZABETH'S firemen and the City Council are at loggerheads over working hours which, if the firemen win their case, will reduce their shifts from 84 to 56 hours a week — but will cost the city an additional R3,1 million this year.

At issue is the provisions of the Basic Conditions of Employees Act of 1983, in terms of which no one — except security officers — are allowed to work more than 46 hours a week.

Most of Port Elizabeth's firemen work 84 hours, and a small number work 120 hours every week.

They have now demanded that their working week be reduced to 56 hours, with 10 of those hours paid at overtime rates.

In an interview, the Town Clerk, Mr P K Botha, said that, up to 1977, Port Elizabeth's firemen worked 120 hours a week.

At that time, it was agreed to reduce this to 84 hours. He pointed out that, during their shifts, firemen were accommodated in sleeping quarters at fire stations.

Mr Botha said 99 of the 116 posts in the fire service were currently filled.

Of these, 13 men worked 120 hours because the lack of quarters at the Central Fire Station in Albany Road had made it impossible to fully implement the 84-hour system.

"If we introduce a 56-hour system, it will mean employing 130 additional men at a cost of R3 117 000 a year, which would mean an 88% increase in the salary bill of the Fire Department."

Mr Botha said the council had obtained exemption from the provisions of the Act for the fire service.

That exemption was due to expire and exemption had been applied for. However, the South African Association of Municipal Employees (SAAME) opposed it.

He said that, with the exception of East London, which had implemented a 56-hour system, all other municipal fire services in the country worked longer hours with the permission of the Department of Manpower.

The local chairman of SAAME, Mr John Howcroft, said the issue was essentially one between the City Council and the Department of Manpower.

He explained that the firemen chose to work 56 rather than 46-hour shifts because it would be easier to work the roster system

The Chief Fire Officer, Mr Brian Estment, declined to discuss the matter.

SOWETAN Page 7

June '86

1 000 stage sleep-in at gold plant

ABOUT 1 000 workers are involved in a sleep-in strike over wage demands at the West Rand Gold and Uranium company near Brakpan.

The members of the National Union of Mineworkers (NUM) began their sleep-in on Monday night.

A NUM spokesman, Mr Marcel Golding, said the strike was in response to "inadequate wage increases" offered by management.

The wage strike follows the declaration of a dispute by NUM with Ergo this week.

A spokesman for the Anglo American-owned company said the work stoppage was illegal in terms of the recognition agreement reached by management and the union in 1984.

Production at the company was being maintained by whites.

"The situation at the plant is tense but Ergo management has sought a meeting with NUM shop stewards," the spokesman said.

Chamber of Mines protests impediment on wages talks

The National Union of Mineworkers will meet the Chamber of Mines for the seventh round of annual wage negotiations tomorrow.

The Chamber's president, Mr Clive Knobbs, has complained to the Government about constraints being placed on some members of the NUM's negotiating team.

A Chamber statement said: "The Chamber of Mines has brought to the Government's notice that while negotiations with the National Union of Mineworkers have been progressing well, constraints have been imposed on some members of the union's negotiating team which could impact negatively on industrial relations in the mining industry and on the collective bargaining process."

this police station at present; if so, (a) how many in the (i) uniform and (ii) detective branch and (b) in respect of what date is this information furnished;

(4) (a) which suburbs are served by this police station and (b) how many police vans were in use there as at the latest specified date for which figures are available;

(5) whether residents of the Booysens area recently established an organisation to provide their own protection; if so,

(6) whether he will make a statement on the matter?

The MINISTER OF LAW AND ORDER:

(1) Yes.

(a) At this stage it is not known when the renovation of the existing police station will commence.

(b) Initially prefabricated offices will be erected. A substitutive police complex for which tenders will be obtained during April 1989, and which comprises of a District Headquarters, police station, single quarters, detective offices, club facilities and security cells, is however in prospect.

(2) No, it is not the policy to make known information of this nature.

(3) and (4) Fall away.

(5) Yes.

(a) (i) and (ii) It is not the policy to make known this information with regard to individual police stations.

(b) 14 April 1986.

(4) (a) Aeroton, Baragwanath, Bellevista, Booysens, Booysens Reserve, Chrisville, City Deep, Crown Gardens, Crown Mines, Eastcliff, Electron, Elladoone, Evans Park, Forest Hill, Gillview, Glenesk, Haddon, Kennilworth, Larochelle, Lakeview, Lindeberghpark, Linnmeyer, Mark (City Deep), Moffat View, Oakdene, Ophirton, Ormonde, Pioneerpark, Regency, Regent's Park, Reuven, Rewlatch, Ridgeway, Risana, Robertsham, Roseacres, Rosettenville, Southdale, South Hills, Springfield, Stafford, Steeledale, Turffclub, The Hill, Trojan, Townsview, Towerby, Turffontein, Tulisapark, Unigray, Wes-Turffontein, Wemmerpan, Show grounds, Winchester Hills.

(b) Besides 27 other vehicles 3 patrol vans were used.

(5) The establishment of such an organisation has not come to the notice of the South African Police.

(6) No.

Ulundi: provision of houses

1027. Mr R M BURROWS asked the Minister of Public Works:

Whether his Department is involved in the provision of houses for officials of the Department of Development Aid seconded to work in Ulundi; if so, (a) to what extent, (b) where are these houses located, (c) how many (i) have been constructed and/or (ii) are to be constructed and (d) what is the cost of each house?

The MINISTER OF PUBLIC WORKS:

Yes.

(a) for all the officials of the Department of Development Aid who have been seconded to assist the Kwa-Zulu government in Ulundi;

(b) Melmoth;

(c) (i) 127 dwellings;

(ii) 28 dwellings;

(d) the dwellings were erected under separate contracts. It is therefore not possible to calculate the individual cost per dwelling. The average cost per dwelling according to the contract price is, as follows:

Number of dwellings	Date of contract	Average cost per unit
11 houses	16 August 1973	R24 654,81
37 houses	8 November 1973	R20 493,91
48 maisonettes	20 December 1973	R18 166,60
20 flats	24 October 1974	R19 730,05
10 houses	5 January 1978	R34 730,90

One house was already in use for official purposes before the seconding of officials. The house was presumably erected about 30 years ago and particulars regarding erection costs are not available.

A further 18 houses will be erected in the near future and tenders which were received are at present being considered.

Amounts paid to independent Black States

1109. Mr L F STOFBERG asked the Minister of Trade and Industry:†

With reference to his reply to Question No 1029 on 14 May 1986, (a) what statistics does his Department use as a basis in determining and checking the amounts paid over to independent Black states in Africa in terms of Customs Union agreements and (b) from what agencies and/or Government Departments are these statistics obtained?

The MINISTER OF TRADE AND INDUSTRY:

(a) The statistics as laid down in article 14 of the Customs Union Agreement of 1969 which was published in Government Notice No R 3914 of 12 December 1969.

(b) The Directorate Customs and Excise in the South African Department of Finance and the Government Departments concerned with Customs Union matters in the respective Black states.

Salaries and wages

1127. Mr L F STOFBERG asked the Minister of Finance:†

(1) Whether the amount appropriated by the State in respect of the 1984-85 financial year for salaries and wages of public servants was approximately 11% more than that in respect of the 1983-84 financial year; if so, (a) what is the exact percentage increase and (b) to what factors is this increase attributable;

(2) whether he will make a statement on the matter?

The MINISTER OF FINANCE:

(1) (a) No; the percentage increase was however: 21,3%.

(b) (i) The full-year expenditure or continuation effect of the implementation of occupation differentiation during the 1983/84 financial year and the granting of a 12% allowance to all personnel with effect from 1 January 1984.

(ii) The further implementation of occupation differentia-

600 dismissed at Boksburg factory after pay stoppage

By Sheryl Raine

About 600 workers were yesterday dismissed by Wrightech Pty Ltd near Boksburg following a wage strike which lasted more than a week.

Workers said they had been the subject of police actions which may not be reported in terms of the emergency regulations. This was the second time in four days that they had been subjected to such actions, they said.

Black and coloured workers at Wrightech, who are represented by a worker committee, were demanding a R1-across-the-board pay increase. The committee rejected a set of rules for negotiation proposed by management and accused the company of trying to undermine the committee and of negotiating in bad faith.

Mr K C Rose, manufacturing director, said 440 black and 180 coloured employees had been involved in the strike. The company closed down the factory last week when repeated discussions with worker representatives failed to resolve the situation. Mr Rose questioned the representivity of the committee.

"When we tried to re-open yesterday, we asked workers to sign documents indicating their willingness to return to work. Radical elements pulled people away from machines and the situation deteriorated. Strikers were requested to leave the premises at 8 am if they were not prepared to work." He also referred to police activities which may not be reported during the emergency.

The plant was still functioning, he said.

NUM wage negotiation report-backs prevented

24/6/86

By Sheryl Raine

The National Union of Mineworkers (NUM) has been prevented from holding at least four report-back meetings with its members on progress made in annual wage negotiations.

And one of the NUM's key figures in the wage negotiations has been unable to attend the last two rounds of wage talks with the Chamber of Mines because he is lying low for fear of being detained under the state of emergency.

This has confirmed widespread fears expressed by industrial relations executives that the state of emergency is already disrupting healthy labour relations.

An investigation by *The Star* has shown that on the day the emergency was announced, the NUM had been prevented by a local magistrate from holding a mine manager-approved report-back on Anglo American's Vaal Reefs mine near Carletonville.

The NUM has considerable membership at Vaal Reefs.

At Gold Fields' Kloof and West Driefontein mines on the West Rand, the NUM was also given permission to hold meetings last week, but these meetings were banned by a local magistrate.

As a result an approach by the union to have a meeting at the Doornfontein mine was declined by the mine manager.

The NUM will meet the Chamber of Mines for the seventh round of wage negotiations today.

Chamber president, Mr Clive Knobbs, has told the Government that, while negotiations with the NUM have been progressing well, constraints imposed on some members of the union's negotiating team could have a negative impact on industrial relations in the mining industry and on the collective bargaining process.

Naawu-Samcor wage agreement

Agreement has been reached between the National Automobile and Allied Workers' Union (Naawu) and Samcor to raise the minimum wage to R3 an hour.

Samcor, agreeing to three shop stewards in Pretoria, "joins all other motor plants with the exception of Nissan in accepting the necessity of full-time shop stewards," says a Naawu statement.

ruled that evidence by the State — on the admissibility of tape and video recordings — was deficient. According to legal sources, Milne's judgment on this issue is not only "the most important ever delivered in SA, but also in the Anglo-Saxon world."

The collapse of the State's case is a triumph for a frequently tested defence in South African jurisprudence: that opposition to government policy does not necessarily constitute a subversive act, let alone a treasonable one, more so if such protest is overt.

The four acquitted men had all previously been detained — Gqweta at least eight times and Njikelena at least six. In every instance, nothing against them has been proved. ■

FM MAIL 27/6/86

MINE PAY TALKS 210 355 480

Near settlement

The Chamber of Mines and the National Union of Mineworkers (NUM) this week appeared to be close to settlement in their wage negotiations.

If this materialises, it will confound many who believed that a wage strike was inevitable.

Following several rounds of talks in the past week, in which the NUM general secretary did not participate, the chamber made its final offer after meeting the union twice on Tuesday. According to the chamber, the union suggested (for the first time) that the offer should be implemented on chamber mines on July 1 — the traditional date when wage increases come into effect.



Chamber's Liebenberg ... generally a good offer

The NUM has undertaken to convey its members' response to the offer on July 2.

The chamber has offered to increase the minimum wage rates of workers in the lowest job categories by 20%, and by 15% for the highest categories. In monetary terms, the increases range from R32 to R90 a month on chamber minimum rates. However, because the different mining houses pay different rates, the actual increases for some workers will be higher.

Says the chamber's Johann Liebenberg: "We have a very good offer on the table which we really believe the general membership will find acceptable." ■

Big firms grant paid holiday on June 16

Several major companies have declared Monday a paid holiday for workers who plan to go ahead to commemorate the 10th anniversary of the June 16 riots.

While employer associations have adopted a "no work, no pay, no other penalty" policy on June 16, the number of firms which have agreed to make the day a paid company holiday has grown considerably this week.

The first company to declare the day a paid holiday was Premier Food Industries, followed by others including Colgate-Palmolive, Coca Cola Bottling Company, Davis Gelatine Industries, Millews Fashions and Acoustic Fibreglass Insulations.

Kodak (SA), BP, Mobil, Shell, Jazz Stores, Black Chain, Cashbuild have announced they will be closed for the day. Workers will not lose pay.

Anglo American will close its head office at noon to enable employees to attend commemorative services.

The Sandton Town Council has announced that its offices would be closed on June 16, but all essential services would be maintained.

The majority of private schools plan to commemorate June 16.

A number of religious services will be held on Monday. Christians and Jews will pray for the country at a prayer meeting to be held in Orchards on June 16. The meeting will be held in the church hall of St Luke's Anglican Church and will be followed by a parish service at 6 pm.

St Mary's Anglican Cathedral in Johannesburg will have a special all-day programme, the Methodist Church in Johannesburg will hold a lunch-hour service and St Columba's Presbyterian Church in Parkview will hold a prayer service.

Indian parents would have to decide if their children should attend school on Monday, Mr Amichand Rajbansi, chairman of the Ministers' Council in the House of Delegates, said yesterday.

However, his Ministers' Council was not closing schools under its control on June 16.

● Bread supplies could be disrupted on both Monday and Tuesday by the expected stayaway on June 16. Milk will be available, although there are unlikely to be home deliveries on Monday.

Equal pay for equal work

MOST British companies operating subsidiaries in SA have accepted the principle of equal pay for equal work and there has been a steady increase in the number which have desegregated work.

Of the 135 "Category A" companies (holding 50% or more of the equity of a SA company and employing at least 20 black SA workers), 129 accepted the equal pay principle totally, three recorded qualified acceptance and three refused to comment.

These findings were made in the latest available reports under the European Economic Community Employment Code of Conduct to the British Department of Trade and Industry for the year ending June 30, 1985.

Though the number of companies which have eliminated racial segregation among employees had increased and integrated canteens and toilets increased markedly, fewer than one third achieved full desegregation.

Of the 135 companies, 40 achieved total desegregation and 117 achieved total desegregation at the workplace.

Canteens were desegregated in 50 companies and toilets in 54.

Forty companies mentioned constraints of law and government policy and five constraints of custom, attitude and practice as reasons for not achieving desegregation.

About 98% of UK companies with significant interests in SA submitted reports under the code.

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Still no end in sight to wage strike

355

Labour Reporter

A WAGE dispute which disrupted production last week at Dunlop, one of Durban's largest tyre factories, remained unresolved yesterday, said a spokesman for the workers.

The company obtained a temporary interdict restraining members of the Metal and Allied Workers' Union from interfering with the running of BTR Dunlop on Friday afternoon. The interdict was obtained following a march by striking workers at the plant.

Mr Glen Sutton, group industrial relations manager for BTR Dunlop, said the strikers 'wilfully obstructed the movement of goods in and out of the company's premises and intimidated casual workers on site'.

In terms of the interdict, Mawu members may not intefere with or intimidate 'employees, temporary staff looking for work or employed by the company and/or any customers, distributors, suppliers or any persons entering the premises.'

A Mawu spokesman said the strike in support of their pay demands was legal. He said most of the workers were unable to make ends meet on their present wages, particularly taking into account that the inflation rate was 19%. He denied that Mawu members had intimidated casual workers.

Earlier last week, almost the entire black work force of 1 200 staged a sit-in protest in front of the main entrance at the factory in demand of more pay.

Mr Sutton told the Mercury the company's offer would have led to average wages of R10 000 a year, which Mawu claimed its members were unable to live on, he said.

'The company's offer represents 16% on the lowest rate and 14% overall,' he added.

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BTR strike still unsettled

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Earlier last week, almost the entire black work force of 1 200 staged a sit-in protest in front of the main entrance at the factory in demand for more pay. — Sapa.

NUM gets tough in new wage talks round

The National Union of Mineworkers (NUM) has issued a tough statement on the eve of the next round of wage talks with the Chamber of Mines.

With the talks due to resume tomorrow, NUM said that its demand for a 30 percent wage increase was reasonable, particularly as the working profit of gold mines had increased by about 38 percent last year.

The Chamber has offered NUM members on certain recognised units at gold and coal mines, increases ranging from 15 to 20 percent. This means increases ranging between R32 and R90 a month and in some cases slightly higher.

"In 1985 each worker contributed, on average, about R15 400 to gold mine profits," said NUM.

The average black worker's wage was about R4 800 — less than a third of the amount of profit produced by each worker.

Wages in the mining industry were among the lowest in South Africa the union claimed:

- The minimum wage for underground gold miners was only R193 a month.
- Surface workers' minimum wages were R162 a month.

"In 1985, the gold mines recorded their highest profits in history. Working profit rose by about 38 percent; the tax paid to the Government rose by 47 per cent; the dividends paid to shareholders by 39 percent.

"These increases were far above the wage increases given to mineworkers in 1985."

Last year Chamber members broke ranks, granting increases ranging from 14,1 to 22 percent.

In the first quarter of 1986 the average cost of production was about R362 an ounce of gold, which gave a profit margin approaching 50 percent.

UCT workers get new pay increase

CAPE TOWN — The lowest paid workers at the University of Cape Town have gained wage increases of nearly 16 per cent.

An agreement reached between the UCT Workers' Committee and the administration gives workers with one year's service at April 1 a 10 per cent increase plus a one-wage notch jump.

Workers who have been at the university for less than a year will get only the 10 per cent increase.

A spokesman said the most significant increases were for 112 chars, whose wages had been falling behind other sectors. Their increases varied between 22 and 77 per cent.

About 650 workers will benefit from the agreement. The increases are backdated to April 1.

A new minimum wage of R512 a month has been negotiated. — Sapa

REPORT ON WAGE TALKS

Sowetan 355 2/7/86

By LEN MASEKO

FOUR metalworkers' unions are to report back to their members on improved wage proposals offered by the Steel Engineering Industries Federation of SA.

The unions are the Electrical and Allied Trade Union of SA, Metal and Allied Workers' Union, Steel Engineering and Allied Workers' Union, and Engineering and Allied Workers' Union.

Rejected

All have rejected Seifsa's improved offer of R2,22 (bottom grade) and R5,81 (top grade) minimum wage an hour.

The unions, which have formed a joint action committee, have been unbending in their demand for — among other things — a minimum wage of R3,50 an hour. The employer body's original offer was R2,18 (bottom grade) and R5,77 (top grade).

During their last meeting on June 26, the employer body and the four unions again reached a stalemate. Also involved in the two-month-old wage dispute is the SA Boilermakers Society.

Other unions involved in the wage talks had agreed to sign the Seifsa wage agreement, a source said. Seifsa was supposed to implement pay increases in the industry today.

A spokesman for the four metal unions, Mr Tommy Oliphant, told the *Sowetan* yesterday that these unions would report back to their members in a series of meetings. The unions' action committee is due to meet on July 8 — a day before another round of negotiations with Seifsa — to decide on further action.

Bargaining

"The employers have agreed to grant time off to union members at their plants so that they can be addressed by union officials about the wage proposals," Mr Oliphant said.

The four unions are also campaigning for shopfloor bargaining as opposed to the current industrial council system.



THE Australia Ambassador to South Africa, Mr R N Birch (left) was hero of the day when he presented books and video tapes to children at the SOS Village in Ennerdale. Children from the township will also be able to use these gifts. Mr Dave Jackson, national director of the SOS Children's Village Association, is on the right.

Don't listen to our bosses - security guards

THE Vukani Guards and Allied Workers' Union yesterday sent a telex to the Minister of Manpower urging him to disregard any representations from security firms opposing the gazetted wage increases for security guards.

By LEN MASEKO
Labour Reporter

The union, which puts it membership at 10 000, has sent another telex to employers seeking an urgent meeting with them. The move follows employers' reaction to new wage increases and improved working conditions announced in the Government Gazette.

The legislation will result in a hike of between five and 15 percent in minimum wage levels in the industry.

The employer body, the SA National Security Employers Association (Sansea), has decried the pay hikes, saying they would contribute to increases of up to 40 percent in charges in the industry.

Vukani said in a statement yesterday: "Sansea's cry regarding the implementation of this determination will not be tolerated by the union. The gains made, which fall still very far short of the proposals made by the union at the last Wage Board hearing, have been fought for over five years.

"We find this attitude a clear manifestation of continued exploitation of workers, a denial of market forces and an arrogant abuse of present structures in the industry," the statement said.

● Strike-hit Dunlop was using temporary labour to ensure that both its branches and customers received "uninterrupted supplies of its products", a company spokesman told the *Sowetan* yesterday.

Members of the Metal and Allied Workers' Union at Dunlop's Durban factory are out on strike over a wage dispute.

"The strike continues over Mawu's rejection of the company's wage offer of over R100 or R16 percent on the lower category and 14 percent overall, which would have led to an average wage of R10 000 per annum per employee at the plant," Mr Glen Sutton, Dunlop industrial relations manager, said.

● The Food and Allied Workers' Union (Fawu) has submitted a memorandum to the Coca Cola management, urging the company to reinstate a dismissed worker at its Clayville plant.

About 300 workers have been involved in a work stoppage at the plant since last week, protesting against the dismissal.

DD 21/7/86

Security legislation: urgent call for meeting

JOHANNESBURG — Legislation which will see minimum wages rise and weekly working hours fall has thrown the R100m-a-year security industry into turmoil.

Industry spokesmen have called for an urgent meeting with the government claiming that charges to clients will rocket by as much as 40 per cent after an announcement in Friday's Government Gazette.

The chairman of the South African National Security Employers' Association. Mr Nick Bartmann, said the effects of Wage Determination 412 could not be absorbed by the industry.

"We have called for a meeting with the Department of Manpower for Thursday. We will thrash the issue out and at least attempt to stave off the implementation date of July 14."

He said the increase in minimum wage levels was between 5 per cent and 15 per cent.

"Although this amount was expected and deserved, most reputable companies are already paying above minimum rates."

The chairman of Fidelity Guards. Mr Roy MacFarlane, said the move will be traumatic for the industry. "It's not so much the increase in wages as all the other factors the government has added."

He cited a cut in working hours from 72 to 60 hours a week, an extension of annual leave from three to four weeks and double pay for all Sunday work regardless of established shifts. The guard section of the industry has an annual turnover of around R40m.

Mr MacFarlane foresees many companies going under and unemployment rising as a result of the move.

"Operators can't exist without passing the costs on. Clients in turn will be reluctant to accept the charges, especially in these economic times."

A spokesman for Rent-a-Guard said the wage increase would not affect his company as staff were already well above the minimum. "What we are not happy about is that due to shorter working hours we will have to increase staff."

All the spokesmen said the legislation would have a detrimental effect, with the possibility of clients abandoning formalised guard control and going it alone. — DDC.

Boilermakers likely to accept pay offer

By Mike Siluma

After more than two months of talks with employers in the Steel and Engineering Industries Federation of SA (Seifsa), the 30 000-strong SA Boilermakers' Society (Sabs) has recommended that its members accept the employers' final offer.

Acceptance by Sabs would mean that 10 out of 15 unions would have gone along with the proposal.

All unions which have accepted were party to the industry's 1985 main wage agreement, and include the Mineworkers' Union, the Iron Moulders' Society of SA, the SA Electrical Workers' Association and the Amalgamated Engineering Union of SA.

DECLARED A DISPUTE

Unions which have rejected Seifsa's offer — tabled late last month — are the Steel, Engineering and Allied Workers' Union, the Electrical and Allied Workers' Trade Union, and the Metal and Allied Workers' Union, which has refused to sign the agreement for the past three years.

After intially declaring a dispute with Seifsa, Sabs pointed out to members that employers had increased their offer.

The employers' offer would guarantee hourly personal increases ranging from 32c at the bottom rate to 60c at the top, with the minimum rates going up from R2,22 for the lowest grade to R5,81 at the top.

Quarterly Bulletins.

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Miners' union declares a wage dispute with Chamber

By Sheryl Raine

The National Union of Mineworkers (NUM), which claims to represent approximately half of the black mineworkers on gold and coal mines, has declared a wage dispute with the Chamber of Mines.

Wage talks reached deadlock yesterday with the union pressing for a 30 percent increase and the Chamber sticking to its 15 to 20 percent increases which were implemented on July 1 without union approval.

"We will now apply for a conciliation board to be established," said a union spokesman. If the conciliation board fails to resolve the dispute, the union can hold a strike ballot.

The NUM said its wage demand of 30 percent was reasonable, taking into account the 38 percent increase in working profit on gold mines last year.

In a statement, the Chamber confirmed that the union had declared a formal dispute.

In another development, two more NUM officials were detained under emergency regulations yesterday. The officials are from the Carletonville area.

The union raised the state of emergency and the detention of a total of 13 of its officials with the Chamber during talks.

The NUM reports that widespread boycotts of concession stores and liquor outlets on mines in 10 areas began on Tuesday. The boycotts were launched in protest against the detention of trade union leaders.

● The deadlock in wage talks between the Metal and Allied Workers' Union (Mawu) and the Steel and Engineering Industries Federation (Seifsa) will be one of the crucial issues discussed at the union's congress beginning in Johannesburg today.

NATIONAL

Whites still top earners in public service

The Argus Correspondent

PRETORIA. — Whites still dominate the top structures of the one million-strong public service and their salaries will eat up nearly half of the State's wage bill of more than R10 300-million this year.

This is in spite of the fact that whites make up just more than one third of all public servants.

Figures from Central Statistical Services show that white public servants earn well above what their coloured, Indian and black counterparts take home every month.

According to figures for the first quarter of 1986, 1 052 252 people are now employed in central government departments, the self-governing homelands, the provincial administrations, local authorites and various statutory bodies.

In the first three months of this year they earned a total of R2 597-million.

Provincial

According to the figures, 391 077 people are now working in central government.

However, the average black salary was R513 as compared with R1 253 for whites. Indians took home an average of R1 144 and coloureds R754.

Another 127 890 people now work in the self-governing homelands, where the average salary for blacks is R523 a month.

Provincial administrations employ a total of 262 189 people, paying whites an average of R1 296 and blacks R387. Indians get R1 014 and coloureds R508.

At local authority level there are 240 100 employees — 140 000 of them blacks. The average here for whites is R1 808 and for blacks R372.

Then there are another 30 996 employed by various statutory bodies, such as the CSIR, the performing arts councils and state libraries. Whites employed here average R1 981 a month and blacks get R304.

Public service employment figures have grown steadily over the past few years — in spite of promises by President P W Botha to tighten up on administration.

Government spokesmen have said more staff are needed under the tricameral constitutional system. They said many people have been taken on in vital departments, such as those dealing with black education.

Strike ballot weighed

CLAIRE PICKARD-CAMBRIDGE

A DECISION on strike ballots by 44 000 Metal & Allied Workers' Union (Mawu) members, who are deadlocked with employers over wages, will be made at the union's congress today and tomorrow.

Mawu leader Bernie Fanaroff told the congress yesterday a decision would be made about continuing Mawu's overtime ban — in protest against the Steel & Engineering Industries Federation of SA's (Seifsa) wage offer.

He said real wages of metalworkers had not improved since 1975 and that Mawu's demands, including a minimum of R3,50 an hour, were reasonable.

Although many small companies were struggling, bigger ones employing over 80% of the workers had increased profits every year.

Seifsa has recommended that members should implement minimum increases of 32c to 60c an hour, which will put new minimums at R2,22 to R5,81 an hour.

Fanaroff said Seifsa had a big problem because there was clearly a "split within its ranks". Many employers were prepared to pay more, but there were some companies which either could not or would not.

□ Marcel Golding, of the National Union of Mineworkers, told the conference that mining employers, in particular, had been silent about the detention of unionists. He said mineworkers worked more than 100 hours a fortnight and were among the lowest paid in SA.

Women workers win major benefits

Significant gains have recently been made for women working in the chemical industry.

The Chemical Workers Industrial Union reports that the fight for maternity rights in the industry to improve the situation of women workers is beginning to show welcome results.

The union recently concluded two agreements with companies in which women workers will be protected from discriminatory practices.

FULLY PAID

At Rolfes Ltd in Elandsfontein women workers have won the right to fully paid maternity leave for six months, and the company agreed to pay the balance of Unemployment Insurance Fund maternity benefits for the entire six-month period.

At Recycling Plastics women have also been granted six months' maternity leave, one month of which is to be paid at full wages.

In addition, workers also won the right to return to their jobs after maternity leave. They will be entitled to ante-natal and post-natal checks and will also be protected in future from victimisation for being pregnant.

Workers at the two factories have also been granted wage increases.

At Rolfes workers won a 70c increase bringing the minimum wage to R3,35 an hour. The shift allowance was doubled to 20c an hour.

"Rolfes is also the fifth company where June 16 has been declared a paid public holiday and the 15th company where the union has won May Day as a holiday," said the union.

At Recycling Plastics workers were granted an increase of 45c across-the-board which brings the minimum wage to R2,15 an hour.

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STAR 4/7/86

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JOINT TAXATION

Not a bed of roses

A new set of income tax tables for married women, effective July 1, which jack up their PAYE with immediate effect, is likely to cause more than just a rumpus in the kitchen.

After the March Budget, which included a tax reduction for women through a new 20% income-tax free rule with a minimum of R1 800, married women could be forgiven for expecting their tax liability to fall. But such are the wiles of revenue seekers that the re-arrangements mean more, not less tax.

One effect of the new tables will be that many wives with incomes identical to their husband's will pay more than their partners.

Each joint tax case is unique, but there are many problems that the new tables do not solve. There has always been a problem with PAYE in that a married woman is mostly taxed without reference to her husband's income. In other words, she has paid a lower tax rate than she should, when allowance is made for her income being added to her husband's and taxed at the marginal rate. So when a couple file their joint tax return, they invariably have to pay in. The amount is often material.

The new tables were announced in principle by Barend Du Plessis in the March Budget. Now that the figures are out (see table), their method of calculation is open to endless guesswork. The best guess is that some form of averaging was applied — the classic shotgun approach.

Logically the tables should address three issues: husband's, wife's, and joint income. A husband is taxed by the normal PAYE tables, so what he pays can be deducted from joint tax payable. The balance would be what his wife owes.

The new married women's table does nothing like this. It simply lays down PAYE deductible at her income level.

How information on a husband's earnings could be had and how willing he may be to volunteer it, are questions aside from equity. Perhaps this was the major stumbling block in producing a more satisfactory table.

The 5% discount on tax payable is available immediately to a married man and unmarried taxpayer; it is only applicable on assessment for a married woman. Then, the new tables apparently do not recognise the 20% tax-free rule, so it too can only be won on assessment.

These two points prejudice married household cash-flows, as PAYE is payable monthly, not on assessment.

The new tables discriminate in the extreme against higher income earners. A married woman with monthly earnings of R3 000 now pays 30,6% more PAYE; one earning R3 500 a month 37,4% more. The only explicable logic is the assumption that if a married woman is a high-earner, her husband must be as well.

Finally, the new tables, unlike the normal PAYE tables, ignore how many, if any, children the woman has.

Under the new married women's PAYE tables taxable income of R1 500 a month attracts PAYE of R289. On the standard tables taxable income of R1 500 a month incurs tax of R113 a month — after all relevant deductions. The difference of R176 is the extra tax a married woman must pay.

On taxable income of R1 500 a month a married woman's PAYE adds up to R3 468 a year. If her husband earns the same, his PAYE is some R2 280, a total of R5 748. They would be assessed for R6 813 after all deductions and rebates (assuming they have no children), giving a shortfall of R1 065 to be paid in.

Take another couple each earning R3 000 a month. His annual PAYE is R8 652, hers R8 940, to total R17 592. They would be assessed for R21 147 — a shortfall of R3 555. In reality, most wives earn less than their husbands and the pay-in amounts would not be as large.

Taxpayers who manage their cash flows can avoid the danger of paying too little tax by saving for the payment on assessment. And there is some remedy for married women who are the sole income earners. Where the husband is, for example, a student or in the army, Inland Revenue can be approached for a directive for a married woman to pay less tax than specified on the new table.

Costa Divaris of Silke Divaris Stein argues that to devise married women's PAYE tables is extremely difficult. He notes the great difficulty that can be associated with revealing a husband's income to his wife's employer, never mind to his wife.

Divaris argues that an option could have been given for a husband to reveal his income so that accurate PAYE could be deducted from the couple's monthly incomes. Although total tax liability will not be affected, the main overall effect of the married women's PAYE tables is that Revenue's coffers will swell faster. This is in line with Pretoria's hardline attempts to garner every cent owed it as quickly as possible. ■

BUILDING SOCIETIES

Provision puzzle?

Is the United Building Society (UBS) suffering from an embarrassment of riches?

Ahead of new legislation and of an almost certain listing, the UBS reports a 35% increase in net income before taxation for the 1985-1986 financial year. This does not, however, reveal the full extent of its success. Had provisions against loss been in line with other building societies, its profit increase would have been more than 60%.

The R44m loss provision is 176% of the amount owing on properties in possession, and 0,6% of total exposure on mortgage advances. This is in addition to a specific provision of R1,7m. The table shows that this sum is far in excess of amounts allocated by other societies, both in absolute and comparative terms.

Says UBS CE Piet Badenhorst: "This item is a general provision against the book. It is made for potential losses in line with prudent banking practices. In a climate like this, it is best to be conservative."

However, cynics believe the UBS prefers not to draw too much attention to its exceedingly healthy profitability. There has been much criticism of building societies' 3%-4% gross margins — the difference between average cost of funds and average return on mortgages and other interest-earning assets. Historically, this margin has been closer to 2,5%-3%.

Certainly, the large amount allocated for potential losses was not the result of bad debt experiences. Although the amount owing on properties in possession climbed steeply from R4,5m in 1984-1985 to R25m, it is dwarfed by the provision.

The other four major societies, although not on the same lavish scale, are also substantially increasing their provisions for bad debt. Executives are reluctant to admit to

MARRIED WOMEN'S PAYE

Pay now, pay more

Remuneration	Annual	New	Old	Difference
R1 000	R12 000	R1 991	R1 846	+R145
1 200	14 400	2 567	2 326	+241
1 500	18 000	3 471	3 077	+394
1 800	21 600	4 440	3 832	+608
2 000	24 000	5 112	4 337	+775
2 500	30 000	6 952	5 597	+1 355
3 000	36 000	8 953	6 856	+2 097
3 500	42 000	11 153	8 116	+3 037

Sasol pay talks run into dispute

By Mike Siluma

Wage talks between Sasol and 14 700 of its employees have run into dispute after two months of negotiation, the Chemical Workers' Industrial Union (CWIU) said yesterday.

The union's general secretary, Mr Rod Crompton, said Sasol had declared a dispute at Secunda after the union rejected the company's offer of a minimum wage of R216 a month for 8 700 miners.

'UNILATERAL ATTEMPT'

The union wanted a new minimum of R312.

Another point of dispute, said Mr Crompton, was the union's demand for a reduction of the working week for underground miners from, in some cases, 51 hours. The company had rejected this demand.

He accused Sasol of trying to introduce the new hours of work unilaterally while the union was trying to resolve the dispute through agreed procedures. This, he said, had caused stoppages in some sections.

At the nearby Sasol 2 and 3 plants, CWIU had declared a dispute with the company to back a demand for a minimum wage of R615 a month, as opposed to Sasol's R450-a-month offer.

"Refinery workers are the highest paid workers in the Western democracies. In South Africa they are far behind," Mr Crompton said.

He added that all meetings of the Congress of South African Trade Unions (Cosatu) had been banned at Secunda and that CWIU officials were being harassed. He also accused Sasol of taking maximum advantage of the state of emergency.

Sasol's media manager, Mr Jan Krynauw, said it was premature to comment on the wage negotiations. He denied Sasol the harassment claims or that Sasol was taking advantage of the emergency.

State pays out R10 300 m in wages — half of it to whites

STAR 5/7/86

By Sue Leeman,
Pretoria Bureau

Whites still clearly dominate the top structures of the one million-strong public service and their salaries will eat up nearly half of the State's wage bill of more than R10 300 million this year.

This is in spite of the fact that whites make up just over one-third of all public servants.

Figures from Central Statistical Services show that white public servants earn well above what their coloured, Indian and black counterparts take home.

According to figures for the first quarter of 1986, a total of 1 052 252 people are now employed in central government departments, the self-governing homelands, the provincial administrations, local authorites and various statutory bodies.

In the first three months of this year they earned a total of R2 597 million.

According to the figures, 391 077 people are now working in central government.

But the average black salary was only R513 as compared with R1 253 for whites. Indians took home an average of R1 144 and coloureds R754.

Another 127 890 people now work in the self-governing homelands, where the average salary for blacks is R523.

Provincial administrations employ a total of 262 189 people, paying whites an average of R1 296 and blacks R387. Indians get R1 014 and coloureds R508.

At local authority level there are 240 100 employees — 140 000 of them blacks. The average here for whites is R1 808 and for blacks R372.

Then there are another 30 996 employed by various statutory bodies, such as the CSIR, the performing arts councils and state libraries. Whites employed here average R1 981 a month and blacks get R304.

Public service employment figures have grown steadily over the past few years — in spite of promises by State President Mr P W Botha to run a tighter administrative ship.

Government spokesmen say more staff are needed under the new tricameral constitutional system.

Dramatic portrayal of unfair staff dismissals in industrial sphere

By DENISE BOUTALL

THEY describe it as a 'story drama' — and any company that's been accused of unfairly dismissing staff will know that it can be quite a dramatic story.

The 'story drama' is the 90 minute video made at the Emthonjeni In-service Training Centre. It forms part of a training course package researched and developed by Mr Bruce Bishop, industrial relations consultant to the University of Port Elizabeth's Centre for Continuing Education.

The package, sponsored by 16 Port Elizabeth and Uitenhage companies, was launched this week after a year in production with a cast of 62 professional and semi-professional actors.

And by yesterday afternoon, 12 companies had indicated they wanted to buy it. The course is aimed at training line managers in the implications of dismissing staff.

The video is divided into three sections. The first deals with five cases, based on real cases of unfair dismissal dealt with by the industrial court, and illustrating 10 unfair labour practices.

The second section deals with the implications of unfair dismissals by taking one of the cases through the entire legal procedure that followed.

The third section is aimed at teaching the right way to go about dismissing staff. The key to the section is a dramatisation of one of the cases, but this time showing how the employer would have acted if he had followed the correct procedure.

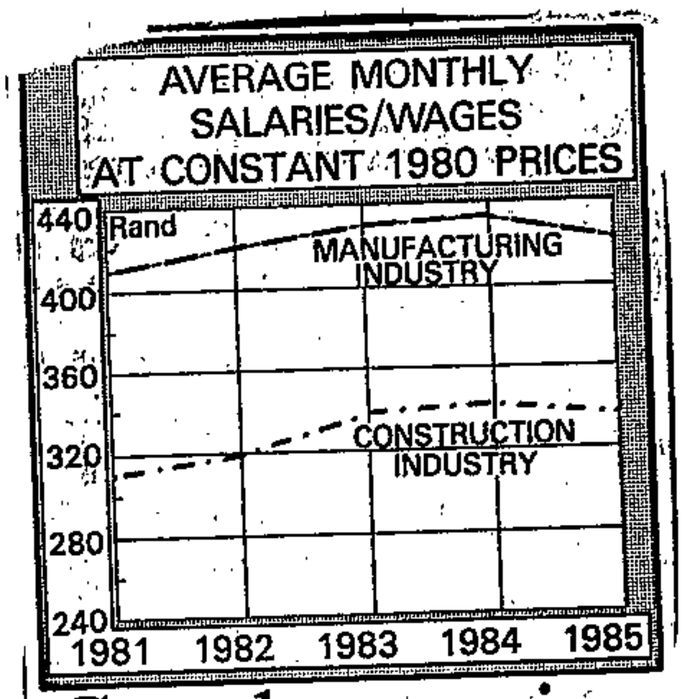
The training package includes a video, 10 workbooks, a manual for the instructor and a set of 10 overhead projection transparencies.

The price of the package varies, depending on the size of the company and number of employees. The average price for a company employing 300 people is about R1 450. Cence will run one-day courses for companies that want only a few people trained.

The package has been registered with the Department of Manpower and companies can claim R50 from the department for every person who completes the course.

The package will be marketed throughout South Africa.

Russell



Steady pay in manufacturing

DAVID FURLONGER

WAGES and salaries in the manufacturing sector are holding their own in the face of inflation.

Although pay levels last year were slightly down on 1984, official figures show that workers have retained their spending power over the last 10 years.

The figures, from Central Statistical Services, are based on constant 1980 prices when an average monthly pay packet in manufacturing was R397.

While the rewards, in cash terms, have risen every year since then, they have remained comparatively steady in real terms.

An increase to R473 in 1981 represented R408 in real terms. This became R557 (R420) in 1982; R638 (R429) in 1983; R718 (R433) in 1984; and R807 (R421) in 1985.

In 1976, an average pay packet of R232 was worth R369 at 1980 prices.

Whites' pay has shown the smallest increase in the last five years in real terms, while black pay has risen from R224 to R249, coloureds from R261 to R274, and Asians from R302 to R343.

8/7/86 · 355 BUSDAY

Edited by Tony Koenderman

Not to be lightly dismissed

LABOUR RELATIONS

RABYN RAFEL

IN THE present harsh economic climate it would seem a near impossible task to persuade companies to dip into their pockets to sponsor a movie — especially in the Eastern Cape where the recession is biting harder than in other regions.

But last year, when companies were appoached with precisely this suggestion by Bruce Bishop, an industrial and commercial training consultant attached to the Centre for Continuing Education at the University of Port Elizabeth (UPE), he had little trouble convincing them. For Bishop had an eminently saleable idea: a training film aimed at teaching line managers the "ins" and "outs" of dismissal.

Since the advent of the Wiehahn labour reforms and the establishment of the Industrial Court, many companies have discovered to their cost that dismissal is no longer a matter of simply firing workers who, for whatever reason, they do not wish to carry on employing. Indeed, in numerous judgments, the Industrial Court has been unequivocal that certain principles have to be respected. Above all, dismissals must be accomplished in a fair manner and workers must have the opportunity to state their side of the case.

Although this message has generally sunk in among top managers, many companies experience difficulties in passing it down to the level where it really counts: the shopfloor.

Bishop's plan was to tackle the issue head on in the most realistic way possible: by drawing material from Industrial Court cases. It was an idea he became inspired with while discussing the problem of educating line managers with colleagues when he was working in industry. Later, when he joined the university, he received enthusiastic backing for it from Professor Roux van der Merwe, the widely respected head of UPE's Industrial Relations Unit.

To their credit, 20 Eastern Cape companies also saw merit in the idea and together provided the R120 000 needed for the venture. Last Thursday, they saw the fruits of Bishop's work when the movie, entitled "The Unfair Dismissal", was screened at a private showing. On Friday it had its first public showing at the Midlands Chamber of Industries. The response, says Bishop, was "most gratifying."

"The Unfair Dismissal", which runs for 90 minutes and is accompanied by training manual, is divided into three sections. All the material has been taken from actual case histories, although names have been changed.

In the first section, viewers are presented with five cases of unfair dismissal. In each, two unfair labour practices are identified. The second section focuses on the fifth unfair dismissal and deals with the consequences it had for the company involved: legal proceedings in the Industrial Court, lawyers' costs, and loss of productivity because managers were tied up with the case. The third section shows how the matter should have been handled. Signficantly, dismissal does not occur.

Based on responses so far, Bishop is confident that many companies will purchase the movie, which sells for about R1 800. Buyers will be instructed on how to use it for training and will, in addition, receive a course on labour law from qualified lawyer.

Because the movie is registered as a training scheme with the Department of Manpower, tax concessions are available.

Putco in pay agreement

Putco has reached agreement with employees' representatives for total remuneration increases averaging 13,79 percent from the beginning of July.

A statement released by Putco yesterday said the agreement applied to all weekly staff and salaried staff up to the level of traffic supervisor.

In addition to wage and salary increases, the agreement provides for notch improvements and better leave entitlements.

Transport and Allied Workers Union general secretary Mr E M Rankholo said the agreement achieved important improvements, especially in the present economic climate. — Sapa.

BP defends its policy on minimum wages in SA

The Star Bureau

LONDON — BP, accused of paying its black South African workers less than the minimum European Community agreed scales, has hit back at critics, pointing out that the wages it pays include free housing, food and rural relief.

In a letter to *The Financial Times* yesterday, BP's managing director Mr Patrick Gillam says the company believes the provision of housing, food and other benefits free of charge are legitimately part of a worker's remuneration.

He says: "The supplemented living levels (SLLs) against which pay is measured for the code of conduct return are calculated and published by the University of South Africa.

"These yardsticks specifically allow for variations in the cost of living across the country and are designed to afford a modest standard of living for an employee and his family. They are more than a subsistence wage."

Mr Gillam says Unisa has confirmed that the SLLs include free housing, food and benefits such as an allowance for families of married workers from rural areas.



Mawu national executive member E Mashigo addresses the union's national congress yesterday in Johannesburg. Picture by WALTER DHLADHLA, AFP

Metal union plans strike ballot

By JO-ANN BEKKER

A LOOMING labour crisis came one step closer this week when the 45 000-member Metal and Allied Workers Union rejected metal industry employers' final wage offer, and resolved to go ahead with a strike ballot.

The decision to canvass support for industrial action was taken at Mawu's national congress last weekend. The 300 delegates also resolved to continue union work as usual, although Mawu is the union most heavily hit by Emergency detentions — 41 percent of the 203 Congress of South African Trade Union members and officials in custody.

On Wednesday, the SA Boilermakers' Society, previously also in dispute with the Steel and Engineering Industries Federation (Seifsa), joined 10 unions in the metal industry in accepting Seifsa's final offer. The employer's offer guarantees hourly personal increases ranging from 32c at the bottom to 60c at the top.

Mawu, the Engineering and Allied Workers' Trade Union and the Steel, Engineering and Allied Workers Union, representing about 60 000 workers, are holding out for a guaranteed 50c across-the-board hourly increase. Other demands are for a 40-hour working week and the recognition of May Day as a public holiday.

The Industrial Council's executive will now forward Seifsa's offer to the Minister of Manpower, who will decide whether to gazette Seifsa's terms and, if so, whether to make the terms applicable to the members of the three unions still in dispute.

Mawu's national congress was the first of its kind. National organiser Bernard Fanaroff said with the union's expansion members had felt a national congress should replace the national executive committee as the highest decision-making body.

Fanaroff said delegates had voted to proceed with the congress as planned, in spite of the Emergency.

"It was an important statement," he said. "Certain businessmen said the Emergency was necessary to rectify the economic situation, but we felt what they were really saying was it was important to smash worker opposition."

(355)

11/7/86
Weekly Mail

APARTHEID BAROMETER

STATE OF EMERGENCY DETENTIONS

THE government has refused to release the numbers or names of those detained under the Emergency regulations. According to a major monitoring group, over 5 000 people had been detained by July 5. This figure included at least 2 294 trade unionists, of whom 218 were elected leaders and officials, according to the Johannesburg-based Labour Monitoring Group.

DETENTIONS BY ORGANISATION

	PWV	Tvl country	E-Cape	N-Cape	W-Cape	Natal	OFS	Unknown	Total
Students/ scholars/ teachers	105	28	19	1	18	53	33	6	261
Unionists/ workers	55	33	16	7	10	35	31	22	209
Community/ Political	158	62	129	12	29	63	29	6	488
Clergy/ churchworkers	15	13	13	4	3	12	1	1	62
Media	2	0	5	0	5	0	0	0	12
Other/Unknown	176	93	208	48	305	38	77	45	1 070
TOTAL	511	227	480	72	370	199	171	80	2 110

UNREST DEATHS (SA Institute of Race Relations)

February 1984 — June 1986: 2 223
September 1984 — June 1986: 1 997
January 1985 — December 1985: 879
January 1986 — June 1986: 969
May 1 — May 31: 221
June 1 — June 30: 177

June's death toll of 177 was the second highest since the political violence began, surpassed only by May, when 221 people died, according to the SAIRR. Last month the average daily death toll was 5,9 compared with 5,37 for the first six months of 1986, 2,46 for 1985, and 1,23 for the last four months of 1984.

According to the government's Bureau for Information, by 6am on Tuesday morning a total of 117 people had died since the Emergency was declared. These figures do not include the "independent homelands".

In his annual report, released this week, Commissioner of Police General Johan Coetzee stated that last year more than 400 people died in South Africa and 2 000 were injured because of unrest. Of those who died, 264 were shot dead during skirmishes with Security Forces while seven members of the Security Forces also lost their lives.

The report also stated more than 21 000 people were arrested last year in connection with incidents of violence.

Damage to buildings and vehicles amounted to R60-million.

THE LIST

Fifteen names have been added to the list of people who may not be quoted, among other restrictions, in terms of the Internal Security Act, bringing to 127 the number of people affected, of whom 29 are currently living in South Africa (six on Robben Island or in Pollsmoor Prison), 14 are deceased and 81 are believed to be in exile.

The following names on last year's list do not appear on the one published this week: VZ Banda, MH Cikozani, Abel Dube, SM Gaba, Mubililo Goniwe, Matthew Goniwe, Barbara Hogan, Johnny Issel, MF Jacobsz, HM King, BJ Leinaeng, JJ Maake, MK Madlingozi, LW Magxwallsa, DD Makanda, M de V Maquebeza, Florence Mkhizi, TS Mogoerane, SN Mokoena, Andrew Mokone, JS Mosololi, MT Motaung, David Mtobela, TP Nglobo, TJ Phantsie, MM Tatsa, Daniel Tloome, KE Tsamane, JD Viljoen and Winnie Mandela.

The following names were added to the list:
Jack Barnett, Alan Brooks, Brian Bunting, Sonia Bunting, Anne Fineberg, Swamintha Gouden, Martin Hall, Rica Hodgson, Norman Levy, John Motshabi, Nonjolo Ntunja, Albie Sachs, Naomi Shapiro, Archie Sibeko and Mary Turok.

STATE WAGE BILL

The salaries of white state employees are expected to comprise more than 50 percent of the state's wage bill of over R10 300-million this year, despite the fact that whites comprise only 34 percent of all public employees, according to figures released by the Central Statistics Service.

The 1 052 252 people employed in central government departments, the "self-governing homelands", the provincial administrations, local authorities and various statutory boards earned a total of R2 597-million in the first three months of 1986.

Of the 391 077 people working in central government, the average black salary was R517 per month, compared with R1 253 for whites, R1 144 for Indians and R754 for coloureds. Of the 262 189 people employed by the provincial administrations, whites earned an average of R1 296, compared with R387 for blacks, R508 for coloureds and R1 014 for Indians.

Of the 240 100 people employed by local authorities, the average black salary was R372, compared with R1 808 for whites. Of the 30 996 people employed by various statutory bodies, whites earned an average of R1 981 per month and blacks an average of R304.

Another 127 890 people are now employed in the "self-governing homelands". The average salary for blacks here is R523.

PRISONER OF CONSCIENCE: FATHER SMANGALISO PATRICK MKHATSHWA

Father Mkhatswa, 47, Secretary General of the Southern African Catholic Bishops' Conference, is believed to have been detained under the Emergency regulations on June 12. His detention was confirmed when he was due to appear in court on unrelated charges, but could not appear because he was being held under the Emergency regulations.

Father Mkhatshwa grew up in the Eastern and Northern Transvaal. In 1960 he entered St Peter's Seminary in Natal. He was ordained as a priest in 1965 at Barberton and subsequently worked in the diocese of Lydenburg/Witbank. Eight years later he completed a B Phil degree at the University of Louvain in Belgium and then a Master's degree in theology.

On returning to South Africa, he resumed a position in the secretariat of the Southern African Catholic Bishops' Conference, serving in several departments. In 1974 he also became organising secretary of the Black Renaissance Convention, a meeting of black church leaders.

In August 1976 he was detained for the first time and held without trial for 136 days at Modderbee prison. In June 1977 he was banned for five years, and therefore could not resume his work as a priest in his home diocese of Lydenburg/Witbank. As a result he was appointed parish priest at St Charles Lwanga. On October 19, 1977 he was detained without trial again and held for 147 days.

On May 1, 1983 Father Mkhatshwa was appointed Secretary-General of the SACBC ,which serves 33 dioceses and a Catholic population of over two million. On July 2, 1983, his banning order lapsed and he resumed his functions as a parish priest. On October 30, 1983, he was detained after attending a prayer service at Fort Hare University, Ciskei and held at Mdantsane Prison for nearly five months without trial.

In August 1983 he was elected as patron of the United Democratic Front. Since then he has twice been detained. In the course of his five periods of detention he has spent a total of over 450 days in prison without having been convicted of any crime.

BANNED BOOKS, PUBLICATIONS AND OBJECTS

Six-page 1986 calendar displaying girls with nude breasts (not stated)

Unbanned:
Tropic of Cancer (Henry Miller), Scope May 23, 1986 (Republican Press (Pty) Ltd, Mobeni, Durban), The tragedy of Apartheid (Norman Phillips)

Strikes hit 3 motor firms, tyre factory

Own Correspondent

TWO motor firms and a tyre factory were hit by industrial unrest yesterday over wage disputes involving thousands of workers.

About 3 400 workers at the Toyota motor manufacturing plant at Prospecton went on strike in support of their demand for higher wages. They were also protesting against additional short time.

Thousands of workers picketed the factory from 7am with some standing on roof tops and gates. Workers are due to go on short time on Monday in an effort to prevent retrenchments.

National Automobile and Allied Workers' Union's (Naawu) regional secretary Edwin Maepe could not be reached for comment yesterday.

But Toyota's personnel and industrial relations director Theo van den Bergh said talks were continuing with Naawu officials to try and resolve the problem.

He said: "The main complaint appears to be against more short-time, which was to be introduced to avoid retrenchments."

Production at one of Durban's largest tyre factories, BTR-Dunlop Ltd, was still disrupted yesterday as the strike by 1 200 employees dragged on. The strike, in support of a pay hike of 50c an hour, started on June 25.

The company's group industrial relations manager, Glen Sutton, said the workers had rejected a company offer of more than R100 a month more.

Sapa reports that production at the Mercedes Benz car manufacturing plant in Port Elizabeth has stopped because of a "go-slow" by its paint shop workforce.

Equal pay for nurses before end of year

W/L ARGUS 12/7/86

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Weekend Argus Correspondent

PRETORIA. — There will be parity in salaries for South African nurses of all races soon — probably before the end of the year.

This reassurance was been given by Miss Odelia Muller, vice-president of the South African Nursing Association.

Miss Muller was reacting to enquiries by some senior nurses about the announcement in March by the Minister of Health and Population Development that "parity would be valid immediately".

"An enormous task"

Miss Muller said the principle of parity had been accepted, and appealed to nurses to be patient "a little longer".

"The Commission for Administration is busy with a second investigation and once their proposals are accepted, parity will be implemented," she said.

"You must understand that it is an enormous administrative task to adjust the salaries of about 100 000 nurses in South Africa."

She said there had been a "very postitive response from the nursing profession" to the announcement of parity by the Minister, Dr Willie van Niekerk.

DD 15/7/86

Firm threatens to fire 3 600

DURBAN — The 3 600 workers at Toyota SA Manufacturing here, who continued their strike yesterday, have been told by management if they do not return to work by today they will be fired, a spokesman for the company said.

Mr Flip Wilken said the workers had agreed on Friday to return to work on Monday.

"Earnest" negotiations had taken place from early Saturday to late Sunday between management and the National Automobile and Allied Workers' Union (Naawu).

He said the negotiations had ended in a "mutual position" being reached.

"The workers all arrived on time as arranged yesterday morning, changed into work clothes and went to their work stations awaiting news from the union."

Mr Wilken said it "soon became obvious" the offer that had been agreed upon was not acceptable to the workers, who left their work stations and gathered in the factory grounds. They were then addressed by union officials and management.

"Agreement was unfortunately not reached and the workers have been served notice that if they do not return to normal working hours by Tuesday, their services will be terminated," Mr Wilken said.

Toyota's group director of personnel and industrial relations, Mr Theo van den Bergh, said yesterday, the workers had been offered an eight cents an hour increase, bringing the minimum hourly starting rate up to R3,41.

An inexperienced worker at the plant would start at a basic wage of R665 a month.

The workers are demanding an increase of 50c an hour to be added to their present R3,33.

Spokesman for Naawu were not available for comment yesterday. — Sapa

Durban strikers told to return to Toyota

By Sheryl Raine

About 3 600 striking Toyota workers at the company's Durban assembly lines have been given until today to return to work or face dismissal.

The strike, which began last Thursday, followed a meeting at which workers discussed the company's need for short-time due to the economic recession.

A company spokesman said yesterday that after weekend negotiations workers arrived on time at the Prospecton plant, changed into their work clothes and went to their work stations awaiting news from the National Automobile and Allied Workers Union.

"It soon became obvious that the offer that had been agreed was not acceptable to the workers, who left their work stations and were later addressed by union officials and management," said the spokesman.

The company declined to discuss worker demands with the Press, but it is believed that workers are demanding higher wages and are protesting against the short-time which was originally scheduled to be brought in yesterday.

Workers are believed to be demanding an increase of 50c an hour in addition to their present R3,33 an hour.

This is a kick in the teeth for all male chauvinists

Miss Nosisi Mzalisi of Zola, Soweto has broken into a formerly male preserve — bricklaying.

She is a bricklayer at a construction company in Soweto, the only female who lays bricks in the team.

Her boss, Mr Jeff Letlape, rates her among the best "guys" he has in his team. "She works very fast and none of the guys I have here match her speed."



Nosisi Mzalisi, who has ventured into a predominantly male preserve — bricklaying.

By SONTO MASEKO

Nosisi is originally from Engcobo in the Transkei. She came to Johannesburg in 1984 looking for a job, and after not finding any work that year her problem being compounded by the pass laws, she decided to register with Molapo Technical College for a course in bricklaying, a course that lasted three months.

Her first job with a construction firm frustrated her so much that she quit. "They would not pay me equal pay with my male colleagues even though I did the same amount of work, their reason being that I am a woman," she said.

Satisfied

She told The *Sowetan* that she was satisfied with her employer. She is able to practice everything that she learnt at the college. There were no restraints on what she wanted to do because she was a woman. She is also paid equally with male employees.

Nosisi is twenty-seven years old and has a four year old son back home. She hopes to go back to Transkei one day, live there and work as a builder. She says marriage is out for her. At the moment, she lives in a room she rents at Zola. Her priority right now, she says, is to get back to high school and complete her matric.

Her boss Mr Letlape, explained how she came to join the company — "She hired herself. My foreman used to tell me about this woman who keeps coming, looking for a job. First I was not interested because it was a woman. One day my foreman and I found her working at the site,"

Responsible

The amount of work that she did within that time as they watched her, convinced them that she was good, "particularly because the kind of brick she was working with is unusual and most bricklayers often have difficulty with it," he said. So, Nosisi found herself a job.

Nosisi has proved to be more responsible than the others. She never complains or absents herself from work because of hangovers or other similar problems.

The surprises did not end there. Nosisi once replaced a site-clerk who were off sick. Nosisi clocked the guys off, made the calculations for the day and prepared the payroll. While bricklayers working for Mr Letlape are hired only if they can lay bricks and build, Nosisi can also read a house plan.

The salary scales at the company go according to experience and Nosisi has only been with the company six months. If it were not for that, her boss says; "she would have been the second highest paid employee."

This is a kick in the teeth for all male chauvinists

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with my male colleagues even though I did the same amount of work, their reason being that I am a woman," she said.

Satisfied

She told The *Sowetan* that she was satisfied with her employer. She is able to practice everything that she learnt at the college. There were no restraints on what she wanted to do because she was a woman. She is also paid equally with male employees.

Nosisi is twenty-seven years old and has a four year old son back home. She hopes to go back to Transkei one day, live there and work as a builder. She says marriage is out for her. At the moment, she lives in a room she rents at Zola. Her priority right now, she says, is to get back to high school and complete her matric.

that she did within that time as they watched her, convinced them that she was good, "particularly because the kind of brick she was working with is unusual and most bricklayers often have difficulty with it," he said. So, Nosisi found herself a job.

Nosisi has proved to build, Nosisi can also read a house plan.

The salary scales at the company go according to experience and Nosisi has only been with the company six months. If it were not for that, her boss says; "she would have been the second highest paid employee."

Sackings illegal but council still lose jobs

The dismissal of five municipal employees by the Tembisa Town Council in May this year was yesterday declared unlawful and consequently null and void by a Rand Supreme Court judge.

However Mr Justice M J Strydom dismissed the rest of the application in which the five workers asked that they be reinstated in their jobs and two of the applicants be restored to municipal houses they had occupied.

Mr Shadrack Mkize, Mrs Mirriam Phalane, Mr Lawrence Pokela, Mrs Tembisile Sthembele Bhese and Mr Victor Masonganye brought an urgent application against the Tembisa Town Council and the town clerk, Mr P L Harmse, for a court order declaring their dismissal on May 23 unlawful and invalid and for their reinstatement.

The five were permanent employees of the council and members of the South African Black Municipal and Allied Workers' Union (Sabmawu).

On May 19 a large number of municipal employees gathered outside the gates of the municipal offices, when certain grievances were set out.

The council said it would reply on June 23.

TOLD TO RETURN

In a letter dated May 22 employees were instructed to return to work the following day or be dismissed.

The following day the employees were dismissed.

During argument, counsel for the council conceded that the notice of dismissal, dated May 23, was an invalid one and also intimated that he was unable to argue that the employees in question had taken part in an illegal strike.

The court had the discretion as to whether to order that the employees be reinstated.

One reason given by Mr Justice Strydom for not ordering the reinstatement of the workers was that the council's and the employees' mutual trust in each other had, in his view, been irreparably damaged to such an extent that an order for the reinstatement of the applicants (or for that matter any of the respondents' former employees) could and would only lead to further strife, misgivings and dissatisfaction.

Mr Justice J J Strydom was on the Bench. Mr D A Kuny SC, assisted by Mr M Wagener, appeared for the five Tembisa residents. Mr D J Hancock appeared for the town council.

Workers win 27 pc pay hike

PRETORIA — Wage negotiations between the South African Breweries (SAB) and a Pretoria trade union ended cordially when the two parties settled for about a 27 per cent increase.

A Food and Beverages Workers' Union (FBWU) organiser, Mr Mojalefa Vinqi, said yesterday that besides the increase the SAB had also agreed to recognise May Day and June 16 as paid holidays.

The district manager of the SAB, Mr J. A. Steyn, said the company was happy to reach the agreement with the FBWU. It had always been the policy of the company to strive to satisfy its employees, he said.

Mr Vinqi said the agreement had been reached late last week.

The FBWU was preparing to negotiate for the same working conditions with the SAB plant in Nelspruit and was confident an agreement would be reached, he said. — Sapa

BRUTALISED MEN WHO IN TURN BRUTALISE THEIR WOMEN

The deliberate exclusion of the word "men" from the hostel association title might seem a small concession, but it was a significant shift, both in the style of organisation and in the general perception of women by migrant men.

"There are no short cuts to the evolution of alternative power relations. When the hostel association was started it was conceived, structured and launched by men for the purpose of addresing hostel men's issues," she said.

However, through practice and discussion it became clear to the men that the "silent power" of women, for example, in pressurising men to take family housing in Khayelitsha, could not be ignored.

The example of the hostel association is in stark contrast to both the situation at Crossroads, and the position of women in the migrant hostels generally.

Ramphele, who has worked at UCT after spending six years in a remote Northern Transvaal village to where she was banished, painted a grim picture of the lot of women in migrant worker hostels in the Western Cape.

There were a "significant number" of women living in the Cape Town hostels — wives, local women and younger relatives from the rural areas.

For many, their access to the city depended on the goodwill of husband or lover and thus placed these women in an extremely dependent position.

However, hostel women played an economic function which was not calculated in either the family or the national accounts. Women not only reproduced labour, but also played a "particularly onerous" nurturing role in the hostels.

"To have to clean up not only after your own family but after other strangers is too much to expect of any person. Yet these women have no choice".

Nurturing also involved soothing the wounded egos of migrant men, who were both "dehumanised" at their workplace and looked down by many urban township dwellers. Such a man was "bound to be unreasonably assertive in relation to his partner ... There is little scope for reason and discussion and women suffer assaults and other abuses silently.

"It is the only way in which this man can reaffirm his humanity and maintain some measure of control over his environment.

"The women are thus silent unpaid psycho-therapists to keep these men sane in a brutal and insane world."

Stressing the importance of these power relations for political activists, Ramphele said the "rot" in Crossroads had set in when women relinquished control over the settlement to a male-dominated system of headmen. Outsiders had "consciously or unconsciously" reinforced that phenomenon.

It was "easier to deal with orthodox leadership than to attempt to strengthen the hand of people operating at an informal level with no rigid leadership structures. This is interesting in the light of the rhetoric about democracy.

"This mistake was made by all groups: lawyers, community workers and churches. Thus those purporting to be headmen won the day and made their fortunes."

She criticised progressive political leadership which was clearly working against the interest of the majority in their areas.

"Short-term gains were allowed to overshadow issues of principle. No one was concerned about the exclusion of women and ordinary people from the decision-making process".

Ramphele also criticised opposition political groupings for allowing supporters to operate under a political morality that "would have been unacceptable anywhere else".

Wage increases sound alarm in textile industry

Post Reporter

EARNINGS per employee in the textile industry increased by 312% between 1975 and 1985, the executive director of the National Productivity Institute, Dr J H Visser, said in Port Elizabeth yesterday.

He was addressing a symposium at the University of Port Elizabeth on technologies for textiles.

Earnings increased considerably more than product prices, Dr Visser said.

"If this trend continues it could lead to textile manufacturers using the capital intensive option of technology rather than the labour intensive option.

"It is important that the labour unions take note of this."

Labour productivity in the cotton spinning industry in South Africa improved by 83% since 1983.

The improved productivity was "truly remarkable in view of the fact that this was achieved with existing technology", Dr Visser said.

Labour productivity in the textile industry as a whole had "not been a point of pride".

"While increasing by 52% from 1975 to 1981, productivity declined dramatically during the ensuing recession, eventually showing a final increase of 23% over the 1975 figure."

"I want to appeal to industrialists to bear the crucial demand for employment opportunities in mind when deciding finally on the hard technology they will use and not ignore the tremendous potential of the soft technology of training and developing its labour force to ensure the best possible productive use of resources currently employed," Dr Visser said.

● The symposium, which ends tomorrow, was opened by the president of the Council for Scientific and Industrial Research, Dr C F Garbers.

986

KGirls 23/7/88

'Labour Day' holiday move

By DICK USHER, Labour Reporter

ATLANTIS Diesel Engines is among the latest employers to support a paid "Labour Day" holiday.

A clause in its newest wages and conditions of employment agreement says the company supports the view of the Steel and Engineering Industry Federation (Seifsa) that there should be a paid public holiday called Labour Day and that if representations to the Government are unsuccessful Seifsa will negotiate with unions the basis on which Labour Day 1987 will be a paid holiday in the industry.

It also favours a commission of inquiry into the Public Holidays Act but, as there are already enough public holidays, feels a new holiday should replace an existing one.

Public holidays should be more evenly distributed throughout the year and where possible should fall either on a Friday or a Monday.

The agreement gives a 10 percent increase in wages at the top of the scale and up to 15 percent for the lowest-paid workers.

The general secretary of the Industrial Engineering Workers' Union, Mr Leslie Davadoss, said the agreement was moving towards a concept they favoured — that other workers' wages should be established as a percentage of artisans' wages and that any negotiations should maintain that proportion.

The agreement also provides for re-employment where there is a suitable vacancy of a female employee who has left to have a baby if she applies within six months of leaving and even if the vacancy arises after the six-month period.

Where this is done the worker will be regarded as having unbroken service.

SOWETAN, Wednesday, July 23, 1986

Pay rise for Mawu members

Labour Reporter

THE Metal and Allied Workers' Union has achieved a breakthrough in plant-level bargaining with the announcment that its members at Siemens and Crown Cork will be granted a minimum rate of about R3 an hour.

In addition the 500 Mawu members at Crown Cork's two Witwatersrand plants will now have a reduced 42-hour week.

The minimum rate is R3,10 an hour in terms of the agreement between the two parties.

Negotiations between the union and Siemens Limited achieved a minimum rate of R3 an hour.

Revised EEC code clarifies employers' obligations

The Star Bureau

LONDON — The EEC code for companies operating in South Africa has been strengthened to define more clearly employers' obligations to their black workers.

The code, published in London yesterday, calls on companies to recognise black trade unions and to support local projects that improve the quality of life in black townships.

A new section urges employers to help black workers set up as sub-contractors and give them preferential treatment as suppliers.

The minimum pay formula has been changed to suit Britain's interpretation. It specifies a "supplementary living level for an average sized family" as being the absolute minimum necessary. This replaces reference to a level 50 percent above the minimum required to meet basic needs.

RECESSION

"Nevertheless, companies should make every effort to exceed this level when fixing wages," the code says.

More than 170 British companies with subsidiaries or affiliates in the country have been told that the Government has sought to "limit any increase in the financial and other burdens placed on companies at a time of recession in South Africa."

The vast majority, according to the Trade and Industry Department, are already performing creditably under the voluntary code and would find few difficulties in meeting the latest terms.

The code is seen by the Government as a chance for companies to demonstrate their contribution to "the social and economic development of their black workforces and thus to peaceful change in South Africa."

The department says continued involvement and contact is the best means of exerting Britain's influence.

Union wins big agreements

The Metal and Allied Workers' Union (Mawu) has reached important wage agreements with two companies.

The union said it had achieved a significant breakthrough in recent negotiations with the Crown Cork Company.

It had agreed to a minimum wage of R3,10 an hour for the 500 workers at its two plants on the Witwatersrand.

In addition the company agreed to reduce the working week for shift workers at its Alrode plant to 42,5 hours.

Negotiations with Siemens achieved a minimum rate of R3 an hour, a union spokesman said.

The negotiations were held with management, Mawu and the Electrical and Allied Workers' Trade Union.

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4 000 out at Sasol

ABOUT 4 000 workers have been involved in work stoppages at Sasol plants in Secunda since last Thursday.

By LEN MASEKO

A Chemical Workers' Industrial Union (CWIU) secretary, Ms Chris Bonner, told the *Sowetan* yesterday that six Sasol plants had been affected by the wage strikes. CWIU members at four Sasol collieries demand wage increases of 35 percent a shift, and those at Sasol 2 and 3 demand R160 across-the-board.

Workers at three collieries have since returned to work while workers at one coal mine are continuing with their strike, the official said.

Management has offered R95 across-the-board and between 14 and 22 percent a shift on the mines.

Talks between the union and management have reached a stalemate.

The union has applied to the Minister of Manpower to set up a Conciliation Board to solve the dispute.

A Sasol spokesman yesterday confirmed the work stoppages at its mines, but said only three collieries had been affected by "the illegal strikes". About 3 000 out of a total of 8 000 black workers were involved in the stoppages.

The wage strikes were illegal as the 30-day period for the setting up of a Conciliation Board had not expired, the spokesman said.

However, indications last night were that the striking workforce would return to work. CWIU officials are due to meet management today.

• The 280 black workers fired by Twins-Propan Pharmaceutical management a week ago, has since been reinstated. This follows negotiations between management and the CWIU.

• Scores of workers at Embassy Luggage in Johannesburg were involved in a half-day work stoppage yesterday. The stoppage was in support of their union's demand for 12½ percent increases in the leather industry.

The increases were supposed to have been implemented on July 1, but most employers indicated to the Transvaal Leather and Allied Trades Industrial Union that they were waiting for the wage hikes to be gazetted before implementing them.

About 3 000 workers have been involved in a series of wage strikes since last week, mainly in the Johannesburg area.

Sowetan 23/7/87

Earnings gap between races is still wide

Pretoria Bureau

The gap between the earnings of whites and other races is still a long way from disappearing, figures from Central Statistical Services show,

In March, whites in the wholesale trade earned an average R1 831 a month, compared with R344 for blacks. Coloured people and Indians earned R598 and R882.

Disparities in the retail trade were smaller. Whites earned R934 a month, compared with R343 for blacks, R409 for coloured people and R551 for Indians.

There are also pay gaps in the automobile, control board and hotel industries. White motor trade workers received R1 427 on average in March, compared with R343, R539 and R931 for blacks, coloured people and Indians.

White control board employees drew an average of R2 045, compared with R417, R378 and R528 for blacks, coloured people and Indians.

RETAIL TRADE

Whites in the hotel trade earned an average R891, compared with R250, R317 and R537 for blacks, coloured people and Indians.

In March there were 49 600 blacks in the motor trade, compared to 41 700 whites, 13 800 coloured people and 4 800 Indians.

The hotel industry employed 30 400 blacks, compared with 8 500 whites, 6 800 coloured people and 3 200 Indians.

In the retail trade there were 175 000 black workers compared with 127 000 whites. The wholesale sector had 96 000 blacks and 82 900 whites.

Whites still get most pay

PRETORIA—Whites still earn far bigger salaries than the other race groups, according to survey findings released by the Central Statistical Service yesterday.

In March this year, whites employed in the wholesale trade earned an average R1 831 a month, compared with R344 for blacks. Coloureds and Indians earned R598 and R882 respectively.

Disparities in the retail trade were smaller. Here, whites earned R934 a month, compared with R343 for blacks, R409 for coloureds and R551 for Indians.

Disparities also exist in the automobile, control board and hotel industries.

White motor trade workers, on average, received R1 427 each in March, compared with R343, R539 and R931 for blacks, coloureds and Indians respectively.

Boards

South Africa's 2 186 white control board employees, on average, drew R2 045 each in salaries, compared with R417, R378 and R528 for the 919 blacks, 378 coloureds and 48 Indians working for the boards.

Whites in the hotel trade earned R891 on average, compared with R250, R317, and R537 for the other groups.

The control boards is the only category covered in the survey in which the whites outnumber blacks.

In March, there were 49 600 blacks in the motor trade, compared with 41 700 whites, and 30 400 blacks in the hotel industry, compared with 8 500 whites.

The retail trade supplied jobs for 175 000 blacks and 127 000 whites. The wholesale sector had 96 000 blacks and 82 900 whites.

Coloureds and Indians numbered 13 800 and 4 800 respectively in the motor trade, 6 800 and 3 200 respectively in the hotel industry, 46 200 and 19 800 in the retail industry, and 23 700 and 12 800 in the wholesale industry. — (Sapa)

Security workers to meet

Labour Reporter

MANY employers were still not observing the new wage determination for security workers, Mr Patrick Mkhize, a spokesman for the Vukani Guards and Allied Workers' Union, said yesterday.

He said that in terms of the new wage determination which had come into effect on July 14, wages should have been increased and hours of work should have reduced, but many employers were not following the legal limitations.

Mr Mkhize said the security worker was still the most overworked yet least paid.

'For 60 hours a week, a watchman gets R262 a month.'

The union, an affiliate of the Council of Unions of South Africa, Cusa, is convening a meeting of all workers in the security industry for 7 30 a m on August 10, at its offices in Northfield House, 122 Field Street, Durban, to decide on a line of action.

24/7/86 N/M 355

Battery company to close

By Michael Chester

Duracell Batteries, whose parent company is based in Britain, today announced plans to close down its operations in South Africa.

Redundancy notices will start going out to the labour force of between 65 and 80 employees tomorrow. The closure is likely to take six months to complete.

General manager Mr John Klette said:

"Our business is entirely dependent on imported products from Europe.

"The dramatic continuing fall in the rand, coupled with the import surcharge, has totally eroded our viability.

"We see no prospect of these circumstances improving in the foreseeable future."

Hint of big lay-offs on mines splits top officials

DAVID FURLONGER
Industrial Editor

SENIOR mining officials were divided yesterday on the potential effect on jobs of sanctions against coal exports.

Rand Mines and JCI confirmed retrenchment plans were being considered. Gencor denied any such plans.

The Chamber of Mines sought to play down reaction to its statement that up to 40 000 miners would be laid off if the European Parliament voted to ban SA coal imports and Far East customers followed suit.

It added members had begun contingency lay-off plans because of reduced exports.

Rand Mines' Allen Cook, Chamber of Mines' collieries committee chairman, said the statement was intended as a warning to the sanctions lobby. "We are telling them that, if they bar our coal, it will harm blacks."

Steve Ellis, head of Gencor's coal division, said "Gencor has no plans to retrench workers."

"SA is a very important element in world coal markets. We play an important role in equalising prices."

JCI and Rand Mines are members of the Transvaal Coal Owners' Association (TCOA) which says exports this year are down 17%.



Pay rise offer in bid to end strike

Mercury Reporter

IN A bid to break the strike deadlock at one of Durban's largest tyre factories, BTR-Dunlop Ltd, management yesterday afternoon offered workers a pay increase higher than that originally demanded.

Mr Glen Sutton, Dunlop's group industrial relations manager, said the company had made an offer to the Metal and Allied Workers' Union 'higher than the 50 c'.

The entire black workforce of 1 200 downed tools on June 25 demanding a 50 c an hour pay increase.

Mr Sutton said the union would put the offer to workers today, and the company awaited a decision from the union.

A Mawu spokesman could not be reached for comment yesterday.

Sardine run nears an end

Workers claim Scientology is a cult of slavery

25/7/86. STAR 355

By June Bearzi, Star Line

The Church of Scientology in Johannesburg is not the helping hand it would have the public believe but a "slave cult that exploits workers".

This charge was levelled against the controversial church — created by science-fiction writer L Ron Hubbard — by several angry and disillusioned staff members last week.

They said that although the church was taking in as much as R92 000 a week, workers were being handed weekly pay packets containing as little as 48c.

When staff complained they said they were told they were "volunteers" and that the church was a "non profit-making organisation".

No leave pay

Staff said the "commanding officers" were given free food, transport, clothing and accommodation while lower staff could not even pay for basic necessities with the money paid by the church.

They said money earned for the church by selling L Ron Hubbard literature and courses went to providing "an easy life" for senior staff.

"The church even pays for nannies to look after their children," said a pregnant staffer who has had no leave pay in two years and was given R33 for maternity leave last week.

"When we queried our pay we were told we were volunteers. If so, why were we told it was compulsory to come to work every day? We also had to produce doctors' certificates if we were away for more than two days. What type of voluntary work is that?" a group of dissatisfied staffers asked.

They told Star Line they had signed up with the church after believing there were good promotion prospects and an acceptable basic salary.

They believed that, if they passed certain courses and achieved staff status one level, they stood to earn R150 a week. They believed salaries increased as they studied for and achieved higher status.

Advertisements placed by the church and to which they had responded read: "Looking for an exciting career? Volunteers wanted. High educational level required".

Those who applied said they would never have joined if they were told they would get erratically paid "slave wages".

"A career as far as we were concerned meant a well-paid job and that is why we joined. Besides that, we have to feed and clothe ourselves and our families and pay our rents. How are we expected to live on their paltry handouts?" one asked.

When they threatened to join unions they were told: "Ron Hubbard never allowed for the intervention of unions. You are wasting your time."

Employees have also called certain church practices "bizarre" and described a technique used by "auditors" (officers trained to counsel workers) called "touch assist" which the church claimed cured illness.

A lie-detecting device known as an e-meter (electro-psychometer) was also used on staff to test their honesty, they said.

Other charges levelled against the church were that it shrouded itself in secrecy, used an exclusive jargon and tried to brainwash staff.

Mr Hubbard died this year. He was a prolific writer of science-fiction, established his religious philosophy in 1950 and built up a R320 million fortune with six million followers.



Angry Church of Scientology workers picket outside the church's headquarters in Commissioner Street earlier this week in protest against "unfair labour practices".

Church claims R10 000 fraud inquiry

By Bart Marinovich, Star Line Reporter

In its reply to allegations contained in the Star Line investigation, a statement issued by the Church of Scientology did not address itself to specific issues raised by complainants and claimed the Church had lost R10 000 through fraud.

The statement quoted extensively from the views of L Ron Hubbard, the founder of the Church, and referred to statistics on "crime escalation which the Church of Scientology has not escaped".

It said those with "valid complaints" against the Church should take them up with Church officials rather than "seeking to use outside pressure tactics or hide behind anonymity".

It also says that "an extensive investigation has shown that in the past six to eight months, upward of R 10 000 has been stolen from the Church in the form of falsified pay records, books, fraudulent cheques and by other means. Evidence has been submitted to the relevant authorities," the statement said.

"The Church will not be held to ransom in this way by former employees of the Church, who having been foiled in their intrigue, now seek to use the media as a pressure point.

"And let's face it, we have all the ingredients which the media love to get their claws into," said Ann Hogarth, a member of the organisation which also claims to have among its adherents actor John Travolta, actress Karen Black, singer Leif Garrett and Frank Stallone — brother of Sylvester.

The statement also claimed that "the Church had not only withstood 30 years of hostile media but had expanded in the face of it".

...and through it".

Women put job squeeze on men

LONDON — More men are opting for self-employment because most of the new jobs available are for women working part-time, according to a survey published by the Manpower Services Commission yesterday.

Of 285 000 new jobs taken last year, 115 000 were by men setting up their own businesses.

All but 2 000 of the 170 000 in addition to the employed labour force were women.

Nearly nine out of ten women finding work last year took part-time jobs.

Part-time workers now account for almost half of all women in work.

The contracting trends emerge from the commission's latest labour market report which offers little hope of any fall in unemployment levels.

Official projections point to unemployment remaining "broadly level". — DDC

29/7/86 35

Overtime ban as workers seek pay rise

Labour Reporter

WORKERS at Renak, a circuit-board factory in Diep River, have decided on an overtime ban in support of their demand for a living wage.

The factory is part of the Plessey group and falls under the metal industry Industrial Council, but is also involved in negotiating plant-level procedural, grievance and maternity agreements with the Electrical and Allied Workers' Trades Union of South Africa (Eatwusa).

Workers said they decided on the ban yesterday.

They are demanding a R3,90 an hour minimum. They have been offered R2,30.

Workers said some sections of the factory worked up to 30 hours' overtime a week.

Eatwusa is one of three metal industry unions in dispute with the Steel and Engineering Industries Federation of South Africa over this year's wage negotiations.

Mr A J Chisholm, managing director of Renak, said he had not been told officially of the move and preferred not to comment until he had.

Action on pay rates 'as swiftly as possible'

ceiving attention and the relevant minister would issue a statement in due course, the statement added.

Louw also said certain State employees would receive priority pay rises this year, mentioning specifically the position of director-general which, he said, needed to be made market-related.

Earlier this week, Minister of Education and Development Aid Gerrit Viljoen said the training of black teachers was the nucleus of a 10-year plan to achieve parity in education.

Every year more than 50% of the department's 100 477 teachers were involved in some form of training, Viljoen told reporters in a briefing.

The percentage of unmatriculated teachers dropped from 74% in 1983 to 63% last year, due mainly to the department's adult education programme, he said.

The need for sufficient adequately qualified teachers was reflected by the fact that the teacher-pupil ratio at primary schools was still 1:40,5 and at secondary schools 1:32,5.

A large percentage of teachers — 95% — could be regarded as non-qualified or under-qualified, Viljoen said.

However, the department aimed to train teachers so that there were enough adequately qualified teachers to ensure equal education opportunities as soon as possible.

It was envisaged that 11 600 teachers would attend about 378 week-long in-service training courses at the Soshanguve College for Continuing Education this year, Viljoen said.

The department aimed eventually to establish about 60 of these centres.

The expertise and effectiveness of standard eight to standard 10 teachers would be improved by a new project, called "Project Alpha".

About 780 teachers would be involved in the project this year, and 1 500 and 3 000 respectively next year and 1988.

More than 11 000 teachers were registered for courses at Vista University this year.

The department also had various other projects and training courses to improve its teachers' qualifications, he said.

About 13 600 principals and senior staff would be involved in a management training programme over the next three years.

"Training is an investment in the future," Viljoen said. — Sapa-Reuter.

ACTION is to be taken "as swiftly as possible" to eliminate pay discrimination between the races working for the State, a statement by Minister for Administration and Economic Advisory Services, Eli van der Merwe Louw, said yesterday.

Nurses, paramedics and teachers will be first in line.

No details were given of the money nor the number of people involved.

The Minister of National Health and Population Development would soon announce further particulars in this regard, the statement said.

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30/7/86 BUS DAY 355

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"Training is an investment in the future," Viljoen said. — Sapa-Reuter.

4 000 motor workers have lost jobs in PE

Business Editor

JOB losses in the motor industry in Port Elizabeth have risen to 4 000 in eight months with the announcement yesterday that General Motors is to cuts its workforce by almost 300.

Toyota in Durban has also announced that it is to retrench between 250 and 275 workers as vehicle sales head for their worst year in 18.

Employees at GM's Kempston Road assembly plant and the diesel locomotive operation at Aloes were told today they had lost their jobs or been put on early retirement.

The company's retrenchment plan provides for up to six months' severance pay but short service employees can expect to get much less.

One employee with a week less than two years' service was told today he would receive five days pay per full year of service — meaning he gets only five days' pay.

GM's acting director of personnel, Mr George Stegmann, said yesterday that 160 employees would be going on early retirement and the balance would be retrenched.

Biggest jobs losses in PE have been caused by Ford moving its operations to Pretoria, with 1 000 Sierra Plant workers having been retrenched at the end of last month when production of the model ended.

At the end of last year, almost 3 000 people lost their jobs when Ford closed its Neave Assembly Plant and other operations in the city.

A spokesman for Volkswagen in Uitenhage said today that it was not planning any retrenchments at this stage.

Toyota's managing director, Mr Colin Adcock, announced in Durban yesterday that the company had decided to retrench after workers had made it clear they were tired of working short time.

The only alternative was retrenchments.

Earlier this month, 3 600 hourly paid workers at the Toyota plant went on strike for three days in demand for higher wages and in protest against short time.

Nissan also recently closed for a week and Volkswagen has been working a four-day week as sales have failed to pick up from depressed levels expected to make 1986's total of 256 000 the lowest since 1968.

Nurses and teachers of all races 'to get equal salaries this year'

Govt promise on pay parity

Action is to be taken "as swiftly as possible" towards the achievement of pay parity between the different races in all occupational classes, Mr E van der Merwe Louw, the Minister for Administration and Economic Advisory, said yesterday.

"To demonstrate its concern, Government has provided appropriate funding so as to allow for the complete elimination during the current year of salary disparities, based on racial classification, in nursing, paramedical staff and in education," he said.

Investigations into the improvement of salary dispensation and the elimination of salary disparities among nurses and paramedical staff had reached an advanced stage.

The Minister of National Health and Population Development would soon announce further particulars.

The elimination of educationists' salary disparities was still receiving attention and the relevant Minister would issue a statement in due course, the statement added.

MARKET-RELATED

"During the debate on the commission for administration's budget in the House of Assembly on May 30, I announced that during this year, in accordance with Government policy, an amount had been set aside for the further achievement of selective market-related salary dispensations for those occupational classes where the greatest need existed," Mr van der Merwe Louw said.

"In line with this, during 1985, the position of director-generals was investigated by two independent and highly regarded personnel consultancies, with a view to bringing about a market-related salary adjustments.

"Their proposals have also been submitted to a panel of business leaders for comments and recommendations. On this basis, Government has concentrated on an improved salary dispensation adjustment for director-generals, with effect from July 1," he said.

Besides the position of director-generals, various other occupational groups had also been identified by the Cabinet as groups that were to receive priority salary improvements during this financial year.

"It is common practice not to divulge detailed information about salary improvements. Such information will be passed on to the heads of the relevant departments and institutions," the statement said. — Sapa.

MPs get pay incre

NM 31/7/86

JOHANNESBURG—President Botha yesterday announced pay rises of 35% for ministers and 22% for MPs.

The increases follow the report of a committee under former Vice-State President Alwyn Schlebusch, appointed in March to investigate the remuneration and conditions of service of political office-bearers.

Remuneration packages, which include salary and allowances, will increase from R84 920 to R114 930 for ministers; R81 800 to R113 280 for the Speaker and chairman of the President's Council; R71 390 to R85 182 for deputy-ministers; R68 090 to R81 000 for the Leader of the Opposition; and R47 300 to R58 050 for MPs.

The entire salary-and-allowance package is taxable.

The salary of the State President is not affected. It is determined by law.

Mr Botha said the report was based on a scientific investigation by private-sector consultants Hay-MSL.

Government had accepted the report *in toto* and all parties represented in Par-

Mercury Correspondent

liament were consulted.

Because of the current economic situation the new structures only partly implemented the Schlebusch committee's recommendations.

A recommendation that parliamentarians should be entitled to secretarial help, up to a maximum certified expenditure of R10 000 a year, would not be implemented at this stage.

The Government had also decided to appoint two committees to investigate and recommend on the remuneration packages for office-bearers of the new provincial system and the national states.

These investigations were necessary because changes had brought about added duties and responsibilities.

Ormande Pollok reports that Speaker Johan Greeff yesterday supported the increased salaries.

Workload

The new parliamentary dispensation calls for a system of well-considered legislation in terms of which all Bills on general affairs are referred to standing committees, also known as portfolio committees, on which all Members of Parliament serve,' he said.

'MPs are obliged to serve on quite a number of committees, specially MPs of smaller parties and of Houses with fewer members.

'During the past few years, an average of 120 Bills a year were introduced in Parliament, which gives an indication of the workload of some standing committees.

'The new dispensation and system of consensus makes heavy demands on the work input of members and entails greater specialisation on the part of MPs.'

ARGUS 31/7/86 355

Huge pay rise for politicians condemned

THE timing of huge salary increases for politicians has been condemned as "insensitive" by candidates in the Pinelands and Claremont by-elections.

Mr Jan van Eck, Progressive Federal Party candidate in Claremont, said the increases came at a time when the man in the street was battling to make ends meet.

He said paying members more would not make the tricameral Parliament work.

Mr Tony Leisegang, New Republic Party candidate in Claremont, said salaries should be frozen until inflation dropped below 10 percent.

"This is my personal view. My party's stand is that there should be moderate increases to compensate politicians adequately and to attract the right sort of person."

Mr Jasper Walsh, PFP Pinelands candidate, said the increases were "extremely insensitive" when South Africans were "reeling under the impact of inflation.

Mr Norman Barrett, NRP candidate in Pinelands, said the MPs' new salaries were not excessive.

"I think MPs and businessmen should voluntarily stay on their present salaries because they are earning a living wage. Wage-earners should do the same."

UP IN ARMS

Mr Jimmy Zurich, chairman of the Artisan Staff Association, warned that his members would be up in arms over the increases and said blue-collar workers had been given a raw deal by the Government.

The president of the Trade Union Council of South Africa, Mr R H Botha, said that MPs and the President's Council should be fired rather than be given increases of such magnitude.

Mr Malcolm Domingo, of the Coloured Public Servants' League, said he hoped steps would be taken to improve the salaries of many of his members.

Mr Colin Cameron, president of the Public Servants' Association, said the timing of the increases was awkward, but office-bearers should be reimbursed according their responsiblities and skills.

In February the Schlebusch report caused an outcry by suggesting an immediate increase of 84 percent for MPs.

With the economic situation in mind, the recommended R10 000 annual secretarial allowance "will not at this stage be implemented," the Bureau for Information statement said on the President's behalf.

Government and opposition MPs have indicated that they are in favour of the pay rises for politicians announced by President P W Botha.

They justify the increases on the grounds that MPs are working harder, that they are faced with big expenses, and that good pay would attract the best people to Parliament.

IN FAVOUR

In an SABC-TV programme on the issue last night, MPs of various political parties spoke in favour of higher pay.

The new pay packages for all levels, including allowances, are:

- Ministers get R114 930, a 35 percent increase since April.
- The Speaker, and chairman of the President's Council get R113 280, a 38 percent increase.
- Deputy-Ministers get R85 182, and increase of 19 percent.
- The Leader of the official opposition gets R81 000, an increase of 19 percent.
- Chairmen of standing committees get R65 154, an increase of 12 percent.
- MPs and members of the President's Council get R58 050, an increase of 22 percent.

The entire package is taxable.

The President, whose untaxed salary is determined by law, said in April he would not take an increase this year. — Staff Reporter, Political Staff, The Argus Correspondent and Sapa.

Big rises for ministers and MPs

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Business Day Reporters

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● To Page 2

Big rises

● From Page 1

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The salary of the State President is not affected.

R170 000 director-generals?

HAMISH McINDOE

PRETORIA insiders believe the annual pay settlement for a director-general is to be pegged at around R105 000 from the current salary of R72 000, with perks of a further R65 000 bringing the total package to about R170 000.

Earlier this week, Administration and Economic Advisory Services Minister Eli Louw specifically mentioned directors-general when he said certain State employees would receive priority pay rises this year.

It is also believed government is edging towards an across-the-board salary hike for State employees in its move to end wage-apartheid.

While ending pay discrepancies between races working for the State, it is believed about 385 000 employees of *bone fide* civil service departments will gain from a parity-plus wage hike.

It would, however, exclude Sats and Post and Telecommunications employees as well as the 261 000 provincial administration officials who join the payroll of central government departments today.

The reports were dismissed by presi-

● To Page 2

Big civil service pay hike mooted

● From Page 1

dent of the all-white Public Servants Association Colin Cameron.

"There is no question of a general increase in remuneration after the rise in April — and government has not given us the slightest indication there will be one," he said yesterday.

MPs' pay hike triggers off wave of anger

Dispatch Correspondent

DURBAN — The massive pay increases granted to members of Parliament triggered off a wave of angry reaction from a cross-section of trade union movements yesterday.

The Natal Regional Council of the Railways Artisans' Staff Association, which represents more than 5 000 railway employees in Natal, are to meet here on Sunday to consider a formal protest to the MPs' pay rise.

The chairman of the council, Mr Chris Schutte, said yesterday it was shocking that while the government had stated it had no funds to grant increases for railway employees, it had the money to grant MPs "substantially high" pay rises.

He said railway employees were not expected to "leave this lying low". A strong countrywide protest was expected, he added.

The president of the Trade Union Council of South Africa (Tucsa), Mr Robbie Botha, slammed the MPs' pay rise, and called for the MPs and members of the President's Council to be fired rather than be given "increases of this magnitude".

Speaking from Tucsa headquarters in Johannesburg, Mr Botha said: "In view of the economy and the increases achieved this year by workers, the 20 to 30 per cent increase to an already highly paid group of people with seemingly retrenchment-proof jobs, where no evidence of productivity was required, was an insult to the workers of South Africa.

"The MPs and the President's Council should be fired rather than be given increases of such magnitude since it is patently obvious that they are unable to perform effectively — hence the disastrous situation, both politically and economically, in which our country finds itself today."

Sapa reports, meanwhile, that the Associated Chambers of Commerce (Assocom) believed the adjustment of the salaries of MPs was "unavoidable," the president, Mr Rocky Ridgway, said yesterday.

"Assocom welcomes the fact that the tax status of parliamentary income has been regularised, and this must be taken into account in any objective evaluation of the net value to parliamentarians of the latest increase in their remuneration," Mr Ridgway said.

1/8/86 DD 355

DAILY

Parity soon in teachers' pay

PRETORIA — Full parity in salaries for teachers of all population groups would be introduced from December 1, the Minister of Education and Development Aid, Dr Gerrit Viljoen, announced yesterday.

A statement by the Bureau for Information on behalf of Dr Viljoen said:

"I have pleasure in announcing that, following on a cabinet decision, full parity in salary for all teachers of all population groups will be introduced with effect from December 1 1986.

"This final step in the government's programme is of particular importance for black education.

"The teachers in the categories affected by this final step of parity comprise a total of about 81 000 teachers in the employ of the Department of Education and Training and the education departments of the self-governing national states."

The Minister for Administration and Economic Advisory Services in the office of the State President, Mr E. van der Merwe Louw, had announced that funds had been made available by the government for the elimination of disparities in salaries of personnel of different occupational groups, Dr Viljoen said.

Teachers in categories affected would receive either one or two salary notches to bring them to parity with their colleagues in other departments. — Sapa

Teachers to get equal salaries

THE Government announced yesterday that teachers of all population groups will get the same salary as from December 1.

The Minister for Education and Development Aid, Dr Gerrit Viljoen, said the Government has made funds available to eliminate disparities in salaries for people in different occupations.

He said as far as teachers were concerned the Government has committed itself to a programme of equality in salaries.

A major step towards the implementation of this plan was taken last October when equal salaries were introduced for teachers with degrees and diplomas, while the salary gap between black and white teachers in the lower qualification group narrowed considerably.

Sapa-Reuter

Pleasure

The Minister said: "I have pleasure in announcing that following a Cabinet meeting, full parity in salary for all teachers of all population groups will be introduced with effect from December 1, 1986."

About 81 000 black teachers employed by the Department of Education and Training and those in the self-governing states will benefit.

Black teachers will receive either one or two salary notches to make their salaries equal to those of white teachers.

Teachers who already have parity will not benefit.

Details about the new salary notches will be released to education departments as soon as details have been finalised, the Minister said.



GERRIT Viljoen . . . Minister of Education and Development Aid.

W. Mail
1/8/86

APARTHEID BAROMETER

EMERGENCY DETENTIONS
THE government has refused to release the numbers or names of those detained under Emergency regulations. According to the Detainees' Parents Support Committee, the names of some 3 400 detainees are known to them. They estimate, however, that over 8 000 people have been detained so far under the Emergency.

DETENTIONS BY ORGANISATION

	PWV	Tvl country	E-Cape	N-Cape	W-Cape	Natal	OFS	Unknown	Total
Students/ scholars/ teachers	136	33	34	24	23	07	39	4	378
Unionists/ workers	71	41	18	12	13	36	34	17	242
Community/ Political	200	83	220	29	33	76	34	5	688
Clergy/ churchworkers	22	19	17	6	11	13	1	2	91
Media	2	0	0	0	5	0	0	0	15
Other/Unknown	3100	134	778	60	551	09	134	50	1 639
TOTAL	741	310	1 090	139	536	301	240	78	2 021

Figures supplied by the Detainee's Parents Support Committee

EMERGENCY DEATHS
According to figures released by the government's Bureau for Information, by 6am on Tuesday morning, July 29, there had been 161 deaths since the start of the Emergency. This figures excludes deaths in the "independent homelands".
An average of 30,2 people have died in unrest every week since the Emergency began on June 12. The daily average of deaths is about four.

PASS LAW ARRESTS
A total of 17,2-million black people were prosecuted for pass law offences between 1916 and 1981, according to the chief director of the legal administration for the Department of Constitutional Development and Planning, Dr JC Bekker.

WAGE GAP
The following figures were released by the Central Statistical Services showing the disparity in average earnings between whites and blacks in March this year.
Wholesale trade: whites — R1 831 per month; blacks —R344; coloureds — R598; Indians — R882.
Retail trade: whites — R934; blacks — R343; coloureds — R409; Indians — R551.
Motor trade: whites — R1 427; blacks — R343; coloureds — R378; Indians — R528.
Control boards: whites — R2 045; blacks — R417; coloureds — R378; Indians — R528.
Hotel trade: whites —R891; blacks — R250; coloureds — R317; Indians —R537.

BANNED ORGANISATIONS
There are nearly three dozen banned organisations in South Africa, all of them having been banned by the National Party government. The first organisation to be banned was the SA Communist Party in 1950, followed by the African National Congress and the Pan-Africanist Congress in 1960. Since then the following organisations have been banned: the Congress of Democrats, Umkhonto we Sizwe (Spear of the Nation), Poqo, the Yu Chi Chan Club, the African Resistance Movement, the National Committee for Liberation, the South African Defence and Aid Fund, the Christian Institute, the Black People's Convention, SA Students Organisation, SA Students Movement, Union of Black Journalists, Black Community Programme, Soweto Students Representative Council, Association for the Educational and Cultural Advancement of the African People, Black Women's Federation, National Youth Organisation, Border Youth Organisation, Eastern Province Youth Organisation, Natal Youth Organisation, Transvaal Youth Organisation, Western Cape Youth Organisation, Medupe Writers Association, Zimele Trust Fund, Siyazincede Trust Fund and the Congress of SA Students.
Organisations which have gone into exile include the SA Congress of Trade Unions (Sactu) and the Committee of SA War Resisters (Cosawr).
The "independent homelands" have also banned a number of organisations not banned in the rest of South Africa.

PRISONER OF CONSCIENCE : Raymond Suttner, 40, senior lecturer in law at the University of the Witwatersrand and the United Democratic Front's Transvaal Education Officer, has been in detention under Emergency regulations for the past seven weeks.
He was detained at Jan Smuts Airport on his way to a conference in Zimbabwe.
His detention was contested this week before a full bench of the Transvaal Supreme Court. He asked for his release, or for a copy of the order in terms of which he was detained and the "reasons for and the information upon which the order was issued".
He also applied for an order that he should not be detained in isolation, and that he be provided with "proper sleeping facilities whilst in detention, including a bed, mattress and an adequate supply of blankets".
He said in papers that except for three interrogations, a visit by a Judge and two visits by family members, he had been in solitary confinement.
The application was rejected. Reasons have not been given.
Suttner has been politically active for over 15 years. In the early 1970s he was recruited to the ANC and SA Communist Party.
In 1976, he was convicted for ANC and SACP activity. The court found that among other things he had been involved with the production and distribution of the SACP publication, Abasebenzi.
He spent seven years as a political prisoner in Pretoria Central Prison.
On his release in 1983, Suttner, an advocate, took up a position in the Wits law school.
Last year he was elected to the UDF Transvaal Executive. With another former political prisoner, Jeremy Cronin, he co-authored the book "Thirty Years of the Freedom Charter", which was recently banned.

... Elizabeth Bulcher who was attacked ... who have b...

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1 200 back at BTR – but 250 Toyota workers may get the chop

By SIBUSISO MNGADI

AS 1 200 striking BTR Dunlop workers returned to work in Durban this week after a month-long wage dispute, motor giant Toyota SA was about to retrench between 250 and 275 workers in the city.

In another incident, the Food and Allied Workers' Union, a Congress of SA Trade Unions affiliate, has declared a national dispute with National Clover Dairies over the dismissal of the entire workforce of 230 workers at its Maritzburg plant.

Metal and Allied Workers' Union secretary Bobby Marie confirmed that BTR workers had endorsed fully the settlement agreement reached between Dunlop manage-ment and union representatives.

The present minimum wage, based on a 45-hour week, was R116,10 a week. In April next year, this would rise to R143 a week, with a 60c an hour pay rise which would split into three parts of 20c each.

The giant tyre factory has been crippled by strike action since June 25 when workers downed tools in support of a rise of 60c an hour, over a year.

Meanwhile, Toyota SA managing director Colin Adcock announced this week that the company had decided to retrench at its Prospecton plant in Durban after workers, disillusioned with working short-time, said they wanted to work full-time.

The 3 600 workers have been on short-time since early this year.

Earlier last month, workers went on a three-day strike in demand for higher wages and in protest against short-time. They returned to work after an ultimatum from manage-ment to return to work or face dismissal.

Natal National Automobile and Allied Workers' Union secretary Edwin Maepe told *City Press* the union had asked management to delay the retrenchments, which are scheduled for today, to enable the union to hold further negotiations.

In another incident, Saawu – 230 of whose members were summarily dismissed by Clover Dairies in Maritz-burg – is awaiting a reply from the Industrial Council after declaring a dispute with the dairy.

The union said it felt the company was trying to provoke a regional or national illegal strike.

The union had therefore decided to follow the correct procedure by declaring a dispute of all members employed by Clover, a union spokesman said. If it succeeds, about 3 000 Clover workers countrywide will go on a legal strike.

The sacking of Clover workers comes after a stoppage by workers in protest against the dismissal of shop steward chairman Jethro Ndlovu.

NCD public relations manager John Fisher said matter was sub judice – and refused to comment.

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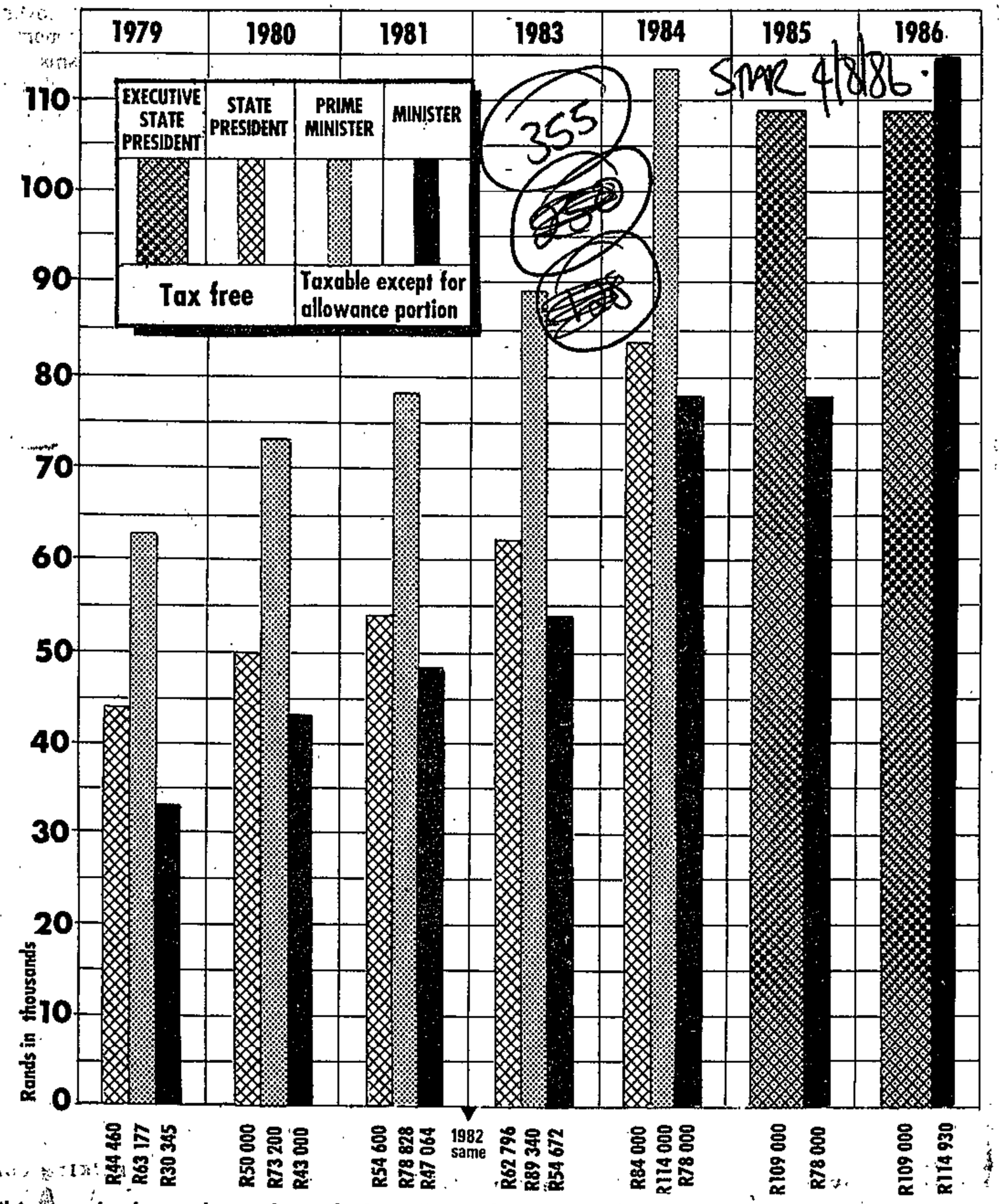
The earnings of our rulers

GOVERNMENT SALARIES OVER THE LAST 8 YEARS



This graph shows how the salaries of the State President and Cabinet Ministers have increased over the past eight years. In 1979, when Mr Botha was already the executive head of state, but his title was still Prime Minister, he earned R63 177, of which the taxman took a portion. Now, with the title of State President, he receives a tax-free salary of R109 000. During the same period, the remuneration of Cabinet Ministers soared from R30 345 to R114 930, which is taxable except for an allowance portion.

Equal pay move will cost R94 m

Mercury Correspondent

JOHANNESBURG—The scrapping of wage-apartheid among teachers, paramedics and nurses will cost the State R94 million in fiscal 1986, according to Treasury figures.

It will be drawn from the Commission for Administration's R1 billion budget for improving conditions of service for State employees.

Adjusting salaries and allowances of Government departments increases by R63,5 million to R505 million in the current term.

It is understood the lion's share of the increase comes from the 10% civil service salary rise in April and funds earmarked for closing racial and occupational wage gaps in the public sector.

A Treasury spokesman said R45 million would be injected into the salaries of 81 000 black teachers employed by the Department of Education and Training and its counterparts in national states.

The Government has said the 'disparity in the salaries of teachers of different population groups' will be eliminated from December 1.

Meanwhile, a further R49 million will be used to achieve racial pay parity for nurses and paramedics.

The Minister of Administration and Economic Advisory Services, Mr Eli Louw, has said public sector pay discrimination would be eliminated 'as swiftly as possible', but the Government has still to announce a timetable for nurses and paramedics.

The Treasury spokesman made it clear that current pay figures were based on the Commission for Administration's estimates in June.

Scrapping pay apartheid: R94m in '86

Dispatch Correspondent

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MR LOUW

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Cape Times 4/8/86

Pay parity between races to cost R94m

Own Correspondent

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device. — The Star's Africa News Service.

Workers end sit-in, may return to jobs

By Mike Siluma

About 500 members of the Food and Allied Workers' Union (Fawu) may return to work today after ending a nine-day sit-in at Farm Fare's Wynberg poultry processing plant on Friday.

The workers, on strike for a 50 percent pay rise, vacated the plant following an interim Supreme Court order that they do so.

The order prevents the workers from entering the factory except during working hours to carry out their duties according to their contracts. Workers were also ordered not to interfere with operations.

A company spokesman said he expected employees to return to work today, but a union spokesman said workers were still considering this.

The strike and sit-in began after a breakdown in negotiations which began in June. The workers have rejected a company offer of a 7,5 percent weekly rise, instead demanding a 50 percent increase which would raise the weekly minimum from R86 to R129.

Fawu has accused management of being "rigid" in the talks. Management insists that the current minimum is 50 percent above that paid by competitors.



Do you have a grouse about *The Star*? Were you offended by a headline, a photograph or the way we handled a new story? The distinguished media personality James McClurg (above) acts as an impartial arbiter of readers' complaints. Write to Mr McClurg, *The Star's* Ombudsman, care of The Editor's Secretary, Box 1014, Johannesburg 2000.

Woodmead head to quit

Mr Peter Nixon, headmaster of Woodmead, is to quit after six years with the private, non-racial school in Sandton.

Mr Nixon (43), who was PFP spokesman on education in the old Provincial Council, told *The Star* he was sorry to leave but felt it was time to broaden his activities.

Mr Nixon, who has two science degrees, is to join the Science Education Project (SEP) when he quits Woodmead at the end of the year.

SEP's activities include in-service training for science teachers, and the provision of a comprehensive science kit to aid schools without laboratory facilities.

Sanctions: interest in Botswana increases

The Star's Africa News Service

GABORONE — As the international sanctions debate heats up, Botswana is receiving increasing inquiries from international corporations about establishing new operations in that country, or expanding existing operations.

This was confirmed today by a Botswana Department of Commerce spokesman who said his organisation handled a steady stream of inquiries from many parts of the world.

However, since the sanctions debate intensified, these inquiries had increased.

It is understood that the latest inquirers include the Metal Box Company, IBM Corporation, Borden Foods, Frasers and Spar.

● One of the last actions taken by Botswana legislature before ending the parliamentary session at the weekend was increasing the vote for the Botswana Defence Force by more than R28-million.

Officials said this was to enable the defence-force to cope with the "prevailing security problems".

'Sleep-in' called off

ABOUT 500 workers at Farm Fare in Wynberg, Johannesburg, are expected to report for work today after calling off their nine-day "sleep-in" action on Friday.

The workers, mostly members of the Food and Allied Workers' Union (FAWU), began the "sleep-in" about two weeks ago.

The union has been pressing for a 50-percent wage increase, but management stuck to a final offer of 7,5 percent.

By late Friday afternoon, the premises had been vacated.

Simultaneously, Farm Fare was granted an urgent interim order in the Rand Supreme Court to evict the workers from its premises.

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Sowetan 4/8/86

Pay rise for council cops

MORE than 450 Lekoa Town Council policemen — black and white — are to receive "meaningful" pay rises and a "danger allowance" of R150 per month.

This was one of several resolutions taken by the council at its monthly meeting in Sebokeng last week.

Other resolutions included:

- The Sharpeville police station would be renovated at a cost of R26 521,33.
- The KwaZulu Chief Minister, Chief Gatsha Buthelezi, would be invited to visit the council as a guest of honour during November.
- The hostel tariff increase to be implemented next mont would be gazetted.
- Councillors P Radebe and E S Mofokeng would step down as chairman and vice-chairman of the trade committee of the council and new officials be elected, and
- The Eldorado Cinema in Sebokeng Zone 14 would be opened to all races.

The mayor, Mr Esau Mahlatsi, warned that the council would not be bound to restore electricity supplies cut off even after payment of arrears had been made.

"The council can no longer afford to render these services without residents paying for them," Mr Mahlatsi said.

Shift work said to be cause of many ailments

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Star 5/8/86

By Mike Siluma

Insomnia, aggressive behaviour and gastric ailments are just some of the conditions caused or exarcebated by shift work.

This is according to an article in the current issue of the *South African Labour Bulletin*, written by unionist Mr Taffy Adler and based partly on discussions held by three trade unions organising in the tyre and rubber industry. The industry is characterised by shift work.

Asserting that hours for shift work had increased in recent years, Mr Adler cited the findings of a 1981 survey conducted by the Department of Statistics for the Federated Chamber of Industries.

Covering a total of 701 799 workers in 8 706 concerns throughout South Africa, the survey found that 23 percent of the establishments looked at were working on shift. About 57 percent of the shift hours worked were worked by employees on a two-shift system, while workers on a three-shift system accounted for 43 percent. The figure would have been even higher had the survey included mineworkers, Mr Adler said.

In the tyre and rubber industry in particular, he said, 56,8 percent of the working hours were worked on shift.

On the basis of these figures, South Africa, with a much smaller economy, would rank in the same league as developed countries such as the United States, Britain and West Germany, where a substantial number of people did shift work.

Even though a large proportion of South African workers worked shifts, the emergent union movement had not made it a major item during collective bargaining. This, explained Mr Adler, was due partly to a South African economy "characterised by under-represented and unskilled workers in a low-wage economy with high unemployment".

Health problems

Workers' priorities had been the recognition of their unions, wage improvement and job security — a trend likely to be changed by the emergence of a stronger union movement.

A lack of information on shift work in South Africa made it difficult to highlight or combat the numerous social and health problems occasioned by the shift work.

However, recent research in Australia and the United States had discounted suggestions that the body may adapt to an alternative cycle if shift work is done over a long time.

"While shift workers may appear to have the same amount of non-working time, it is clear they sleep less, and the sleep they do get is of poorer quality. This is especially true for workers on night shift.

"In the South African context, one study found that 64 percent of the sample of women office cleaners working at night got less than four hours' sleep," wrote Mr Adler.

He added that the problem would be compounded by the enforced residential segregation in South Africa.

Facilities for sleeping during the day were limited, a factor which contributed to fatigue, poor digestion and irritability.

Fatigue, Mr Adler said, is one of the reasons for the higher accident rate and poorer productivity of shiftworkers.

Shift work caused or worsened a range of physical ailments. In addition, the practice caused "night workers' neurosis", with symptoms of physical weakness, insomnia, aggression and depression. There was evidence that shift workers tended to smoke and drink more than permanent workers, especially during hours off work such as weekends.

Dealing with social problems of shift twork, Mr Adler said because their entire lifecycle ran counter to socially accepted norms, shift workers had problems in their daily relationships with other people.

Four guidelines to ease problems

Three Congress of SA Trade Unions affiliates — the National Automobile and Allied Workers' Union, the Chemical Workers' Industrial Union and the Metal and Allied Workers' Unions — met in February and formulated guidelines for proposals relating to shiftwork.

The unions represent workers involved in shiftwork in the rubber and tyre industry and have submitted the proposals to some of the industry's employers.

The proposals are:

- Hours of work: Given that "the most serious problems are posed by a three-shift system", the unions oppose the shift system in principle. Overtime work should be on a voluntary basis.
- Financial compensation: Monetary compensation should in the first place ensure that shift workers, usually working shorter hours than regular day workers, get the same pay as day workers.
- Health compensation: "As shift work does impose additional risks on the worker", medical aid cover should be provided entirely at company expense. Shift workers injured at work should be paid an amount equal to that paid out by the Workmen's Compensation Act.
- Shift workers should be entitled to additional compassionate leave to be able to attend to domestic duties which would normally require attention during day time. Such workers should be provided with transport to and from work.

Unemployed mother kills her child

By Inga Molzen

A 20-year-old mother of three was given a suspended sentence yesterday by a Rand Supreme Court judge for infanticide.

Josephine Nonqaba Nkomo was sentenced to nine months' jail conditionally suspended for three years.

Mr Justice A J O'Donovan heard that Nkomo, of Kagiso 11, Krugersdorp, threw her daughter into a overflow pipe shortly after she was born.

Nkomo said: "I was emotionally upset and disturbed, and saw the only course open to me was causing the death of my baby. I placed her 10 minutes old and still living in the manhole."

She told the court that neither she nor her boyfriend, Mr Herbert Eland, had the means to support the child as they were both unemployed.

The dead baby was found wrapped in plastic the following day by Nkomo's sister-in-law, Mrs Bernice Molte.

A post-mortem examination showed the baby's death was caused by suffocation.

Wider involvement earns top rating

HEWLETT-PACKARD has earned its top rating as a Sullivan Code signatory through various corporate social responsibility (CSR) projects.

Personnel manager Brian Tomlinson says his group prefers to steer clear of being a "cheque issuer".

"One of HP's corporate objectives worldwide is to contribute to communities where we do business. In SA, we have some different circumstances, which bring special focus to CSR. We are actually measured by the Sullivan Principles, but would be involved in CSR even without this," he says.

Indeed, he reckons Sullivan has been a good focusing tool, and a good provoker of CSR.

"Our involvement is widespread and we have attempted over the years to develop wisdom on deciding where best to make our contribution.

"Criteria include finding communities where there is an expressed need for involvement. This helps to get the projects going," he says.

Sometimes the group uses third party project administrators such as welfare organisations which have special expertise in particular areas. "We try to ensure, however, that our funds are not used up for the administration of these third parties," he adds.

HP chooses projects that allow longer-term, follow-through action.

The group is involved in the traditional areas of education, community development and health care, among others.

Internally, HP is committed to putting special energy into recruiting and developing blacks. "We are constantly working towards providing that special input so all our employees can compete on a fair and equal basis," says Tomlinson.

"The Sullivan Code prescribes that we should also be involved in social justice, so we identify projects which demonstrate the basis of life after apartheid, and we make investments in this area to help produce real working models of the future. One area where we have succeeded is eduction.

Another project, done in conjunction with the Self Help Association for Paraplegics, operates on a strictly business basis.

"Here we provided the necessary skills so members of the association could contribute to HP's business needs by carrying out contracts on servicing and repairing some of our products."

HP encourages its own employees to be involved in projects instead of assigning them to specialist CSR people.

BUS DAY 355

Shift away from conventional view needed for reform

THE private sector is capable of playing a major role in reform, but what is needed now is a quantum leap from conventional views of corporate social responsibility (CSR) and the patterns of associated expenditure to a definite, organised and visible role in bringing about rapid social and economic change.

At least three levels of CSR can be identified:

☐ Providing a reliable service to customers; maintaining product safety; adhering to law; and promoting good employment conditions, including meaningful employee benefits and sound industrial relations, with particular emphasis — in the SA context — on the elimination of all forms of discrimination in the workplace.

Concern

☐ Showing concern for the immediate community by, for example, contributing to housing, education, transport, health care and recreational projects as well as facilities for employees and their families.

☐ Contributing to socio-political reform, focused on key areas of concern to the private sector.

The first of these three levels of CSR is well understood and generally accepted, even if not always implemented by the private sector in SA.

The second has become the present focus for CSR.

A great number of projects — especially in education, training and housing — have been funded by the private sector under the banner of social responsibility.

The hard reality, however, is that project funding and activity are not enough. Project activity alone cannot effect a lasting improvement in the quality of life for most members of our society.

Quantitatively, these projects in themselves constitute little more than drops in an ocean of need.

The private sector needs to rethink its approach to corporate social responsibility, says Urban Foundation MD Robin Lee.

Qualitatively, single projects have little hope of dealing with society-wide causes of low quality of life and require to be grounded in an understanding of both causes and needs to be really effective as projects.

This approach — of linking projects to reform — is well illustrated by reference to the experience of the Urban Foundation, which started off by doing much the same as individual corporations are now doing — contributing to a wide range of projects in *ad hoc* response to need.

After three years it realised its resources could not meet demand, and that choice and concentration were required.

It decided to embark on a programme of structural reform, aimed at changing fundamental structures in our society, such as legislation and public attitudes — and so removing the causes of low quality of life and effecting a permanent, wide-ranging improvement.

Projects are accordingly conceived as they have a bearing on such improvement and are planned to deal with causes and structures.

We believe the private sector, in deciding on its role in CSR, should consider the approach the Foundation has pioneered.

In saying this, I do not wish to prescribe in any way to business, but rather to emphasise the importance of maximising private-sector impact through projects.

The main focus is on the third level of CSR and the need to address the crucial issue of private sector participation in reform in two main spheres:

☐ The political accommodation of the black community and removal of institutional discrimination.

☐ The changes required to meet SA's needs as a developing country, faced by the challenges of rapid urbanisation, enormous shortfalls in education and training and an existing (structural) inability to provide employment for millions of its people.

The realisation that reform is a process that can be managed gives cause for hope.

It is absolutely not the case that nothing can be done, that we must simply wait for the revolution to occur.

On the contrary, substantial progress can be made on an incremental basis, especially if the private sector throws its weight behind this process.

The private sector is presented with an important opportunity to play its role in the larger drama of SA.

Its concern with social inequality is already evident in the projects and programmes it has supported up to now. But each company and association can reinforce that contribution by:

☐ Channelling its social responsibility commitment to the goal of reform;

☐ Pooling resources for maximum effect; and

☐ Becoming an active partner in the reform alliances so crucial for effective change.

Survival

To busy corporate executives this may seem a new and onerous role. But we are playing for survival — the highest of stakes. Moreover, the path is not entirely uncharted.

At the Urban Foundation, we have already gone some way to preparing the ground in key respects.

☐ *Excerpted from a paper by Dr Lee.*

CORPORATE SOCIAL RESPONSIBILITY



A Business Day Survey

Sullivan Code — hard at work in SA

SIOBHAN LOFTUS

THERE are several codes of employment practice in SA.

Some of the cornerstones of the codes are equal pay for equal work, non-segregation of the workplace, focus on black advancement, improvement of living conditions outside the work environment, recognition of trade unions and alleviaton of the effects of migratory labour.

Businesses wishing to justify their continued presence in SA can choose, among others, the Sullivan, the SA Council of Churches, Urban Foundation, European Community and British companies codes of ethics.

The most stringent of them all is the Sullivan Code, the only one that monitors and audits the performance of its subscribers, demanding a real input of effort and funds.

More than 70 US companies have become Sullivan signatories since President Ronald Reagan's executive order in 1985. Designed to circumvent last year's sanctions bill, the presidential order requires those US companies that are not Sullivan signatories, to submit an annual report on their SA activities to the State Department.

The 70 new recruits bring the total of Sullivan signatories to 200, and these have spent R175m on corporate social responsibility (CSR) projects in SA since 1977. Mobil allocated R40m to CSR projects this year, Coca-Cola and IBM have each contributed R30m.

To obtain a coveted "one" rating, time and money must be expended on the four major categories of assessment: education for non-employees, training and advancement of employees, community development and social justice.

Social justice

Assessment is done via an independent audit conducted by US auditors Arthur D Little to determine the amount spent in each category — research is carried out into the activities of the companies and each signatory is required to submit a report on its performance.

Company ratings and an overall report are published in the US every October. While a "one" rating does not offer complete protection to signatories, universities and state pension funds that do not subscribe to sanctions may earn a good rating.

Roly Clark, president of the Signatory Association in SA, says priorities for 1986 include a closer working relationship with the African, coloured and Indian communities.

"We have been guilty of a degree of paternalism in the past and we aim to become less prescriptive in our efforts and more jointly participative," he says.

The Sullivan employment practice code enjoys support from 200 US companies operating in SA. We take a closer look at the workings of the code.

Another priority is improved communication. "We need to communicate our motives correctly — get across that we are developing the environment for a future that we believe in."

On the project side, greater emphasis will be placed on bigger joint projects. Black advancement within companies and assistance to small businesses are a focal point this year.

The fourth amplification to the principles, "social justice", which was added last December requires that companies assist in the rescinding of all apartheid laws. An example is the General Motors offer to pay legal costs for any of its employees prosecuted for being on segregated beaches.

"We are working towards a society that is free from discrimination, this is the way to open our doors to overseas investment and assistance in developing our economy," Clark maintains.

Neville Davies, CSR manager of founder member IBM, feels that the time scale of the code and its strict universal criteria should be revised.

"The Sullivan Principles provided a starting point for social reform initiatives, but in practice there are problems. Many of our projects are scheduled for over a five-year period.

"Their success cannot be measured in one operating year. Where one is employing primarily, graduates in an area that requires a great deal of technological expertise, it is difficult to meet staffing quotients within the time scales allocated.

"We have to train our technicians and managers for longer than a year in order to ensure that they are correctly employed and not token gestures put into place purely for the Sullivan audit," says Davies.

He feels that each company should set its objectives and be measured on its performance against them. He believes this would create a greater commitment to the employment practice code and the quality of the initiatives undertaken.

"Rather than following a universal recipe, each organisation would be forced to look at its own needs and the best contribution it can make in areas such as black advancement and community development. The code would then be tailored to fit the organisational objectives and a more efficient practice would result," he adds.

NCR's Sullivan co-ordinator, Cliff Sinclair, has a similar problem in the high technology areas.

"The Sullivan objective is to fill vacancies that occur on the sales, supervisory, management and professional levels with a quota of 50% white and 50% other cultural groups in the year under review. It is extremely difficult to achieve this ideal — in fact very few companies have been able to meet the requirements. But we have to keep trying," he says.

Corporate Council

"Community development, internal training and external education are areas where it is relatively easy to make a positive contribution in line with the principles. But the disadvantaged circumstances afforded them prior to their coming to us for employment, makes the internal staffing area difficult. But the objective and its underlying principle remain sound."

Black perceptions of the Sullivan Code have deteriorated over the years, with the Code being seen as a paternalistic effort by US companies to continue profiting from their involvement in SA. This is the primary reason why some large organisations have turned down invitations to sign the principles.

Nevertheless, the Sullivan Code has forced a consciousness of social responsibility in US organisations operating in SA. It can take credit for more than 300 black schools being befriended by Sullivan companies, numerous clinics and welfare facilities being "adopted", vast investments in education and hundreds of other projects

Last September saw the formation of the US Corporate Council on SA. Founded by Burroughs chairman, Michael Blumenthal, and General Motors chairman, Roger B Smith, the council is comprised of nearly 100 CEs of US corporations which are signatories to the Sullivan Principles.

The council's purposes are two-fold: firstly to declare strong support for a prompt and non-violent end to apartheid in SA, and secondly to add a collective voice to the growing segment of the SA business community and South Africans of all races who are calling for a rapid end to apartheid and the building of a new society based on equality of opportunity, rights and justice for all.

SUMMARY OF THE MORE IMPORTANT CODES OF CONDUCT

	FOREIGN CODES			SOUTH AFRICAN CODES		
	SULLIVAN CODE (UNITED STATES)	BRITISH COMPANIES GUIDELINES	EUROPEAN ECONOMIC COMMUNITY CODE OF ETHICS	CAPE CHAMBER OF COMMERCE	SOUTH AFRICAN COUNCIL OF CHURCHES	URBAN FOUNDATION
SEGREGATION	Non-segregation of all eating comfort and work facilities	Aim of non-segregation but duplication of facilities if separation required by law	Everything possible to be done to desegregate in the factory		Non-segregation of races in all eating, comfort and work facilities	Removal of discrimination in all aspects of employment practice
EMPLOYMENT PRACTICES	Equal and fair employment practices for all employees	Fringe benefits For Blacks. No discrimination in in any sphere of work including promotion	Improvement of fringe benefits	Select, employ, train and promote without regard to race or colour. benefits to all	Equal and fair employment practices for all employees	No discrimination based on race or colour in job advancement and fringe benefits
REMUNERATION	Equal pay for all doing equal or comparable work	Fair wages above Poverty Datum Line and equal pay for equal work. Reduce wage gap	Pay to be at Minimum Effective Level Equal pay for equal work	Determine salaries, wages on principle of equal pay for equal work	Equal pay for all doing equal or comparable work	Elimination of discrimination based on race or colour
TRAINING	Initiation and development of training for large scale Black advancement	Internal or external training including artisan skills. Stop usage of white immigrant labour	Development of training programmes for Blacks	Select, employ, train and promote without regard to race or colour	Initiation and development of training for large scale Black advancement	Training programmes or facilities to improve productivity skills to achieve advancement in technical admin and managerial positions
DEVELOPMENT	Increase number of Blacks and and other non-whites in management and supervisory positions	Encouragement of training to develop full potential and non-racial promotion policy		As above	Increase number of Blacks and other non-whites in managerial and supervisory positions	No discrimination in selection, employment advancement or promotion of all employees
SOCIAL RESPONSIBILITY	Improve quality of employees' lives outside of work environment	Fringe benefits to aid home purchases, education, food	Improvement of employees living conditions at home		Improve quality of employees' lives outside the work environment	Accelerate the creation of employment opportunities at wage rate to maintain viable living standards
TRADE UNIONS		Encourage lawful collective bargaining with Blacks. Recognise Black Unions where they exist.	Companies must recognise the right of the workers to be represented by trade unions		Recognise and active encouragement of trade of trade unions	Recognition of basic rights of workers of freedom of association collective negotiation, lawful strikes and protection against victimisation
MIGRATORY LABOUR		Choose locations which permit family based labour. Legal aid for pass offenders		Employers must help to ensure freedom of choice as to place of work, help alleviate effects of migratory labour	No migrant labour unless married accommodation provided	

Edited by Godfrey Heynes

Ruling sought on rights of apprentices

Assistant Financial Editor

PRINTPAK CAPE — a company in the Nampak group — agreed with the SA Typographical Union (SATU) yesterday to ask the National Industrial Council for the Printing and Newspaper Industry for a ruling on whether the services of apprentices in the industry automatically terminate at the end of their apprenticeship.

Printpak also agreed to pay R3 375 to an apprentice it had discharged, John La Vita.

And it undertook not to terminate the services of any other apprentice before October 31.

The Industrial Council is due to meet on the issue in late October.

Its decision may affect the future of more than 200 apprentices in the Nampak group and more than 1 000 in the industry as a whole.

The payment and the agreement result from an application to the Industrial Court by SATU and La Vita alleging that the termination of La Vita's services at the end of his apprenticeship without any dismissal or retrenchment procedure constituted an unfair labour practice.

SATU general secretary Martin Deysel said in Cape Town: "I am delighted that the whole issue is finally to be placed beyond doubt by the proper body representative of the whole industry."

Ergo, NUM in dispute

DIANNA GAMES

THE East Rand Gold and Uranium Company (Ergo) this week declared a dispute with the National Union of Mineworkers (NUM) over alleged unfair labour practices by the union and shop stewards during wage negotiations earlier this year.

Anglo American said yesterday the negotiations, which took place between May 26-June 23, were disrupted by work stoppages and sit-ins.

An NUM spokesman said papers had not yet been filed with it.

He said disputes during that period were "largely spontaneous" and in response to Ergo management's reluctance to make an improved wage offer. The union had intervened successfully to stop them.

Wage talks at the Conciliation Board, which took place last week and on Tuesday, have ended in deadlock.

In terms of the Labour Relations Act, the board's chairman will advise the Minister of Manpower accordingly.

Ergo's final wage offer ranges from 16% to 19% in the categories covered by the recognition agreement. The NUM's final demand is a 30% wage increase across the board.

Detainees' pay row rages on

THE controversy over the payment of full wages to detained employees continued yesterday with the American Chamber of Commerce saying it was up to individual member companies to use their discretion on the matter.

By LEN MASEKO

A spokesman for Amcham said the association had not addressed itself to this issue as it dealt only with "broad policies affecting employers".

Asked whether it was not in the spirit of the Sullivan Code, of which most American companies were signatories, to pay detained employees full wages they would have earned if not in detention under security legislation, the spokesman said:

"The Sullivan Code is a suggestion to companies as to what they (authors) feel could happen in the workplace. It is the employer's right to choose whether to accept this suggestion."

Meanwhile, the Chemical Workers' Industrial Union reports that the Port Elizabeth branch of Plascon has agreed to pay three detained employees for the first 14 days spent in detention.

However, the union is negotiating for payment for the full period of detention.

Rejected

The controversy about payment of detained workers came to a head recently when American company General Motors refused to pay full wages to two detained employees; both members of the National Automobile and Allied Workers Union (Naawu).

Instead, the company has decided to pay detained employees 50 percent of their gross earnings — a move rejected by the union.

In a similar dispute, the Port Elizabeth branch of Paper, Wood and Allied Workers' Union is locked in negotiations with two paper companies — Sappi and Saveall — about the fate of detained members.

The companies have not paid employees detained under security legislation.

Chemical union gets June 16 and May 1

By Mike Siluma

The struggle by emergent unions for the recognition of May Day and June 16 as paid holidays has been taken a step further by the Chemical Workers' Industrial Union (CWIU).

In a statement yesterday, the union said in terms of a settlement with a Pretoria firm, Pretoria Wholesale Druggists, about 200 CWIU members employed by the company would be entitled to 12 paid public holidays, including June 16 and May 1.

A CWIU spokesman said the agreement signified the progress made by the union in its campaign for the recognition of the two days as holidays.

Together with other affiliates of the Congress of SA Trade Unions (Cosatu), the CWIU has recently intensified the campaign, tabling the issue at all wage negotiations with employers.

In addition to the two holidays being granted, the minimum wage for CWIU members would be raised by 30 percent — from R109 a week — backdated to July 1.

The workers had also won a reduction in the working week from 45 to 40 hours, said the union spokesman, and improvements were made to overtime rates, leave and service allowances, maternity benefits and annual bonus.

● In the first issue of its recently launched mouthpiece, *Cosatu*, Cosatu warns that workers are going to demand a minimum hourly wage of R3,50 and a 40-hour working week.

600 STRIKE

Sowetan 14/8/86

ABOUT 600 workers at Dunlop are on strike at the company's Benoni plant, demanding wage increases and improved working conditions.

Negotiations between management and the workers' representatives, the Chemical Workers' Industrial Union (CWIU), have reached a deadlock.

The CWIU members are demanding a minimum wage of R3,10 an hour as opposed to the current minimum rate of R2,43; improved maternity and leave benefits and shift allowance.

Talks are deadlocked

A spokesman for the union said the company was refusing to make an offer on any of the working conditions and would only consider wage demands.

A Conciliation Board will be sitting next week.

• The Paper, Wood and Allied Workers' Union (PWAWU) is conducting a ballot on national industrial action against Anglo American-owned Mondi Paper company.

The dispute has been sparked by management's offer of a five cents an hour across-the-board increase against a union demand of 10 cents for July to December this year.

• Charges of trespassing have been withdrawn against the SA Black Municipal and Allied Workers' Union, according to a union spokesman.

They are part of the Tembisa Town Council's black workforce which went on strike over wage demands three months ago. The council has since agreed to reinstate all the dismissed 1 000 workers.

The 70 workers were charged with trespassing after being arrested on council property during the strike.

Meanwhile Sabmawu may challenge in court the detention of a union member held under emergency regulations with her 11-month-old baby, the spokesman told the *Sowetan* this week.

The union spokesman said the matter had been referred to lawyers with a view to bringing an urgent application in the Rand Supreme Court for her release.

Dispute

• The Black General Workers' Union (Northern Transvaal region) is involved in a dispute with Pietersburg's Waste Paper over the retrenchment of four union members at the company.

• The Transport Workers' Union of SA has reached agreement with the motor industry's Industrial Council on a 7½ percent pay rise for the union members.

• A wage settlement has been reached at two Pretoria Wholesale Druggists plants.

The company has also agreed to recognise June 16 and May Day as paid holidays.

Dunlop workers end 5th day of strike

BENONI — About 600 workers at Dunlop's factory here ended the fifth day of their legal strike for higher wages and better working conditions, spokesmen for the Chemical Workers' Industrial Union (CWIU) and the company confirmed yesterday.

The workers, who are all members of the CWIU, downed tools last Thursday after a strike ballot where 99,9 per cent voted in favour of the action, a union spokesman said.

This followed "protracted negotiations" on wages and working conditions, the spokesman for the CWIU said.

The workers are demanding a minimum wage of R3,10 an hour, compared with the current wage of R2,43 an hour.

The CWIU said Dunlop was refusing to make any offer on conditions and would only consider wages.

A Conciliation Board will be sitting next week to mediate the issue. — Sapa

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Wage dispute goes to board

MANPOWER Minister Pietie du Plessis has appointed a conciliation board to deal with a wage dispute between the Chamber of Mines and the National Union of Mineworkers (NUM) almost a week after the deadline lapsed.

The NUM now has the legal right to strike, provided members support this through ballots.

A Manpower Department spokesman yesterday declined to disclose reasons for the delay.

CLAIRE PICKARD-CAMBRIDGE

NUM's Marcel Golding said the union's central and executive committees would be convening meetings shortly to decide what steps to take.

The chamber and NUM have not yet set a date for a conciliation board meeting. But the union may not be in a hurry to initiate strike action while the chance of dispute resolution exists.

01/08/86

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Academic warns on growing jobless

Dispatch Correspondent

GRAHAMSTOWN — The employed were likely to remain the privileged in South African society over the coming decades and poverty was likely to be more acute among those without jobs in the formal sectors of the economy, according to a senior lecturer in economics at Stellenbosch University, Mr Servaas van den Berg, who delivered a lecture during commerce week at Rhodes University this week.

He said a "very large", and increasing segment of the labour force could not find jobs in the formal sector of the economy.

By the end of the century, Mr Van Den Berg said, the projections were that almost half of all workers — more than eight million — might not have jobs," if the relatively pessimistic and presently most likely scenario eventuates."

He predicted that, given the vast wage gaps between the employed of different races, and the likelihood that black unions would exercise their new-found power to their own advantage, black wages would continue to rise fairly rapidly as had occurred since 1973.

"The result will be a widening gulf between the employed and the jobless and a strengthening of the tendency towards capital-intensive economic growth," he added.

Present trade union attitudes towards the informal sector and the unemployed indicated that unions might continue to emphasise "inappropriate, over-regulated economic activity" while reducing the scope for informal sector expansion by insisting on too high standards, Mr Van Den Berg said.

"While all indications are that jobs will become even more scarce, such an attitude is not conducive to addressing the problem of poverty, which remains our fundamental development

"The need for rapid growth in order to create jobs is, therefore, obvious."

It had been estimated that the need for people other than whites in white collar occupations would be 99 300 a year up to the end of the century. This was against the 26 000 a year who entered these jobs during the 1979s.

He said this would require a substantial increase in the performance of the formal educational system, but the qualities that made for high-level performance in top jobs could not be produced by formal education alone.

"It is experience, background and innate abilities which were important," Mr Van Den Berg added.

Much of the present educational backlog of the Workforce could be ascribed to apartheid at the political level, under-utilisation of black labour in high positions, the poor productivity of labour resources, poor management and poor communication between management and workers.

The challenge was to better utilise labour resources — often above their level of qualification.

"Rather than waiting for the school system to increase the quantity and the quality of matriculants, education and training in industry should be seen as a continuing process to redress the present deficiencies," he said.

Commenting on the lack of entrepreneurship in the economy, he said unless the present restructuring of society unleashed major forces "which is unlikely" — it was likely to remain scarce in the coming decades.

"If this entrepreneurial talent is to grow and to be nurtured, the informal sector and the small business sector will have to be freed of the shackles imposed by over-regulation.

"One can only hope opposition to the informal sector from officialdom at both central and local government level and from within the ranks of the trade unions, can be reduced and overcome," he said.

NUM WAGE DISPUTE

Amazing omission

The Minister of Manpower's unexpected failure to appoint a conciliation board in the wage dispute between the National Union of Mineworkers (NUM) and the Chamber of Mines means that the union is now entitled to call a legal strike. But the union is considering very carefully its next move.

NUM fulfilled its part of procedure by asking the minister to appoint a conciliation board. Expiry of the 30-day period provided for in the Labour Relations Act entitled the union to go on strike on August 7 — provided, of course, that NUM, which became a registered union earlier this year, first holds a strike ballot.

Approached for comment on the minister's omission, Manpower Director General Piet van der Merwe told the *FM*: "There are certain legal requirements that must be fulfilled, and there must be a reasonable chance that appointing a conciliation board will contribute to the solution of a particular dispute. The minister has full discretion in the matter of conciliation boards and we never give reasons for his decisions."

But talk in mining circles this week was that the Manpower Department simply fluffed the issue, and failed to appreciate fully what the consequences of its inaction would be. Bitter allegations were also made that the department botched the application earlier by classifying it as an unfair labour practice instead of a wage dispute.



Minister Du Plessis . . . failure to appoint conciliation board

Nevertheless, NUM does not at present appear to be intent on rushing into strike action. Says its press officer Marcel Golding: "We obviously expected the board to be appointed. Now we will have to convene appropriate structures in the union to decide upon our course of action."

The dispute was declared at the stage when NUM had dropped the wage component of its demand from 45% to 30%, and the chamber was offering to increase the minimum wage rates of workers in the lowest and highest job categories by 20% and by 15% respectively. The union may well feel that it can squeeze more out of the mining houses. If so, there would be little point in precipitating industrial action — especially as its right to strike means it would have a distinct advantage over employers if negotiations are re-opened. ■

TOWNSHIP RENT BOYCOTTS

Councillors' arrears

In the wake of the official proposal to evict rent defaulters in black townships, it has come to light that all councillors in Soweto and the six townships in the Vaal Triangle have not paid rent either since the boycotts began.

Paradoxically, the evictions, intended to break the rent boycotts in 30 townships, are co-ordinated by the black councils themselves.

Sustained rent boycotts (see page 59), have cost the State at least R250m in lost rentals (*Current affairs* August 8).

The Bureau for Information has warned: "Services and infrastructure for the benefit of the consumer can only be maintained if rents and service charges are paid by householders." Plans for eviction of rent defaulters have been formulated in many affected townships.

Sebokeng's town clerk, Nicolaas Louw, tells the *FM* that of a total 1 800 eviction orders obtained, only 13 families — three at Zamdela, two at Sharpeville, and eight at Bophelong — were evicted on Monday.

Asked how many of those evicted were councillors, Louw said: "Councillors are not being evicted. They're making arrangements to pay off their arrears. Arrangements by any other person to pay arrears are welcome. We are not saying residents should pay all they owe immediately. They can pay off their arrears in instalments."

Asked what it was doing about councillors' arrears, Soweto housing director Del Kevin said: "I don't want want to express an opinion on councillors. After all, they are the elected representatives."

Kevin also explained that her office has drawn up notices warning residents to pay or face prosecution.

Meanwhile, the Soweto Civic Association and other activist groups are jointly distributing a pamphlet, entitled *Asinamali* ("We have no money"). It urges residents to remain steadfast in refusing to pay. It states, among other things, that "an eviction of one is an eviction of all," and calls for boycott of businesses owned by councillors.

It says: "The people of Soweto . . . took a life-and-death decision that we are no longer prepared to finance our own oppression. We won't pay rent; we won't pay salaries of the puppet councils and their police." ■

STATE OF EMERGENCY — 2

Legal breakthrough?

The emergency regulations took yet another legal knock this week with the judgment of the Natal bench of the Supreme Court ordering the release from detention of United Democratic Front (UDF) publicity secretary, Lechesa Tsenoli.

Legal representatives for Tsenoli successfully argued that his detention was unlawful as emergency regulations 3 (1) and 3 (3) conveyed too wide a power on the State President or his nominee and, as such, contradicted the Public Safety Act of 1953, under whose authority the regulations are drafted.

Although the judgment specifically affects Tsenoli and is binding only in Natal, legal representatives for detainees countrywide are planning to flood the courts with release applications on their clients' behalf.

The Congress of South African Trade Unions (Cosatu), for example, was due to bring an application in the Natal Supreme Court on Wednesday for the release of 30 detainees on the grounds of the invalidity of those regulations.

Meanwhile, the State has appealed against the Natal bench judgment, and is bunkering down to defend all similar applications. The appeal is only expected to be heard in about three months, during which time the detainees will remain incarcerated unless their legal representatives can successfully plead on their behalf.

Legal sources also speculated that the Natal judgment could have a bearing on an application by several newspaper publishing groups seeking to have an entire section of the emergency regulations declared *ultra vires*. The publishers are seeking to have regulations seven to 12 declared void and of no force in law.

Legal counsel for the applicants, Sydney Kentridge, SC, is similarly probing the wide nature of the State's powers under the regulations and the competency of the State President's nominees in interpreting and applying them correctly. Inherent contradictions between the regulations and the Public Safety Act also form part of his argument.

The applicants are SA Associated Newspapers (Saan — owners of the *FM*), the Argus Printing & Publishing, Natal Newspapers and the Natal Witness. Argument on their behalf started before the full bench of the Natal Supreme Court in Pietermaritzburg earlier this week.

After the Tsenoli judgment, counsel for the State asked that the hearing be postponed for them to assess the implications. The judges ruled, however, that the matter was so "pressing" for the newspapers that Kentridge should be allowed to proceed with his argument.

An adjournment would be granted at the conclusion of his delivery to enable the State to prepare its case. Judgment is expected in several weeks. ■

Minister of Agricultural Economics.

GOVT. GAZ.

DEPARTMENT OF MANPOWER

No. R. 1686 **15 August 1986**

LABOUR RELATIONS ACT, 1956

FURNITURE MANUFACTURING INDUSTRY, ORANGE FREE STATE.—AMENDMENT OF MAIN AGREEMENT

I, Pieter Theunis Christiaan du Plessis, Minister of Manpower, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and 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 1987, upon the employers' 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) shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 March 1987, 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.

P. T. C. DU PLESSIS,
Minister of Manpower.

SCHEDULE

INDUSTRIAL COUNCIL FOR THE FURNITURE MANUFACTURING INDUSTRY OF THE ORANGE FREE STATE

AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

Vereniging van Meubelfabrikante en Stoffeerders, O.V.S

(hereinafter referred to as the "employers" or the "employers' organisation"), of the one part, and the

lay August 15 1986 SPARK

Wage dispute board appointed

By Mike Siluma

The possibility of industrial action by the National Union of Mineworkers (NUM) has receded for a while with the appointment of a conciliation board to resolve the wage dispute between the union and the Chamber of Mines.

The appointment of the board by the Minister of Manpower was announced by the Chamber yesterday. It said no date had been set for the hearings.

The NUM declared a dispute with the Chamber on July 7, following a breakdown in talks which began in June.

The failure to appoint a board would have opened the way for a legal strike by the country's largest black union.

Negotiations deadlocked after the union rejected the Chamber's final offer of increases ranging between 15 and 20 percent for black gold and coal mineworkers. The Chamber had intially offered rises of between 11 and 16 percent.

30 PERCENT

The union has tabled a final demand of an across-the-board 30 percent rise — down from an original 45 percent.

Although the Chamber has, as last year, implemented its offer from July 1 (when increases for mine employees are traditionally effected) the NUM has made it clear that this should not be seen as settlement of the union's part.

Other NUM demands over which it is in dispute with the Chamber are:

●Income security — that workers given job transfers because of work-related injury or disability be given the same wages as previously.

●That May 1 and June 16 be made paid holidays.

●A 100 percent holiday and leave allowance.

DROPPED

Issues raised by the union but now no longer in dispute are:

●The reduction of working hours from 100 hours a fortnight to 98. The NUM had intially demanded a 20-hour reduction.

●Job security. Workers, most of them migrants, wanted to get the same jobs and rate of pay when returning from leave.

●An improvement in death benefits.

●A 26-week unpaid maternity leave.

●June 16 and May 1. The Chamber has agreed in principle that May 1 be made a paid holiday, but is awaiting the recommendations of the Government Commission into public holidays. The Chamber will re-open talks with the NUM should the commission fail to come up with recommendations by February 1 next year. June 16 has also been referred to the commission.

●Leave and shift allowances, as well as paternity leave.

●Board and lodging. The union had demanded that employers cover the cost of board and lodging for mineworkers.

Move to replace holidays

MOVES are afoot at the University of Natal to remove public holidays with political connotations from the university calendar and replace them with Labour Day (May 1) and Soweto Day (June 16).

"Holidays like Founder's Day (April 6), Republic Day (May 31), Kruger Day (October 10), and the Day of the Vow (December 16) are meaningless to most members of the university community and should no longer be observed," said the proposer of the scheme and prominent historian, Dr Paul Maylam, who is also head of the Joint Academic Staff Association.

"May 1 and June 16 should be observed as holidays as they have enormous symbolic significance to more and more members of the university community. If these days do not become official holidays, the university will continue to experience considerable disruption of its activities on these two days."

The University's Senate Executive has accepted a recommendation by the Durban Executive Sub-Committee of the Arts Board — which Dr Maylam represented — that a sub-committee be appointed to look at the question of public holidays.

Explaining his reasons, Dr Maylam said Founder's Day was really "the old Van Riebeeck Day under a different guise and is a misnomer as Jan van Riebeeck was not the founder of South Africa."

"Looking at history, Republic Day offers little cause for celebration, Kruger Day is utterly meaningless, and the Day of the Vow is a divisive and inappropriate day for a holiday."

Municipal pay talks deadlocked

19/8/86

Dispatch Reporter

EAST LONDON — A deadlock in pay negotiations with the municipality is to be taken to the Conciliation Board.

This was confirmed yesterday by the secretary of the East London Municipal Workers' Union, Mr Gert van der Walt, who said a request had been submitted to the Minister of Manpower, Mr Pietie du Plessis.

"We've asked the minister to freeze all increases until the matter can be sorted out," Mr Van der Walt said.

The municipal director of personnel and management services, Mr Leon Deetlefs, said they had not heard about the move but confirmed that the city council's line adjustment offer to 1 600 unskilled workers had been rejected by the union.

The council had offered a phased-in 15 per cent increase. Ten per cent would come into effect from July and the other five per cent from January next year.

Mr Van der Walt said the union had rejected the offer and had asked for a 20 per cent increase from July and another 20 per cent from January.

Mr Deetlefs said the council could not see its way clear to meeting the union's demand and offered an alternative.

He said the union's demand would have pushed up the muncipality's total wage bill by R1,836 million a year.

The cost to the council a year with a 15 per cent phased-in hike will be R765 187.

Mr Van der Walt said: "We have been negotiating for a long time and our appeals seem to have fallen on deaf ears. We had no alternative but to seek action as the lower paid workers are suffering."

Colonel shot by ETA guerillas

VITORIA (Spain) — Four gunmen shot dead a Spanish army colonel

FINMAIL (1989) 355

METAL INDUSTRY WAGES 1989

22/8/86

Gazetting a contract

The metal industrial council's main agreement, setting minimum wages and working conditions for the 350 000 workers in the industry for the year ahead, will be gazetted on Friday and come into effect next Monday. All that remains to be seen now is what course of action will be adopted by the five trade unions that have refused to back it.

The main feature of the agreement — in which the Steel and Engineering Industries Federation of SA (Seifsa) is the employer party — is its provision for workers in the lowest job category to be paid a minimum wage of R2,22/hour and for top grade artisans to get a minimum of R5,81/hour.

Two factors appear to have influenced the decision by Manpower Minister, Pietie du Plessis, to gazette the agreement. One was the late decision by the SA Boilermakers' Society to endorse it; the other was the fact that none of the five dissenting unions objected to it being published and extended to cover non-parties to the council.

The five dissident unions are: the Metal and Allied Workers' Union (Mawu); the Steel, Engineering and Allied Workers' Union (Seawu); the Electrical and Allied Workers' Trade Union of SA (EAWTUSA); the Engineering and Allied Workers' Union (EAWU); and the Eastern Province and Border Engineering and General Workers' Union (EPBEGWU).

A few weeks ago, it seemed certain that a strike by at least some of the dissenting unions was in the offing. Now, however, that prospect appears unlikely — especially as the agreement will be enforced from Monday, and strikes during the term of an agreement are prohibited.

EAWTUSA's Tommy Oliphant says the union's national executive committee will meet next month to decide on whether to hold a strike ballot. Meanwhile, the union will concentrate on company-level negotiations for improvements on Siefsa's offer. Some progress has already been made. At Siemens, where an agreement was bargained jointly with Mawu, the company has agreed to pay a minimum wage of R3/hour at five plants.

Attempts to contact Seawu failed, but the union is experiencing an internal power struggle, which probably means it is in no position to orchestrate a strike. According to labour consultant Steve Bunce, the possibility that either EAWU or EPBEGWU will strike is remote.

The wild card in the pack is Mawu. This militant union was the one most observers expected to strike. But there is little doubt that the State of Emergency, under which large numbers of its officials have been detained, placed serious obstacles in its path. However, Mawu's Bernie Fanaroff says the union decided last weekend to conduct a strike ballot early next month.

In the interim, Mawu has reached agreements with a number of companies aside from Siemens to pay higher wages than those provided for in the agreement. Crown Cork has agreed to pay R3,10/hour at two plants; Barlows Manufacturing will pay R3/hour at two plants; Robert Bosch has settled on R3,40/hour; and Steelmobile has acceded to a demand of R3,50/hour.

Will Mawu strike? Bunce believes the union has lost a great deal of its initial momentum, but does not completely rule out the possibility — especially in the Vaal Triangle where rent evictions could influence workers. ■

FINANCIAL MAIL AUGUST 22 1986

3. KLOUSULE 34.—NASIONALE ONTWIKKELINGSFONDS VIR DIE BOUNYWERHEID

In subklousule (2), vervang die syfer "15c" deur die syfer "30c".

Namens al die partye by die Raad op hede die 13de dag van Mei 1986 in Kaapstad onderteken.

H. McCARTHY,
Voorsitter.

R. G. SIMMONS,
Onder-voorsitter.

J. J. KITSHOFF,
Sekretaris.

No. R. 1759 **22 Augustus 1986**

WET OP ARBEIDSVERHOUDINGE, 1956

LEERNYWERHEID, REPUBLIEK VAN SUID-AFRIKA.—WYSIGING VAN ADMINISTRASIEFONDS-OOREENKOMS

Ek, Pieter Theunis Chirstiaan du Plessis, Minister van Mannekrag, verklaar hierby—

(a) kragtens 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 datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 April 1987 eindig, bindend is vir die Werkgewersorganisasies en die vakverenigings wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of verenigings 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), met ingang van die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 April 1987 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.

P. T. C. DU PLESSIS,
Minister van Mannekrag.

BYLAE

NASIONALE NYWERHEIDSRAAD VIR DIE LEERNYWERHEID VAN SUID-AFRIKA

OOREENKOMS

ooreenkomstig die Wet op Arbeidsverhoudinge, 1956, gesluit deur en aangegaan tussen die

(a) Midland and Border Leather Industy Manufacturers' Assosiation;
(b) Western Cape Leather Industries Association;
(c) Transvaal Footwear, Tanning and Leather Trades Association;
(d) Natal Footwear, Tanning and General Leather Manufacturers' Association;
(e) Southern Cape Leather Industries Association;
(f) South African Tanning Employers' Organisation;
(g) South African Handbag Manufacturers' Association;
(h) Footwear Manufacturers' Federation of South Africa

en

(i) Association of Transvaal Manufacturers of Luggage, Handbags and General Goods

(hierna die "werkgewers" of die "werkgewersorganisasies" genoem), aan die een kant, en die

(j) National Union of Leather Workers;

en

(k) Transvaal Leather and Allied Trades Industrial Union;

3. CLAUSE 34.—NATIONAL DEVELOPMENT FUND FOR THE BUILDING INDUSTRY

In subclause (2), substitute the figure "30c" for the figure "15c".

Signed at Cape Town, on behalf of all the parties to the Council, this 13th day of May 1986.

H. McCARTHY,
Chairman.

R. G. SIMMONS,
Vice-Chairman.

J. J. KITSHOFF,
Secretary.

No. R. 1759 **22 August 1986**

LABOUR RELATIONS ACT, 1956

LEATHER INDUSTRY, REPUBLIC OF SOUTH AFRICA.—AMENDMENT OF ADMINISTRATION FUND AGREEMENT

I, Pieter Theunis Christiaan du Plessis, Minister of Manpower, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the date of publication of this notice and for the period ending 30 April 1987, upon the employers' organisations and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisations or unions; 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), shall be binding, with effect from the date of publication of this notice and for the period ending 30 April 1987, 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.

P. T. C. DU PLESSIS,
Minister of Manpower.

SCHEDULE

NATIONAL INDUSTRIAL COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA

AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

(a) Midland and Border Leather Industry Manufacturers' Association;
(b) Western Cape Leather Industries Association;
(c) Transvaal Footwear, Tanning and Leather Trades Association;
(d) Natal Footwear, Tanning and General Leather Manufacturers' Association;
(e) Southern Cape Leather Industries Association;
(f) South African Tanning Employers' Organisation;
(g) South African Handbag Manufacturers' Association;
(h) Footwear Manufacturers' Federation of South Africa

and

(i) Association of Transvaal Manufactures of Luggage, Handbags and General Goods

(hereinafter referred to as the "employers" or the "employers' organisations"), of the one part, and the

(j) National Union of Leather Workers;

and

(k) Transvaal Leather and Allied Trades Industrial Union;

(hierna die "werknemers" of die "vakverenigings" genoem), aan die ander kant,

wat die partye is by die Nasionale Nywerheidsraad vir die Leernywerheid van Suid-Afrika,

om die Ooreenkoms vir die Administrasiefonds gepubliseer by Goewermentskennisgewing R. 1789 van 3 September 1982, soos gewysig by Goewermentskennisgewings R. 87 van 14 Januarie 1983, R. 2443 van 4 November 1983 en R. 1669 van 26 Julie 1985, te wysig.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet in die Leernywerheid nagekom word—

(a) deur alle werkgewers wat lede van die werkgewersorganisasies is en deur alle werknemers wat lede van die vakverenigings is en wat onderskeidelik by die Nywerheid betrokke of daarin werksaam is (uitgesonderd persone wat uitlsuitlik herstelwerk doen);

(b) in die Republiek van Suid-Afrika: Met dien verstande dat in verband met die werksaamhede uiteengesit in paragraaf (6) van die omskrywing van "Nywerheid" of "Leernywerheid" in klousule 3 van die Ooreenkoms gepubliseer by Goewermentskennisgewing R. 1789 van 3 September 1982 dit net in die landdrosdistrikte Bellville, Die Kaap, Goodwood, Durban, met inbegrip van daardie gedeelte van die landdrosdistrik Chatsworth wat voor die publikasie van Goewermentskennisgewing 501 van 8 Maart 1985 binne die landdrosdistrik Durban geval het, en Johannesburg nagekom moet word: Voorts met dien verstande dat in verband met die werksaamhede uiteengesit in paragraaf (7) van die omskrywing van "Nywerheid" of "Leernywerheid" in klousule 3 van genoemde Ooreenkoms dit net in die landdrosdistrikte Bellville, Goodwood en Durban, met inbegrip van daardie gedeelte van die landdrosdistrik Chatsworth wat voor die publikasie van Goewermentskennisgewing 501 van 8 Maart 1985 binne die landdrosdistrik Durban geval het, nagekom moet word: Voorts met dien verstande dat in verband met die werksaamhede uiteengesit in paragraaf (8) van die omskrywing van "Nywerheid" of "Leernywerheid" in klousule 3 van genoemde Ooreenkoms, dit net in die landdrosdistrikte Bellville, Germiston, Goodwood, Johannesburg, Middelburg (Transvaal), Pretoria, Roodepoort en Die Kaap nagekom moet word.

(2) Ondanks subklousule (1) is hierdie Ooreenkoms egter van toepassing slegs op dié werknemers vir wie lone in enigeen van die Hoofooreenkomste van die Raad voorgeskryf word.

2. KLOUSLUE 5.—FONDSE VAN DIE RAAD

Vervang die syfer "9c" deur die syfer "11c".

Namens die partye op hede die 21ste dag van Februarie 1986 te Port Elizabeth onderteken.

O. J. FOURIE,
Lid van die Raad.

D. J. F. LINDE,
Lid van die Raad.

L. M. VAN LOGGERENBERG,
Hoofsekretaris van die Raad.

(hereinafter referred to as the "employees" or the "trade unions"), of the other part,

being the parties to the National Industrial Council of the Leather Industry of South Africa,

to amend the Administration Fund Agreement published under Government Notice R. 1789 of 3 September 1982, as amended by Government Notices R. 87 of 14 January 1983, R. 2443 of 4 November 1983 and R. 1669 of 26 July 1985.

1. SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed in the Leather Industry—

(a) by all employers who are members of the employers' organisations and by all employees who are members of the trade unions who are engaged or employed therein respectively (other than persons engaged exclusively on repair work);

(b) in the Republic of South Africa: Provided that on the operations set forth in paragraph (6) of the definition of "Industry" or "Leather Industry" in clause 3 of the Agreement published under Government Notice R. 1789 of 3 September 1982 it shall be observed only in the Magisterial Districts of Bellville, The Cape, Goodwood, Durban, including that portion of the Magisterial District of Chatsworth which, prior to the publication of Government Notice 501 of 8 March 1985, fell within the Magisterial District of Durban, and Johannesburg: Provided further that on the operations set forth in paragraph (7) of the definition of "Industry" or "Leather Industry" inclause 3 of the said Agreement it shall be observed only in the Magisterial Districts of Bellville, Goodwood and Durban, including that portion of the Magisterial District of Chatsworth wich, prior to the publication of Government Notice 501 of 8 March 1985, fell within the Magisterial District of Durban: Provided further that on the operations set fourth in paragraph (8) of the definition or "Industry" or "Leather Industry" in clause 3 of the said Agreement it shall be observed only in the Magisterial Districts of Bellville, Germitson, Goodwood, Johannesburg, Middelburg (Transvaal), Pretoria, Roodepoort and The Cape.

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall, however, apply only to those employees for whom wages are prescribed in any of the Main Agreements of the Council.

2. CLAUSE 5.—COUNCIL FUNDS

Substitute the figure "11c" for the figure "9c".

This Agreement signed at Port Elizabeth, on behalf of the parties, this 21st day of February 1986.

O. J. FOURIE,
Member of the Council.

D. J. F. LINDE,
Member of the Council.

L. M. VAN LOGGERENBERG,
General Secretary of the Council.

DEPARTEMENT VAN NASIONALE GESONDHEID EN BEVOLKINGS-ONTWIKKELING

No. R. 1746 **22 Augustus 1986**

DIE SUID-AFRIKAANSE GENEESKUNDIGE EN TANDHEELKUNDIGE RAAD

REGULASIES BETREFFENDE DIE REGISTRASIE VAN SPESIALITEITE VAN GENEESHERE EN TANDARTSE, DIE VEREISTES WAARAAN VOLDOEN MOET WORD ALVORENS HULLE SPESIALITEITE GEREGISTREER KAN WORD, DIE OMSTANDIGHEDE WAARIN ENIGE AANSOEKER OM REGISTRASIE VAN SODANIGE VEREISTES VRYGESTEL WORD, EN DIE VOORWAARDES TEN OPSIGTE VAN DIE PRAKTYK VAN GENEESHERE EN TANDARTSE WIE SE SPESIALITEITE GEREGISTREER IS.—WYSIGING

Die Minister van Nasionale Gesondheid en Bevolkingsontwikkeling het, op aanbeveling van die Suid-Afrikaanse Geneeskundige en Tandheelkundige Raad, kragtens artikel

DEPARTMENT OF NATIONAL HEALTH AND POPULATION DEVELOPMENT

No. R. 1746 **22 August 1986**

THE SOUTH AFRICAN MEDICAL AND DENTAL COUNCIL

REGULATIONS REGULATING TO THE REGISTRATION OF THE SPECIALITIES OF MEDICAL PRACTITIONERS AND DENTISTS, THE REQUIREMENTS TO BE SATISFIED BEFORE THEIR SPECIALITIES CAN BE REGISTERED, THE CIRCUMSTANCES IN WHICH ANY APPLICANT FOR REGISTRATION SHALL BE EXEMPTED FROM SUCH REQUIREMENTS, AND THE CONDITIONS IN RESPECT OF THE PRACTICE OF MEDICAL PRACTITIONERS AND DENTISTS WHOSE SPECIALITIES HAVE BEEN REGISTERED.—AMENDMENT

In terms of section 61 (1) of the Medical, Dental and Supplementary Health Service Professions Act, 1974 (Act 56 of 1974), the Minister of National Health and Population

No. R. 1753 **22 Augustus 1986**

WET OP ARBEIDSVERHOUDINGE, 1956

BOUNYWERHEID, WESTELIKE PROVINSIE.—WYSIGING VAN DIE OOREENKOMS VIR DIE KAAPSE SKIEREILAND

Ek, Pieter Theunis Christiaan du Plessis, Minister van Mannekrag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die 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 31 Maart 1989 eindig, bindend is vir die werkgewersorganisasies en die vakverenigings wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of verenigings is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousules 1 (1) (a) en (3), met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Maart 1989 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.

P. T. C. DU PLESSIS,
Minister van Mannekrag.

BYLAE

NYWERHEIDSRAAD VIR DIE BOUNYWERHEID (WESTELIKE PROVINSIE)

OOREENKOMS

ooreenkomstig die Wet op Arbeidsverhoudinge, 1956, gesluit deur en aangegaan tussen die

Master Builders' and Allied Trades Association (Cape Peninsula)

Master Masons' and Quarry Owners' Association (South Africa) wat sy lede in die Monumentklipmesselnywerheid verteenwoordig

(hierna die "werkgewers" of die "werkgewersorganisasies" genoem), aan die een kant, en die

Amalgamated Society of Woodworkers of South Africa

Amalgamated Union of Building Trade Workers of South Africa

South African Operative Masons' Society

South African Woodworkers' Union

Building Workers' Union

(hierna die "werknemers" of die "vakverenigings" genoem), aan die ander kant,

wat die partye is by die Nywerheidsraad vir die Bounywerheid (Westelike Provinsie),

om die Ooreenkoms, gepubliseer by Goewermentskennisgewing R. 849 van 19 April 1985, soos gewysig by Goewermentskennisgewing R. 334 van 28 Februarie 1986, te wysig.

HOOFSTUK I

1. TOEPASSINGSBESTEK

(1) Hierdie Ooreenkoms moet in die Bou- en die Monumentklipmesselnywerheid nagekom word—

(a) deur alle werkgewers wat lede van die werkgewersorganisasies is en deur alle werknemers wat lede van die vakverenigings is;

No. R. 1753 **22 August 1986**

LABOUR RELATIONS ACT, 1956

BUILDING INDUSTRY, WESTERN PROVINCE.—AMENDMENT OF THE AGREEMENT FOR THE CAPE PENINSULA

I, Pieter Theunis Christiaan du Plessis, Minister of Manpower, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and 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 1989, upon the employers' organisations and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisations or unions; 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 clauses 1 (1) (a) and 3, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 March 1989, 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.

P. T. C. DU PLESSIS,
Minister of Manpower.

SCHEDULE

INDUSTRIAL COUNCIL FOR THE BUILDING INDUSTRY (WESTERN PROVINCE)

AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

Master Builders' and Allied Trades Association (Cape Peninsula)

Master Masons' and Quarry Owners' Association (South Africa) representing its members in the Monumental Masonry Industry

(hereinafter referred to as the "employers" or the "employers' organisations"), of the one part, and the

Amalgamated Society of Woodworkers of South Africa

Amalgamated Union of Building Trade Workers of South Africa

South African Operative Masons' Society

South African Woodworkers' Union

Building Workers' Union

(hereinafter referred to as the "employees" or the "trade unions"), of the other part,

being the parties to the Industrial Council for the Building Industry (Western Province),

to amend the Agreement published under Government Notice R. 849 of 19 April 1985, as amended by Government Notice R. 334 of 28 February 1986.

CHAPTER I

1. SCOPE OF APPLICATION

(1) The terms of the Agreement shall be observed in the Building and Monumental Masonry Industries—

(a) by all employers who are members of the employers' organisations and by all employees who are members of the trade unions;

(b) in die landdrosdistrikte Die Kaap, Wynberg [met inbegrip van daardie gedeelte van die landdrosdistrik Somerset-Wes wat voor 9 Maart 1973 (Goewermentskennisgewing 173 van 9 Februarie 1973) binne die landdrosdistrik Wynberg geval het], Simonstad, Goodwood en Bellville, in daardie gedeeltes van die landdrosdistrikte Malmesbury en Stellenbosch wat voor die publikasie van onderskeidelik Goewermentskennisgewings 171 van 8 Februarie 1957 en 283 van 2 Maart 1962 binne die landdrosdistrik Bellville geval het en in daardie gedeelte van die landdrosdistrik Kuilsrivier wat voor die publikasie van Goewermentskennisgewing 661 van 19 April 1974 binne die landdrosdistrik Stellenbosch geval het maar wat voor 2 Maart 1962 (Goewermentskennisgewing 283 van 2 Maart 1962) binne die landdrosdistrik Bellville geval het.

(2) Ondanks subklousule (1), is hierdie Ooreenkoms—

(a) van toepassing op vakleerlinge slegs vir sover dit nie onbestaanbaar is met die Wet op Mannekragopleiding, 1981, of met 'n kontrak wat daarkragtens aangegaan of met voorwaardes wat daarkragtens gestel is nie;

(b) van toepassing op kwekelinge wat opgelei word ooreenkomstig die Wet op Mannekragopleiding, 1981, slegs vir sover dit nie onbestaanbaar is met daardie Wet of met voorwaardes wat daarkragtens gestel is nie;

(c) van toepassing op "slegs-arbeid"-kontrakteurs, werkende vennote en werkende direkteurs, prinsipale en aannemers.

(3) Ondanks subklousule (1) (a), is hierdie Ooreenkoms—

(a) nie van toepassing op klerke en administratiewe personeel nie;

(b) nie van toepassing nie op universiteitstudente en gegradueerdes in die bouwetenskap en op konstruksietoesighouers, konstruksieopmeters en ander persone wat besig is met praktiese werk ter voltooiing van hul akademiese opleiding.

2. KLOUSULE 16.—LONE—BASIES

Vervang subklousule (1) deur die volgende:

"Behoudens die ander bepalings van hierdie klousule, mag geen loon wat laer is as die volgende deur 'n werkgewer betaal en deur 'n werknemer aangeneem word nie:

Werknemerkategorie	*Minimum loon per uur*
	c
(a) Algemene werkers Met dien verstande dat werknemers wat ongeskoolde werk verrig en benewens sy gewone werk die pligte van 'n wag uitvoer R5 per week ekstra betaal moet word.	163
(b) Skoonmakers	114
(c) Plafon- en afskortingswerkers, waterdigtingswerkers, vervaardigingswerkers en leerling-masjienbedieners gedurende die eerste jaar van leerlingskap	194
(d) Waterdigtingspanleiers, skrynwerkmonteurs, leerling-masjienbedieners gedurende die tweede jaar leerlingskap en leerling-bloklêers gedurende die jaar leerlingskap	237
(e) Ambagsman se assistente, bloklêers, matpassers, assistent-vloerlêers, masjienbediënders	329
(f) Leerling-ambagsmanne en leerling-matlêers, asook plafon- en/of afskortingsoprigters, vloerlêers, dakwerkers en waterdigters wat leerlingskapkontrakte uitdien wat by die Raad geregistreer is:	
Eerste jaar	176
Tweede jaar	204
Derde jaar	245
Vierde jaar	329
(g) Kwekelingmatlêers en kwekeling-assistent-vloerlêers wat kwekelingkontrakte uitdien wat by die Raad geregistreer is:	
Eerste jaar	176
Tweede jaar	204
Derde jaar	245
(h) (i) Ambagsmanne wat geskoolde werk verrig in alle ambagte, met inbegrip van matlêers, plafon- en/of afskortingsoprigters, ruitwerkers, dakwerkers, vloerlêers, waterdigters, motor- en masjinerie-werktuigkundiges, en passers en draaiers	445
(ii) Vakmanne	500
(iii) Meestervakmanne	555
(iv) Voormanne	555
	Per week
(i) Werknemers wat persele patrolleer en eiendom bewaak	82,40
(j) Vakleerlinge:	
Eerste jaar	204
Tweede jaar	245
Derde jaar	329

(b) in the Magisterial Districts of The Cape, Wynberg [including that portion of the Magisterial District of Somerset West which, prior to 9 March 1973 (Government Notice 173 of 9 February 1973), fell within the Magisterial District of Wynberg], Simon's Town, Goodwood and Bellville, in those portions of the Magisterial Districts of Malmesbury and Stellenbosch which, prior to the publication of Government Notices 171 of 8 February 1957 and 283 of 2 March 1962, respectively, fell within the Magisterial District of Bellville and in that portion of the Magisterial District of Kuils River which, prior to the publication of Government Notice 661 of 19 April 1974, fell within the Magisterial District of Stellenbosch but which, prior to 2 March 1962 (Government Notice 283 of 2 March 1962), fell within the Magisterial District of Bellville.

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall apply to—

(a) apprentices only in so far as they are not inconsistent with the provisions of the Manpower Training Act, 1981, or any contract entered into or any conditions fixed thereunder;

(b) trainees under the Manpower Training Act, 1981, only in so far as they are not inconsistent with the provisions of that Act or any conditions fixed thereunder;

(c) "labour-only" contractors, working partners and working directors, principals and contractors.

(3) Notwithstanding the provisions of subclause (1) (a), the terms of this Agreement shall—

(a) not apply to clerical employees and administrative staff;

(b) not apply to university students and graduates in building science and to construction supervisors, construction surveyors and other persons doing practical work in the completion of their academic training.

2. CLAUSE 16.—WAGES—BASIC

Substitute the following for subclause (1):

"Subject to the remaining provisions of this clause, no employer shall pay and no employee shall accept wages at rates lower than the following:

Category of employee	*Minimum wage per hour*
	c
(a) General workers Provided that any employee engaged in unskilled work who in addition to his ordinary work performs the duties of a watchman shall be paid R5 per week extra	163
(b) Cleaners	114
(c) Ceiling and partition workers, waterproofing workers, manufacturing workers, and trainee machine operators during first year of traineeship	194
(d) Waterproofing team leaders, joinery assemblers, trainee machine operators during second year of traineeship and trainee block layers during year of traineeship	237
(e) Artisan's assistants, block layers, carpet fitters, assistant floor layers, machine operators	329
(f) Learner artisans and learner carpet layers, ceiling and/or partition erectors, floor layers, roofers and waterproofers serving under contracts of learnership with the Council:	
First year	176
Second year	204
Third year	245
Fourth year	329
(g) Trainee carpet fitters and trainee assistant floor layers serving under contract of traineeship registered with the Council:	
First year	176
Second year	204
Third year	245
(h) (i) Artisans engaged in the performance of skilled work in all trades, including carpet layers, ceiling and/or partition erectors, glaziers, roofers, floor layers, waterproofers, motor and plant mechanics, and fitters and turners	445
(ii) Craftsmen	500
(iii) Master craftsmen	555
(iv) Foremen	555
	Per week
(i) Employees engaged in patrolling premises and guarding property	82,40
(j) Apprentices:	
First year	204
Second year	245
Third year	329

(k) Drywers/Masjineriebedieners:

(i) Drywers van motorvoertuie of bedieners van kraqaangedrewe masjinerie waarvoor die drywer of bediener in besit moet wees van 'n Kode 10-lisensie (6 500 kg en meer) of 'n Kode 11-lisensie (voorhaker en sleepwa) 263

(ii) Drywers van motorvoertuie of bedieners van kraqaangedrewe masjinerie waarvoor die drywer of bediener in besit moet wees van 'n Kode 9-lisensie (3 000 kg tot 6 500 kg) 224

(iii) Drywers van alle ander motorvoertuie (Kode 8-lisensie) en bedieners van 'n hyser of drywers van stortwaens ..... 184".

3. KLOUSULE 34.—NASIONALE ONTWIKKELINGSFONDS VIR DIE BOUNYWERHEID

In subklousule (2), vervang die syfer "15c" deur die syfer "30c".

Namens al die partye by die Raad op hede die 5de dag van Mei 1986 in Kaapstad onderteken.

H. McCARTHY,
Voorsitter.

R. G. SIMMONS,
Ondervoorsitter.

J. J. KITSHOFF,
Sekretaris.

No. R. 1754 **22 Augustus 1986**

WET OP ARBEIDSVERHOUDINGE, 1956

BOUNYWERHEID, WESTELIKE PROVINSIE.—WYSIGING VAN DIE OOREENKOMS VIR DIE BOLAND

Ek, Pieter Theunis Christiaan du Plessis, Minister van Mannekrag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die 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 31 Oktober 1987 eindig, bindend is vir die werkgewersorganisasie en die vakverenigings wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of verenigings is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousules 1 (1) (a) en 3, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Oktober 1987 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.

P. T. C. DU PLESSIS,
Minister van Mannekrag.

BYLAE

NYWERHEIDSRAAD VIR DIE BOUNYWERHEID (WESTELIKE PROVINSIE)

OOREENKOMS

ooreenkomstig die Wet op Arbeidsverhoudinge, 1956, gesluit deur en aangegaan tussen die

Boland Master Builders' Association

(hierna die "werkgewers" of die "werkgewersorganisasie" genoem), aan die een kant, en die

Amalgamated Society of Woodworkers

(k) Drivers/Plant operators:

(i) Drivers of motor vehicles or operators of powerdriven plant which require the driver or operator to be in possession of a Code 10 Licence (6 500 kg and over) or a Code 11 Licence (horse and trailer) 263

(ii) Drivers of motor vehicles or operators of powerdriven plant which require the operator to be in possession of a Code 9 Licence (3 000 kg to 6 500 kg) 224

(iii) Drivers of all other motor vehicles (Code 8 Licence) and operators of a hoist or drivers of dumpers ..... 184".

3. CLAUSE 34.—NATIONAL DEVELOPMENT FUND FOR THE BUILDING INDUSTRY

In subclause (2), substitute the figure "30c" for the figure "15c".

Signed at Cape Town, on behalf of all the parties to the Council, this 5th day of May 1986.

H. McCARTHY,
Chairman.

R. G. SIMMONS,
Vice-Chairman.

J. J. KITSHOFF,
Secretary.

No. R. 1754 **22 August 1986**

LABOUR RELATIONS ACT, 1956

BUILDING INDUSTRY, WESTERN PROVINCE.—AMENDMENT OF THE AGREEMENT FOR THE BOLAND

I, Pieter Theunis Christiaan du Plessis, Minister of Manpower, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and 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 October 1987, upon the employers' organisation and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or unions; 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 clauses 1 (1) (a) and 3, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 October 1987, 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.

P. T. C. DU PLESSIS,
Minister of Manpower.

SCHEDULE

INDUSTRIAL COUNCIL FOR THE BUILDING INDUSTRY (WESTERN PROVINCE)

AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

Boland Master Builders' Association

(hereinafter referred to as the "employers" or the "employers' organisation"), of the one part, and the

Amalgamated Society of Woodworkers

Amalgamated Union of Building Trade Workers of South Africa
Building Workers' Union
South African Operative Masons' Society
South African Woodworkers' Union

(hierna die "werknemers" of die "vakverenigings" genoem), aan die ander kant,

wat die partye is by die Nywerheidsraad vir die Bounywerheid (Westelike Provinsie),

om die Ooreenkoms, gepubliseer by Goewermentskennisgewing R. 2465 van 9 November 1984, soos gewysig by Goewermentskennisgewings R. 2866 van 28 Desember 1984 en R. 335 van 28 Februarie 1986, te wysig.

1. TOEPASSINGSBESTEK

(1) Hierdie Ooreenkoms moet in die Bounywerheid nagekom word—

(a) deur alle werkgewers wat lede van die werkgewersorganisasie is en deur alle werknemers wat lede van die vakverenigings is;

(b) in die landdrosdistrikte Paarl, Wellington, Stellenbosch, Kuilsrivier (uitgesonderd die gedeeltes van laasgenoemde twee distrikte wat voor die publikasie van Goewermentskennisgewing 283 van 2 Maart 1962 binne die landdrosdistrik Bellville geval het), Somerset-Wes [uitgesonderd daardie gedeelte wat voor 9 Maart 1973 (Goewermentskennisgewing 173 van 9 Februarie 1973) binne die landdrosdistrik Wynberg geval het] en Strand.

(2) Ondanks subklousule (1) (a) is hierdie Ooreenkoms—

(a) van toepassing op slegs die klasse werknemers vir wie lone in hierdie Ooreenkoms voorgeskryf word en op leerling-ambagsmanne;

(b) van toepassing op vakleerlinge slegs in dié mate waarin dit nie onbestaanbaar is met die Wet op Mannekragopleiding, 1981, of met 'n kontrak daarkragtens aangegaan of voorwaardes daarkragtens voorgeskryf nie;

(c) van toepassing op kwekelinge slegs in dié mate waarin dit nie onbestaanbaar is met die Wet op Mannekragopleiding, 1981, of voorwaardes daarkragtens voorgeskryf nie;

(d) van toepassing op "slegs arbeid"-kontrakteurs, werkende vennote en werkende direkteurs;

(e) nie van toepassing nie op universiteitstudente en gegradueerdes in die bouwetenskap en konstruksietoesighouers en ander persone wat praktiese werk doen ter voltooiing van hul akademiese opleiding;

(f) van toepassing op voormanne;

(g) nie van toepassing op werknemers in die elektrotegniese ambagte en op administratiewe personeel nie.

2. KLOUSULE 16.—LONE

Vervang subklousule (1) deur die volgende:

"(1) Behoudens die ander bepalings van hierdie klousule, mag geen loon wat laer is as die volgende deur 'n werkgewer betaal en deur 'n werknemer aangeneem word nie:

	Sent per uur
(a) Algemene werker	145
(b) Hyserbediener	154
(c) Kraghyskraandrywer	161
Vloerskuurder	161
Klippoleerder en terazzowerker	161
(d) Leerling-ambagsman:	
Eerste jaar	158
Tweede jaar	183
Derde jaar	222
Vierde jaar	298
(e) Ambagsman se assistent	298
(f) Ambagsman	400
(g) Vakman	450
(h) Meestervakman	500
	Per week
(i) Drywers:	
Meer as 6 metrieke ton	R84,43
3–6 metrieke ton	R71,84
Ander voertuie	R62,43
(j) Nagwag	R60,92
	Sent per uur
(k) Skoonmaker	101
(l) Vakleerlinge:	
Eerste jaar	183
Tweede jaar	222
Derde jaar	298
(m) Voorman	450".

Amalgamated Union of Building Trade Workers of South Africa
Building Workers' Union
South African Operative Masons' Society
South African Woodworkers' Union

(hereinafter referred to as the "employees" or the "trade unions"), of the other part,

being the parties to the Industrial Council for the Building Industry (Western Province),

to amend the Agreement published under Government Notice R. 2465 of 9 November 1984, as amended by Government Notices R. 2866 of 28 December 1984 and R. 335 of 28 February 1986.

1. SCOPE OF APPLICATION

(1) The terms of the Agreement shall be observed in the Building Industry—

(a) by all employers who are members of the employers' organisation and by all employees who are members of the trade unions;

(b) in the Magisterial Districts of Paarl, Wellington, Stellenbosch, Kuils River (excluding any portions of the last-mentioned two districts which, prior to the publication of Government Notice 283 of 2 March 1962, fell within the Magisterial District of Bellville), Somerset West [excluding that portion which, prior to 9 March 1973 (Government Notice 173 of 9 February 1973) fell within the Magisterial District of Wynberg] and Strand.

(2) Notwithstanding the provisions of subclause (1) (a), in terms of this Agreement shall—

(a) apply only to those classes of employees for whom wages are prescribed in this Agreement and to learner artisans;

(b) apply to apprentices only in so far as they are not inconsistent with the provisions of the Manpower Training Act, 1981, or any contract entered into or any conditions fixed thereunder;

(c) apply to trainees only in so far as they are not inconsistent with the provisions of the Manpower Training Act, 1981, or any conditions fixed hereunder;

(d) apply to "labour only" contractors, working partners and working directors;

(e) not apply to university students and graduates in building science and construction supervisors and other such persons doing practical work in the completion of their academic training;

(f) apply to foremen;

(g) not apply to employees in the electrical trades and administrative staff.

2. CLAUSE 16.—WAGES

Substitute the following for subclause (1):

"(1) Subject to the remaining provisions of this clause, no employer shall pay and no employee shall accept wages at rates lower than the following:

	Cents per hour
(a) General Worker	145
(b) Hoist Operator	154
(c) Power crane driver	161
Floor sander	161
Stone polisher and terazzo worker	161
(d) Learner Artisan:	
First year	158
Second year	183
Third year	222
Fourth year	298
(e) Artisan's Assistant	298
(f) Artisan	400
(g) Craftsman	450
(h) Master Craftsman	500
	Per week
(i) Drivers:	
Over 6 metric tons	R84,43
3–6 metric tons	R71,84
Other vehicles	R62,43
(j) Night watchman	R60,92
	Cents per hour
(k) Cleaner	101
(l) Apprentices:	
First year	183
Second year	222
Third year	298
(m) Foreman	450".

Do US firms in SA comply with code?

24/8/86
CITY P.
355



SULLIVAN: There are more than 200 signatories to the Sullivan Code in SA.

THIS is the first of a series of articles on how US companies in South Africa conduct their businesses in relation to the Sullivan code of employment and a call on June 8 by the Rev Leon Sullivan for US firms not to comply with apartheid laws.

Sullivan, of Philadelphia in the US, has set a deadline of May 31 next year for the total withdrawal of US firms doing business in SA, if statutory apartheid is not eliminated by then.

Who is Sullivan, the moving force behind the set of principles for US companies in SA?

He has been the pastor of the Zion Baptist Church in Philadelphia since 1950 and is the founder and board chairman of the Opportunities Industrialisation Centres of America – a private-sector program sponsoring training for disadvantaged people.

Interest grows as deadline looms for 'death of apartheid'

The 20-year-old program has 140 centres in the US and operates in several African countries.

Sullivan organised and led an effective consumer boycott in Philadelphia in the late 1950s and early 1960s, demanding that industries employ more black people.

In 1971, he was elected to the board of directors of General Motors. He later proposed that General Motors "get out of SA" in protest against apartheid. The motion was defeated.

In 1975, during a trip to Lesotho, he made a brief stop-over in Johannesburg.

Several prominent black SA leaders approached him to try to get US companies in SA to work more actively in opposition to apartheid.

In 1976, with prominent black SA leaders, he formulated a code of conduct for US companies in SA.

Initially, there were six principles – referred to as the Sullivan Principles or Code. The second phase of the code, called the SA Amplification, was inaugurated in December, 1984.

The principles are:

- Non-segregation of the races in all eating, comfort and work facilities;
- Equal employment practices for all employees;
- Equal pay for employees doing the same work;
- Development of training programs that will prepare non-whites for supervisory, administrative, clerical and technical jobs;
- Increasing the number of blacks and other non-whites in management and supervisory positions, and;
- Improving the quality of employees' lives outside the work environment in such areas as housing, transportation, schooling, recreation and health facilities.

The SA Amplification attacks apartheid's roots and requires US companies to:

- Support the unrestricted rights of black businesses to locate in urban areas;
- Influence other SA companies to follow the equal right principles;
- Support the freedom of black workers to seek employment opportunities wherever they exist, and make possible provisions for adequate housing for employees' families, and;
- Support the ending of all apartheid laws;

The Sullivan signatories welcome comments on how their programs to meet Sullivan's call can be improved.

People with suggestions can get in touch with: D Thema at DeeTee Incorporated, 68 Von Wielligh Street, 5th Floor, Manchester House, Johannesburg. Tel: 23-8717 or 23-8848.

Rent: Council denies allegation

THE Vosloorus Town Council has denied that it had suspended 16 of its employees from work for three months without pay for allegedly inciting people not to pay rent.

Mr George Prinsloo, the town clerk, at the weekend said 16 council employees — all black — working in the income section (rent department) were given paid leave last month "because they were intimidated by the people in the township to supply them with the names and addresses of all the people who paid rent".

Mr Prinsloo denied that the workers were suspended for three months without pay. He said: "The 16 have now returned to work and we have transferred them to other departments. It is true that they have been replaced by whites but this is temporarily."

He also added that the 16 will be transferred back to their previous posts next month and others will be transferred back on October 1.

Protect

According to our sources the 16 were suspended after being accused of turning away people at the council offices and inciting them not to pay rent.

"This is not true. We decided to give them a one-month paid leave to protect them from the intimidators," Mr Prinsloo said.

Set minimum wage, cleaners ask Govt

26/8/76 SOWETAN 35

MORE than 1 000 members of the Brushes and Cleaners Workers' Union decided at the weekend to ask the Government to set a minimum wage for all employees in the cleaning industry.

The workers also demanded better working conditions. Employers were asked to allow those employees knocking off in the middle of the night to put up on employer premises until daybreak.

The union, which has more than 4 000 members, also urged employers to recognise "people's holidays" such as June 16, May Day and others as paid holidays.

The union's general secretary, Mrs Mary Ntseke, said her union's members earned an average of R218 a month.

"This is most disgraceful. We have demanded a wage board sitting to bring the wages in line with the present cost of living. The workers gave the union a mandate to demand an increase in wages," Mrs Ntseke said.

• The Dunlop strike in which about 600 workers are involved, entered its third week today.

The strike started over wages and better working conditions.

• Workers at Expandite adhesive factory in Isando went on strike on Friday.

The strike follows a dispute over job description and job grading.

A spokesman for the Chemical Workers' Industrial Union said about 50 workers are involved in the strike. The union, the spokesman said, has been asking Expandite management to implement job grading for the past two years without success.

The company, he added, has decided to employ a consultant who would implement job description, but workers are not satisfied with that.

A spokesman for the company was not available for comment.

Business gives nod to 'black' holidays

By Sheryl Raine

Many employers were becoming more flexible towards demands for a new "black calendar" of public holidays, a labour conference was told yesterday.

Speaking at an Institute for Personnel Management conference on industrial relations in Sandton yesterday, Dr Jon Lewis, managing editor of the SA Labour Bulletin, said research had shown that many employers responded in a more sophisticated manner to demands for June 16 as a paid public holiday than they had to demands for a May Day holiday.

FLEXIBLE RESPONSE

Most companies were inflexible to demands for a May Day holiday with a rigid no work, no pay policy.

Dr Lewis said information gathered by the Labour Monitoring Group about June 16 indicated a more varied and flexible response from employers.

About 60 percent of companies approached by their workers for a paid holiday on that day had negotiated about the issue.

Of those who agreed to negotiate 75 percent reached some form of agreement.

Only 14 percent of those companies had granted a paid June 16 holiday.

The rest agreed to "no work, no pay and no penalty", arranged for workers to work in extra time, or in cases where factories were working short shifts, arranged that June 16 be an off day.

Dr Lewis said he believed stayaways were a political response by people denied political rights which would remain a fact of South African life until such time as the political dispensation changed.

Vital issue of detainees' wages

By Duncan Innes, a senior lecturer in Industrial Sociology at Wits

The Star recently reported on important negotiations in progress between trade unions and employers on the issue of paying wages to detainees.

Unions are demanding full wages for those in detention and for the full period.

The rationale for this demand is that, since detainees have not been convicted of any crime, their detention runs contrary to the rule of law. Consequently, employers who say they believe in the rule of law should not punish detainees and their families by withholding their wages while they are in detention.

This argument was recently accepted by the Cape Town City Council, which agreed to pay detainees' wages in full.

BIZARRE PROPOSALS

Some multinationals, on the other hand, have come up with bizarre counter-proposals. The American-owned General Motors has suggested that a relief fund be established to pay detained workers 50 percent of their normal wage.

The German-owned Volkswagen company is offering to pay detainees 75 percent and is willing to guarantee their jobs for 180 days. Another German-owned company, Hoechst SA, is prepared to guarantee detainees their jobs but is not prepared to pay their wages.

The reason I call these proposals bizarre is because it is difficult to fathom the logic behind them. By agreeing to pay a proportion of detainees' wages or offer job guarantees, these companies seem to be acknowledging that detentions are unjust. But, on the other hand, by not paying the full amount they are in fact punishing detainees and their families.

What makes these proposals even more strange is that the number of employees involved is not great. In the case of Hoechst it is one and in the case of General Motors five.

One would not have thought that these multinationals would be brought to the brink of collapse were they to pay full wages to six detained employees. For the families of the six employees, however, these wages could mean the difference between eating and not eating.

In Volkswagen's case, too, one wonders why it is justifiable to guarantee a detainee's job for 180 days, but not thereafter. Is Volkswagen perhaps suggesting that the State's case is strengthened the longer it incarcerates someone?

Surely the central issue here is the notion of the indivisibility of justice. Either you believe in the rule of law or you don't. If a company believes in the rule of law then it should stop haggling over a few rands and put its money where its mouth is.

If, on the other hand, it does not believe in the rule of law but considers detention without trial to be justified, then it should state this explicitly, so that the public knows where it stands.

This latter point is particularly important in the case of the companies referred to above because they are of American and German origin. Their respective governments, especially the Americans, never tire of telling us how opposed they are to apartheid and to abuses of the rule of law.

At the same time they argue that sanctions are not the way to bring about change in South Africa. President Reagan has said many times that "it would be truly counter-productive and disastrous for us to remove ourselves and lose all contact with South Africa". Instead, he has claimed that American firms, following the employment code set up by the Rev Leon Sullivan, have set a standard for South African firms to follow.

Well, on this issue one American firm at least is lagging way behind the Cape Town City Council, Sullivan Code or not.

If foreign firms really want to offer a lead to their South African counterparts, what better issue than this could there be? There are currently about 300 trade unionists in detention in various parts of the country. How many of them are having their full wages paid by their employers? And how many foreign firms are paying detainees any wages at all, let alone full wages?

During negotiations on this issue, Volkswagen apparently argued that it was reluctant to pay detainees their full wages because other employers in the region would not approve, since they feared this would then lead to pressure on them to do the same. But surely that is precisely the point.

SETTING STANDARDS

How can foreign firms possibly set a standard for local firms to follow if they are afraid to antagonise these firms or fail to proclaim boldly any progressive changes they might implement? This line of argument simply makes a mockery of the policy of constructive engagement.

The issue is simple: detention without trial is a travesty of the rule of law. Any company claiming to believe in the rule of law has a duty to continue paying in full any employees who are being subjected to this form of unjust treatment until they have been released. Anything less than this amounts to complicity with the injustices of apartheid.

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MINE WAGE DISPUTE

So who's involved?

Proceedings in the wage dispute between the National Union of Mineworkers (NUM) and the Chamber of Mines have ground to a temporary halt.

29/8/86

FINANCIAL MAIL AUGUST 29 1986

The two sides met last week at a conciliation board convened by the Department of Manpower. But instead of negotiating they spent their time squabbling over the terms of reference the Minister of Manpower granted to the board.

The chamber's industrial relations adviser, Johann Liebenberg, won't comment on what the disagreement was about. But the *FM* understands it centred on exactly which workers NUM represents in the dispute. The minister, it seems, appointed the board for all mines where NUM is recognised without making reference to the specific job categories it represents.

NUM is insisting this means it represents all workers on all mines where it has recognition. The chamber, however, believes the dispute should be limited to specific bargaining units. The point is that if a strike occurs it would have a much bigger impact if *all* workers down tools. (And, because the minister appointed the board late, NUM has already won the right to strike legally.)

The chamber is understood to have asked the NUM if it is willing to apply to the minister to have the board's terms of reference altered. NUM general secretary Cyril Ramaphosa refused; the chamber responded saying it wanted to consult its principals, the mining houses. The parties are due to meet again on September 4.

Meanwhile, the chamber told the parliamentary Standing Committee on Mineral and Energy Affairs last week that it cannot support the Mines and Works Amendment Bill in its present form.

The Bill, a product of the Department of Mineral and Energy Affairs, is at the centre of a debate on the most appropriate way to scrap job reservation on the mines (*Current affairs* August 22).

The pool for success



Picture: DOUG PITHEY, Weekend Argus

Zolia Rumble . . . bringing business people together.

W/E ARGUS 30/8/86

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Jobless making the jobs

By ANNE TAYLOR
Weekend Argus Reporter

SMALL organisations pooling the skills of the unemployed, retrenched and retired are springing up in Cape Town to help one-man businesses succeed in an ailing economy.

According to Mr Tommy Brand, manpower and training manager of the Cape Chamber of Commerce who recently launched one such organisation called Skills Register, too many individuals have insufficient skills to succeed in business on their own.

The need to provide the woman who can sew and the man who can make furniture with a business infrastructure has led to a growing list of bureaux, units, departments and companies — some Government-funded, others attached to universities, chambers of commerce and banks.

The services have extended to private consultancies.

Two people in Cape Town have set up support organisations. Mrs Zolia Rumble started Success Stories, a training and consulting company, and Mr Len Stevens, of Dale Carnegie, set up the Skills Register and Networkers Club.

Cape Town's unemployed are hitting back . . . many are pooling their skills to start their own businesses.

They aim at putting people who can profitably team up in touch and offer them advice and help to the new business.

Zolia ran a Natal hotel for six years before moving to Cape Town and domesticity. She was bored after six months.

Crisis

She volunteered to help the Women's Bureau. This culminated in the development of a Skills Register.

"It has taken off. We have had nurses, teachers, architects, typists, artists, book-keepers and bank managers, coming on to our list. Some are retired, some have been retrenched and others are working independently," she said.

"My forté is crisis management in business . . . helping people who are starting companies or whose companies are dying," she said.

"We are trying to create a situation in which people with skills will work from home on fulltime and part-time assignments. They join the Skills Register, go on courses and meet other people.

"A book-keeper now has more work than she can cope with for other members. A graphic artist is designing clothes for a manufacturer who is supplying boutiques. Another member has found outlets for her puzzles. We found a weaver for a carpet workshop. Then there is rent-a-granny.

"We show people how to research their ideas and find markets.

Zolia has also written a book for small manufacturers on how to set up a home business and market their wares.

Ideas bank

"Some people relate to my associate in Success Stories, Janine Copeman, who has an MBA and others to me because I don't.

"Big business can take time to learn, research, test and do its administration correctly," she said. "The same rules apply to small business.

"Eventually the Skills Register will become a data base for permanent part-time workers for business nationally . . . an ideas bank."

w/k ARGUS 30/8/86 35'S

Broke bosses

by MICHAEL CHESTER



HIGH taxation and relentless inflation have pushed South African bosses to the bottom of the ladder in comparisons of executive pay packets in the Western business world, according to a special survey released today.

P-E Corporate Services warned that the findings have added new impetus to threats of a brain drain from executive suites in industry and commerce.

Moreover, the purchasing power of the disposable incomes of SA executives was now shrinking for the fifth year in succession, added Miss Jane Ashburner, head of the remuneration division, which monitors international pay trends and compiled the new survey.

The average salaries of executives at all levels and in all sizes of companies were now trailing way behind the incomes of their counterparts overseas.

The slide in living standards caused by the failure of pay packets to keep pace with soaring inflation, worsened by heavy tax bills, is also almost certain to be reflected in a nation-wide survey of pay trends among rank-and-file workers which is likely to be released in the next few days.

BUT executives have been among the worst hit, according to Miss Ashburner, because of the additional burdens of sky-high marginal tax rates carried by top income earners — plus the special taxation on perks that started last year.

"Trends are bound to have a significant impact on emigration, especially because of the mobility of many executives and the big temptations of low inflation and low taxation in more and more overseas countries," she said.

"And prospects for 1987 look good throughout the northern hemisphere, with the United States poised to take the lead with still more tax cuts."

She believes the sharpest indication of the downward drift of the quality of living of SA executives is evidence that the proportion of the salaries left over as disposable income for the average marketing director, for instance, after all essentials have been covered, has plunged from 40 percent five years ago to 15 percent at best.

"The days of wine and roses in the executive suite have vanished," she said. "South Africa has now lost the attractions it used to have for migrating businessmen."

IN 1981, the managing director of the average large manufacturing company, as an example, was better off in terms of the purchasing power of his disposable income than his counterparts in all the main western countries apart from the United States.

Even a year ago he was better off than his counterparts in Britain, Belgium or Australia in the cash left over for luxuries and entertainment.

Today, however, his equal number in Britain has more than double his disposable income.

The gap yawns to its widest in comparisons with the US (380 percent more spending power on non-essentials), France (460 percent more) and West Germany, whose counterparts have more than five times the amount of disposal income.

THE average salaries of South African executives at all levels and in all shapes of companies are now trailing way behind the incomes of their counterparts overseas. South African bosses are just plain broke....

"The earnings of South African executives, measured in real terms and allowing for a crippling rate of inflation and worsening taxation, have actually shrunk for four years on the run and look certain to shrink still more in the next 12 months", said Miss Ashburner.

"In dramatic contrast, real earnings in the northern hemisphere, where inflation has been beaten and tax bills are lower, have increased by as much as 20 percent in the past year alone.

"The only consolation for South Africans is that Australians are not much better off, which makes Australia a much less attractive proposition for potential emigrants than either North America or Europe.

"By the yardstick of disposable income, France, with low taxation, and West Germany, where inflation is now below zero, are by far the best prospects — even ahead of the US."

SOUTH Africa was also found to be faring badly in comparisons of the actual purchasing power of salaries, taking into account the cost of items that ranged from fashion clothes and restaurant bills to household appliances and passenger cars.

Among the seven overseas countries in the survey, only the United States showed higher prices — 30 percent higher than in South Africa.

Elsewhere, prices on the measurement of purchasing power were cheaper by eight percent in Britain, nine percent in Australia, 19 percent in France, 25 percent in the Netherlands, 32 percent in Belgium and by as much as 33 percent in West Germany.

Moreover, the gaps look likely to increase. Inflation, running at 16,9 percent in South Africa when the comparisons were made in June, was next worst in Australia, where it was found to be 9,2 percent.

The current inflation rates elsewhere: Britain 2,8 percent, France 2,3 percent, the US 1,6 percent and Belgium 1,1 percent. In West Germany it has been forced into reverse with prices actually falling.





Speaker backs MPs' pay rise

Cape Times 31/7/86

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Political Staff

THE Speaker of Parliament, Mr Johan Greeff, yesterday supported the increased salaries for MPs announced by the State President, Mr P W Botha, saying the new system put greater demands on MPs.

"The new parliamentary dispensation calls for a system of well-considered legislation in terms of which all bills on general affairs are referred to Standing Committees on which all Members of Parliament serve," he said in Cape Town.

The committees met throughout the year — not only while Parliament was in session — which meant MPs had to be prepared throughout the year for meetings in Cape Town or Pretoria.

'Obliged'

There were 17 Standing Committees on ministerial portfolios for general affairs which dealt with all legislation and related matters. Another committee, on provincial government, had to be appointed.

In addition, MPs served on 13 other committees which dealt with matters such as the accounts of government departments.

"MPs are obliged to serve on quite a number of committees, especially MPs of smaller parties and of Houses with fewer members," Mr Greeff said.

"During the past few years, an average of 120 bills a year were introduced in Parliament which gives an indication of the workload of some Standing Committees in particular."

Mr Greeff said this year 240 committee meetings had been held up to the end of June and the Standing Committee on Home Affairs, for example, held 45 meetings to deal with nine bills.

"A member is not expected merely to attend a meeting. It goes without saying that he has to make a thorough study of the matter under consideration and in fact has to specialize. This requires research, liaison with parliamentary study groups, interested parties and government departments, studying representations, in some cases hundreds of them, and, liasing with the private sector."

Fined

Attendance of committee meetings was compulsory and members were fined R50 a day for not being there. MPs' constituency programmes during the parliamentary recess were subordinate to their committee obligations.

"The new dispensation and system of consensus makes heavy demands on the work input of members and entails greater specialization on the part of MPs," said Mr Greeff.

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CITY PRESS

Not all glass is shatter proof

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LABOUR peace in the glass industry giant Pilkingtons may not be shatter proof after all, if the Chemical Workers Industrial Union and Pilkington management don't come to a wage agreement soon.

Bosses walked out of a two-day meeting with CWIU this week – aimed at settling a dispute arising out of the company's refusal to negotiate a national wage agreement covering the five strategic plants employing 1 800 workers.

Three plants are in the Transvaal and two in Eastern Cape.

CWIU has applied to the Manpower Minister to appoint a conciliation board. Shop stewards will prepare a national strike ballot and start gearing for strike action in the face of Pilkington's intransigence.

The bosses are currently celebrating 50 years of Pilkingtons in SA. Workers are asking what they have to celebrate – 50 years of exploitation?

Mawu-UBJO Reiali 4001870

Mawu plans strike ballot

By MONO BADELA

ABOUT 30 000 Mawu workers will hold a strike ballot early next month to decide whether to take industrial action over their demand for higher wages.

A Metal and Allied Workers' Union spokesman told *City Press* that Mawu's national strike co-ordinating committee met last weekend to consider the planning of a national strike ballot in the metal industry.

He said the ballot would affect about 30 000 of the 50 000 Mawu members.

Many Mawu members had already concluded plant-level wage agreements and would not be involved in the strike ballot, he added.

The ballot will be held in the factories and will start on September 5 and end on September 11.

He said many employers had agreed to increases over and above those negotiated for.

As a result some workers would receive increases of R3,50 per hour.

this connection; if not, why not; if so, (a) when and (b) what was the town council's reaction?

The DEPUTY MINISTER OF CONSTITUTIONAL DEVELOPMENT AND PLANNING:

(1) (a) and (b) No.

(2) No, complainants are referred to the SA Police.

(3) No, because no cases have been brought to my or my Department's attention.

Occupational Diseases

*15. Mr F J LE ROUX asked the Minister of National Health and Population Development:†

(1) Whether, with reference to his reply to Question No 9 on 27 May 1986, legislation based on recommendations contained in the White Paper on the Report of the Commission of Inquiry into Compensation for Occupational Diseases will be introduced in Parliament during the current session; if not, (a) why not and (b) when is it expected to be introduced;

(2) whether this legislation will be submitted to interested employer and employee organisations beforehand for consideration and comment; if not, why not; if so, to which such organisations?

†The MINISTER OF NATIONAL HEALTH AND POPULATION DEVELOPMENT:

(1) No,

(a) Legislation not ready for introduction yet.

(b) It is intended for next session.

(2) Yes, as wide as possible. As a great number of institutions may have an interest in the proposed legislation, a comprehensive list is at presently being compiled.

Pietersburg: NP meeting

*16. Dr W J SNYMAN asked the Minister of Law and Order:†

(1) Whether, with reference to his reply to Question No 9 on 10 June 1986, the police investigation into the events during a meeting of the National Party on 22 May 1986 in a hall in Pietersburg has been completed; if not, why not, if so, what were the findings;

(2) whether the Divisional Commissioner of the South African Police, Far Northern Transvaal Division, received any complaints in connection with these events; if so, what were the particulars of the complaints;

(3) whether the said Divisional Commissioner received any instructions in connection with the vacation of the hall; if so, (a) what was the nature of the instructions and (b) from whom did he receive them?

The MINISTER OF LAW AND ORDER:

(1) Yes, the police docket was handed to the Attorney-General for his decision who declined to prosecute.

(2) All complaints which were received from persons concerned, were put in writing and were incorporated in the docket which was handed to the Attorney-General. Because this official declined to prosecute, I do not deem it in the interest of the public to divulge the particulars of the complaints at this stage.

(3) (a) and (b) Because a departmental investigation concerning the matter is not yet completed and as this aspect forms part of such an investigation, it is not desirable to divulge the particulars at this stage.

†Dr W J SNYMAN: Mr Chairman, arising out of the hon the Minister's reply, will he allow hon members of the opposition parties access to the report when the departmental investigation in connection with this issue has been completed?

†The MINISTER: No, Mr Chairman, I will not be prepared to do that; it is not practice, and I do not think that it is desirable to do something like that. If I can be of assistance to the hon member by means of a private conversation in this regard, then we can discuss the matter. Further than that I can unfortunately not go.

†Dr W J SNYMAN: Mr Chairman, further arising out of the hon the Minister's reply, is it the general accepted policy in the Police Force to use teargas canisters in a hall which is partially closed? [Interjections.]

†The MINISTER: Mr Chairman, I am not sure, but I think that somewhere on the Question Paper there is a question in this regard. I do not have it in front of me, but I will supply the hon member with an answer at the appropriate time.

Pietersburg post office

*17. Dr W J SNYMAN asked the Minister of Communications:†

(1) Whether any extensions or alterations were recently made at the Pietersburg post office; if so, what was the nature thereof;

(2) whether tenders were invited for this work; if not, why not; if so, (a) who was the successful tenderer and (b) what was the amount of the tender;

(3) whether the tenderer has completed the work; if so, when; if not, why not?

†The MINISTER OF COMMUNICATIONS:

(1) No;

(2) and (3) fall way.

Mobil Oil SA (Pty) Ltd.

*18. Mr L F STOFBERG asked the Minister of Foreign Affairs:†

(1) Whether he or his Department has (a) taken note of and (b) received complaints or representations about remarks about South Africa's internal affairs alleged to have been made recently by a certain foreign oil company, the name of which has been furnished to the Minister's Department for the purposes of his reply; if so, what is the name of this company;

(2) whether he has reacted or intends reacting to these remarks; if so, (a) when and (b) in what manner; if not, why not;

(3) whether he will make a statement on the matter?

The DEPUTY MINISTER OF FOREIGN AFFAIRS:

(1) (a) Yes.

(b) No.
Mobil Oil SA (Pty) Ltd.

(2) No.

(a) and (b) In the first instance this matter does not resort under me.

(3) No.

Dismissal of social worker

*19. Dr W J SNYMAN asked the Minister of National Health and Population Development:†

(1) Whether a certain social worker, whose name has been furnished to the Minister's Department for the purposes of his reply, was recently dismissed from the service of the South African National Council for Alcoholism; if so,

(2) whether he will furnish the reasons for her dismissal; if not, why not; if

so, what was the reason for her dismissal?

†The MINISTER OF NATIONAL HEALTH AND POPULATION DEVELOPMENT:

(1) Yes.

(2) No, because she was in the employ of a private welfare organisation, over which the government has no control.

Alexandra: investigation

*20. Mr D J DALLING asked the Minister of Law and Order:

(1) Whether the investigation into the incidents which occurred in Alexandra Township on 22, 23 and 24 March 1986 has been completed; if not, why not; if so, (a) who conducted the investigation and (b) what were the findings;

(2) Whether any steps have been or are being taken pursuant to these findings; if so, what steps?

The MINISTER OF LAW AND ORDER:

(1) No, because of the comprehensiveness of the investigation, all the statements of witnesses could thusfar not be obtained.

(a) and (b) Fall away.

(2) Falls away.

Alexandra: rental in arrear

*21. Mr D J DALLING asked the Minister of Constitutional Development and Planning:

(1) (a) How many householders in Alexandra Township are in arrear with rental payments, (b) what is the total amount of rent which is in arrear at present and (c) in respect of what date is this information furnished;

(2) whether any steps are being taken to rectify this situation; if so, what steps?

†The DEPUTY MINISTER OF CONSTITUTIONAL DEVELOPMENT AND PLANNING:

(1) (a) 1 300.

(b) R1 004 418,77 as at 30 June 1986.

(2) Yes, accounts are being sent to all tennants monthly since 1 July 1986 and further steps will be considered when the reaction to this is known.

Bureau for Information: song

*22. Mr P G SOAL asked the Deputy Minister of Information:

Whether the Bureau for Information has allocated a sum of money for the composing and recording of a song called "Together we will build a brighter future"; if so, (a) why, (b) what total amount has been allocated for the purpose, (c) for what purpose were these funds originally appropriated, (d) who took the decision to spend these funds in this manner, (e) what are the names of the persons involved in the composing and recording of the song and (f) what total amount will these persons be paid for their participation?

The DEPUTY MINISTER OF INFORMATION:

(22) Yes.

(a) The production of a song is a part of a communication campaign which has as its purpose the promotion of better intergroup relations in South Africa and of the common commitment of the great majority of South Africans to a future based on cooperation and the peaceful resolution of problems. The total campaign is also intended to improve communication on matters

of national and community importance.

(b) the amount budgeted for the song is R1 566 847. I have invited an independent expert, with extensive experience in the advertising industry, to make an assessment of all aspects of the expenditure involved in this project. The expert found that, given the scope and the scale of the production, the Bureau has received good value for its money and that the expenditure, everything taken into consideration, was reasonable.

(c) the funds for the campaign referred to in paragraph (a) above have been approved by the Treasury and have been allocated to the Bureau for this purpose.

(d) two approvals are involved:

(1) the broader communication plan was approved by a Cabinet Committee and after consultation with the Treasury, the funds were approved by the Minister of Finance;

(2) the production of a song was approved on an interdepartmental basis at official level and was then allocated to the Bureau for execution.

(e) I am aware of the fact that some of the names of the artists involved in the song have already been published in newspapers. I do not, however, regard it as fair to release all the names of those involved. Some of the artists involved have been subjected to threats because of their participation in this project. Although the artists will be appearing publicly in the TV advertisements, the Bureau would not want to be seen facilitating the task of intimidators.

(f) the total amount paid or to be paid to the 10 soloists and 41 members of the choir for the production of four 3-minute TV recordings in seven different South African languages and nine 1-minute radio-recordings in nine different South African languages is R794 160. When considering this amount due regard should be given to the fact that agreements have been concluded with all the artists involved to secure world-wide rights to the production, including television, radio, theatre, newspaper and periodicals and any form of open-air publicity. In addition, the artists have renounced all royalty rights from the production.

Mr P G SOAL: Mr Chairman, arising from the reply of the hon the Deputy Minister, could he tell us please who the members of the Cabinet Committee were who took the decision to proceed with this project, and also whether he is aware of any artists or composers who are opposed to the scheme, and what his reaction is to their objections?

The DEPUTY MINISTER: Mr Chairman, firstly I should point out and emphasise that the Cabinet Committee approved a broader communications plan. As I have just explained in my reply, this plan was approved by a Cabinet Committee, and after consultation with the Treasury, the funds were approved by the hon the Minister of Finance. I should like to make it quite clear that the production of the particular song was not approved by a Cabinet Committee. [Interjections.] Furthermore, the production of a song, as I have also stated, was approved on an interdepartmental basis at official level, and then allocated to the Bureau for execution.

As far as the names of the members of the Cabinet Committee are concerned, I regret to have to tell hon members that it is not for me to reply to a question of that nature. As

Back to normal hours

HUNDREDS of South African nurses are no longer expected to work a compulsory extra two-and-a-half hours per week with effect as from September 1.

This was announced yesterday by an executive member of the South African Nursing Association, Mrs J du Preez, who said nurses will now be expected to work normal hours.

She said the practice was introduced in provincial and State hospitals last year. Nurses were not paid for working extra hours and "we hope they will be happy and welcome the giant step," she said.

Pay hike for 90 000 nurses on the cards

CAPE TOWN — About 90 000 nurses and paramedical staff are to benefit from "salary structure adjustments" backdated to September 1, the Minister of National Health and Population Development, Dr Willie van Niekerk, said yesterday.

Much of the increase would be used to establish parity in pay for various population groups, he said.

Special allowances for staff employed at psychiatric hospitals and in intensive care units, as well as additional payments for night duty, would be effective from the same date.

Replying to questions at a press conference here, Dr Van Niekerk said it was impossible to give actual figures or percentages of the increases as these were still being calculated.

However, details of the improvements had been conveyed to the "institutions concerned", which were implementing them as quickly as possible.

● Dr Van Niekerk also told representatives of medical aid societies that the government was prepared to look at changes to the legislation affecting medical aid schemes, if these were required.

He said his discussions with the representatives had aimed at establishing the facts about recent subscription inreases.

"The main fact being that increases have not been 20 per cent across the board," Dr Van Niekerk said.

Another fact was that when viewed as a percentage of salary, the public's contributions had hardly risen over the period 1971 to 1986. However, a major increase had occured in black medical aid subscriptions.

The minister had told the medical aid representatives the government viewed the issue as a private sector matter, but naturally had an interest in it. — Sapa.

Unions urged to be realistic on wages

DURBAN — Organised labour must realise that unrealistic wage demands and strike action can lead to increased mechanisation at the expense of job opportunitites, the executive director of the National Productivity Institute, Dr Jan Visser, said.

Dr Visser told a productivity seminar that workers must accept that they could not demand more than their actual contribution to production was worth. The only sound basis for higher remuneration without unemployment was higher productivity, yet in South Africa real wages were rising despite a poor productivity performance. This was a sure recipe for a rise in unemployment.

"Steadily rising unit labour cost increases have been putting increasing pressure on South Africa's international competitiveness, which contributed to the decline in the value of the rand," he said.

Should the tendency of little correlation between wage rates and productivity performance continue, it would threaten the already shaken rand.

The attitude of labour unions should become less aggressive. In particular, perception of productivity growth should be improved, for many of them had an adverse understanding of the concept of productivity.

Strike ballot prepared after collapse of Sasol pay talks

By Mike Siluma

The Chemical Workers' Industrial Union (CWIU) is preparing for a strike ballot after the collapse of wage negotiations involving 6 000 Sasol employees.

A CWIU spokesman said today a mass meeting of workers from Sasol 2 and 3 last night rejected the company's offer.

The decision to hold a ballot follows a conciliation board deadlock on Monday. The company has said it would implement its final wage offer irrespective of the union's actions.

Negotiations had been underway since May and agreement was reached on other issues relating to working conditions.

"Despite a conciliatory attitude by the union and a genuine attempt to reach agreement, the company refused to move on its final offer of R95 a month increase," charged the CWIU spokesman.

The union found Sasol's attitude "surprising" in the light of the company's R575,4 million profits for the year ending in June 1986.

A Sasol spokesman said the company had already made a number of concessions in negotiations to date and was not prepared to revise the cash offer. He hoped the matter could still be resolved.

Meanwhile, the wage dispute between CWIU and Sasol at the company's Secunda collieries — affecting about 9 000 workers — will be considered by a conciliation board which meets tomorrow.

Sowetan 10/9/84

Deadlock at Sasol

355

ABOUT 6 000 Chemical Workers Industrial Union members at two Sasol plants were due to meet last night to discuss management's refusal to grant them wage increases demanded by their union.

Arrangements were to be made for a strike ballot, the CWIU said.

This follows a deadlock reached by Sasol management and the union at a conciliation board meeting on Monday when the company refused to reconsider its final offer of R95-a-month increase.

Bid to end wage row

THE Chemical Workers' Industrial Union at Sasol Two and Three has been given the go-ahead to conduct a strike ballot in a bid to resolve a wage dispute there.

These Sasol workers took the stand on Tuesday night at Secunda, where they also formally rejected management's 25 percent wage offer. Management and the union have deadlocked on workers' demands of 34 percent (bottom grade) and 12 percent (top grade).

Sasol will again be the subject of another wage disoute at a conciliation board meeting today, this time involving about 9 000 workers at the company's mines.

• CWIU members were involved in a one-day work stoppage at Paragon Rubber on Tuesday they were protesting against management's refusal to pay wages to a detained worker.

• The Food and Allied Workers' Union and Table Top management this week reached a stalemate over the dismissal of 72 workers at the company's Olifantsfontein plant.

The 72 workers were fired last month after participating in a work stoppage in sympathy with a detained colleague.

• About 350 African Miners and Allied Workers' Union members who have been involved in a "sit-in" strike at D and FH in Johannesburg since last Thursday, have resolved to return to work today.

Beaten with their own yardsticks

By MOIRA LEVY
Cape Town

THE minimum wage controls which European companies must follow in South Africa are indirectly set by ... themselves.

The European Economic Community's code of conduct requires a minimum wage set by a university research unit called the Bureau for Market Research.

But, says Cape Town economist Dr Martin Nicol, the bureau is funded by the very companies which must follow its guidelines.

The Bureau for Market Research at the University of South Africa (Unisa) is funded by approximately one third of the major corporations in the country, including all foreign firms that have holdings or subsidiaries in South Africa. These companies by their very nature, Nicol said, "must be dedicated to keeping the rate down".

Nicol was responding to a claim in the latest publication produced by the Labour Research Department (LRD), a British trade union and research organisation, that the EEC code has been a complete failure.

He described the EEC code as a "shield" for foreign companies: "They rationalise their presence in South Africa by saying that they adhere to the code of conduct. Yet the code is simply an advisory tool. It is not enforceable. It is used by the foreign firms to hide their participation in apartheid's profits."

Nicol points out that the EEC's minimum wage has decreased since the code was amended in August last year.

Until then the minimum rate was 50 percent above an unspecified poverty line. The current revised rate recommended by the EEC is now based on Unisa's supplemented living level (SLL) for a family of five.

"This is an unscientific and arbitrary measure which is ridiculously low. The revised code has actually reduced the minimum rate compared to last year," Nicol said.

In the publication Profiting From Apartheid, the LRD lists 58 British companies with holdings or subsidiaries in South Africa that pay their employees below the EEC rate.

The booklet names another 13 companies, including Thorn EMI, Babcock International and Pritchard Services, that pay their workers less than the Minimum Living Level (MLL) which is the lowest possible sum that an average five member household can live on.

The code of conduct covers less than half the workers employed by British companies. Firms with less than a 50 percent holding or employing fewer than 20 blacks are excluded.

And according to the revised code, major companies like Consolidated Goldfields, Barclays and Pilkingtons are no longer obliged to submit reports on their employment practices to Britain's Department of Trade and Industries. Companies quote the sex and age of their employees, their marital status and the size of their families as justification for paying below the recommended rate.

They list firms that avoid paying the minimum rate by claiming that their employees' families are smaller than the average household measured by the SLL.

Other companies claim in their reports that women are not breadwinners and therefore should be paid less. Several firms say they pay the EEC rate to adult black male employees, and make no mention of their female employees at all.

Because recommended rates are calculated for urban areas, companies with workers in rural areas are free to interpret appropriate wage levels.

12/9/86 (355)

MINE WAGE TALKS

Chamber splits again

For the second year running, members of the Chamber of Mines are at loggerheads about the quantum of wage improvements which should be offered in wage negotiations with the National Union of Mineworkers (NUM). But NUM itself faces a tough decision on whether to accept a split offer on behalf of its members on chamber goldmines and collieries.

According to a NUM spokesman, the chamber informed the union at a conciliation board meeting last Thursday that three of the mining houses — Anglo American, Gencor and JCI — were willing to continue negotiations. Rand Mines' gold division has also indicated a willingness to continue. Gold Fields of SA and Rand Mines' collieries are not prepared to move from the chamber's final offer made in July.

The sixth mining house, which normally participates in chamber negotiations — Anglovaal — is not party to these talks as NUM is not recognised at any of its mines.

The negotiations between the chamber and NUM deadlocked at the stage when the union was demanding a 30% wage increase and the chamber was offering 16%-19%. By mutual consent, the chamber's offer was implemented as from July 1. But NUM declared an official dispute, and a conciliation board was appointed last month. A disagreement over terms of reference marred the first meeting (*Current affairs* August 29). This has apparently been resolved. Last Friday's meeting — where the chamber's new position was disclosed — was the second at conciliation board level.

The split in the chamber presents NUM with a dilemma. The differential increases, which were implemented by the various mining houses after last year's wage negotiations caused complications because, while most members benefited, those at Gold Fields, Anglovaal and Gencor lost out. Mindful of these events, its annual conference earlier this year resolved that the union would not again accept a split offer.

Faced with a repetition of the same problem, NUM has indicated that even before it hears details of any new offer from the companies willing to proceed with talks, it will have to consult with its members. The consultations are in progress and the union's central committee is expected to make a decision this weekend.

The central committee will also consider the union's next step in the wage dispute at Anglo American's Ergo complex. The parties deadlocked at a conciliation board recently with the union demanding a 30% wage increase, and the company offering increases of between 16% and 19%. In a strike ballot held last week, 624 of the 698 participants voted in favour of strike action.

Meanwhile, in the midst of these disputes, NUM and JCI's Consolidated Murchison antimony mine have reached a wage settlement. Increases range from 17% for senior personnel to 25% for workers in the lower job categories.

The question that observers will be asking is whether this agreement, signed on Monday, is a pointer to the type of settlement which could be reached in the more important chamber negotiations. ■

The *FM* has been edited to comply with the emergency regulations. Information may therefore be distorted, incomplete and misleading.

Pay rises far behind inflation rate

Cape Times 12/9/86 #153 358

Staff Reporter

THE GAP between salary increases and inflation has widened to an all-time high.

Pay rises for all races country-wide are lagging behind the inflation rate by 5,8 percent, according to a major survey released yesterday.

And according to local employment agencies, Cape Town employees are slightly worse off than the average.

The 1986 General Staff Salary Survey, undertaken by the remuneration division of P-E Corporate Services SA (Pty) Ltd, was based on data provided by more than 1 000 organizations employing about 1 200 000 staff of all races.

It showed that the overall percentage increase in basic salary levels for all races for the period June 30, 1985, to July 1, 1986, was 11,1 percent.

The Consumer Price Index (CPI) over the whole country for the same period was 16,9 percent, reflecting the countrywide 5,8 percent salary lag.

Mrs Cheryl Sharp, a manager of Drake SA, said salaries in the Peninsula area had gone up by ten percent on average in the past year.

And according to a recent six-month salary survey by Kelly Personnel in Cape Town, few salaries have risen anywhere near the inflation level.

The Kelly survey showed "a phenomenon" of the recessionary market that salaries at the top end of the market tended to increase because it was difficult to attract qualified staff from their current positions, while other salaries stagnated.

Miss Jane Ashburner, the division manager of P-E Corporate Services, said the salaries-inflation gap was "the worst in memory". The picture became even more dismal, she added, when one considered that since the effective date of the survey, the CPI had risen to 18,2 per cent.

This lag in salary increases started in 1983 and had continued at an alarming rate ever since, she said.

CAPE Times

Vendor dispute ends

Labour Reporter

THE dispute between the Media Workers' Association of South Africa (Mwasa) and Allied Publishing over the treatment of newspaper vendors ended yesterday when both parties reached agreement on pay increases and working conditions.

According to a Mwasa spokesman, Allied have agreed to give vendors permanent staff status and have increased their basic weekly wage to R60. Allied also agreed to provide protective clothing.

The agreement, which was confirmed by Allied managment last night, resolves the dispute which led to a three-week strike by Allied vendors in January.

Gap between pay hikes and inflation hits an all-time high

JOHANNESBURG —The gap between salary increases and inflation has widened to an all-time high with increases for all race groups lagging the inflation rate by 5,8 per cent, according to the results of the 1986 General Staff Salary Survey.

The survey was released yesterday by the remuneration division of P-E Corporate Services SA (Pty) Ltd.

It was undertaken from data provided by over 1 000 organisations employing approximately 1 200 000 staff of all race groups, and showed that the overall percentage increase in basic salary levels for all race groups for the period June 30, 1985 to July 1, 1986 was 11,1 per cent.

The Consumer Price Index (CPI) for the same period was 16,9 per cent, reflecting the 5,8 per cent lag.

"This gap is the worst in memory," said the manager of the division, Miss Jane Ashburner. The picture became even more dismal, she added, when one considered that since the effective date of the survey, the CPI had risen to 18,2 per cent.

The lag in salary increases started in 1983 and had continued at an alarming rate ever since. As inflation had been spiralling, companies had been restricted from granting significant increases by the severe financial restrictions they had been operating under.

Until 1982, the CPI had been used as one of the most important guides when determining salary and wage increases. "Forces of circumstance have now dictated, however, that companies' financial results be the prime measure taken into consideration when determining increases," she said.

The survey showed that whereas last year the lowest movements were recorded for whites, this year coloureds received the lowest salary increases at 10,4 per cent. However, the movement for whites was not far ahead at 11,0 per cent.

Blacks moved from the top position in the salary and wage increase stakes to second place behind Asians. The salary movement for blacks was 11,3 per cent while that for Asians was the highest of all race groups at 11,6 per cent. Last year blacks received 12,3 per cent and Asians 10,7 per cent.

Miss Ashburner said the fact that increases for other races had come closer to those for whites indicated that the socio-political factors that had largely determined wage increases for non-whites in the past had generally been shelved and replaced by the hard economic realities brought about by the recession.

Looking at the cumulative increases against the cumulative inflation rate over the past five years, the survey showed that no-one has kept pace with inflation.

The cumulative CPI for this five-year period was 97 per cent. Blacks came the closest to this with a cumulative wage increase of 91 per cent, followed by Asians at 90 per cent, coloureds at 80 per cent and whites on the lowest rung at 73 per cent.

"Salaries have, in fact, not kept pace with inflation for the past 10 years in the case of whites," said Miss Ashburner.

The cumulative percentage pay increase for the past 10 years for whites was 199,3 per cent against a cumulative CPI for the same period of 255,0 per cent. — Sapa

Pay rises at Foschini

THE Commercial Catering and Allied Workers Union of SA has concluded wage negotiations with Foschini.

Foschini workers will now receive an R85 across-the-board increase, while part-time staff will receive two-thirds of this amount.

"A management response to demands that May Day and June 16 be regarded as paid leave will shortly be made known," a Ccawusa statement said yesterday.

• The SA Allied Workers Union (Saawu) and Sun Crush management at Ladysmith this week signed an agreement on wages and other conditions of employment.

In a joint statement yesterday, they agreed on a R92 a week increase for the weekly paid workers.

• Four trade unionists detained under the emergency regulations have been released.

They are Mr Donsi Khumalo, regional secretary of the Congress of South African Trade Unions, Mr Lolo Ditshego and Mr Japhta Rabothata, both officials of the General Workers Union of SA, Mr Abraham Malatji, Northern Transvaal chairman of the Transport and Allied Workers Union.

They were released yesterday.

They were detained on June 12, the day the state of emergency was introduced.

By LEN MASEKO

ve $400, the Re- that is hardly
of a steady flow of
nse; it is meeting demand up rencies.

Rail workers ask for pay rise

GERALD REILLY

RAILWAY unions will submit demands for immediate and substantial pay hikes to Transport Minister Hendrik Schoeman next month.

On October 13, the Artisan Staff Association will meet Schoeman in Pretoria to demand implementation of market-related salaries for the administration's 25 000 artisans.

Later in the month, Schoeman will meet the Federal Council of Sats Trade Unions. The council, according to chairman Jimmy Zurich, will demand across-the-board increases of 15% from September 1.

This would in no way prejudice demands for another round of salary rises from the start of the new financial year next April, said Zurich.

Demands for 25% increases were rejected by Schoeman last October. "We got 10% with the rest of the public sector in April. It is the balance of the original 25% that we are asking for now," Zurich said.

Meanwhile a Post Office staff association, the Postal and Telegraphs Association, has submitted pay claims to the Postmaster-General.

'Anti-SA bans won't rock US interests just now'

LINDA ENSOR

AMERICAN Chamber of Commerce (Amcham) director Ken Mason says a US ban on new investments in South Africa would have little immediate impact on US companies operating in SA.

Most new investment by US parent companies was required for expansions, Mason said, and in the current economic climate in SA few US companies would be expanding, having already enough spare capacity to almost double production.

Amcham, Mason said, had been actively lobbying the US government not to impose sanctions, but if they were applied, its members would be prepared to "stick it out" in SA.

BHP battle to end

MELBOURNE — The long-running battle for control of Broken Hill Proprietary (BHP), Australia's largest company, appears to have found a resolution after yesterday's announcement that Bell Resources and Elders-IXL chairmen would be admitted to the board of directors.

WITNESS WATCHDOG
September 16, 1986

Sowetan 16/9/86 355

DUNLOP STRIKE ENDS

DUNLOP has reached a settlement with 550 Benoni workers who have been on a wage strike since early last month.

By LEN MASEKO

The settlement, reached late yesterday, provides for an increase of 60 cents an hour to be paid in three instalments. The minimum wage will be R3,03 an hour by June 1 next year.

Initially the workers' representatives, the Chemical Workers' Industrial Union (CWIU), had demanded a minimum wage of R3,10 an hour as opposed to the current minimum of R2,43.

The agreement also provides job security for pregnant women who will be guaranteed four months' maternity leave; a long service award payable in cash; and an *ex gratia* back payment.

Dunlop has agreed to withdraw its plans to retrench 70 workers due to the closure of a department. Instead the company will now introduce a new shift system in three departments.

• About 140 members of the Black Health and Allied Workers' Union of SA are involved in a work stoppage at SA Druggists' Elandsfontein.

They are protesting against management's plan to introduce nightshift.

The dispute follows weeks of unsuccessful talks between management and the union over the issue. Mediation has also failed to resolve the dispute.

A Bhawusa spokesman said the workers were locked out twice in less than a month during the dispute. Management had refused to talk to the union officials last Friday when the union wanted to present it with new proposals, he said.

Mr G Slabbert, manager at the plant, was not available for comment yesterday.

• The Congress of SA Trade Unions (Cosatu) has given Springs-based Braitex four days to reinstate 23 workers allegedly dismissed after participating in a stayaway on July 14.

Cosatu said in a statement that while talks on the matter were still on, the company retrenched 47 other workers.

NUM says it will consider split offer on wage increases

By Mike Siluma

The four-month-old wage talks between the National Union of Mineworkers (NUM) and the Chamber of Mines have reached an important turning point, with the union declaring a willingness to consider "a reasonable" split offer from individual mining houses.

The NUM decision, taken at a weekend meeting of the union's central executive council, would reverse the union's congress resolution earlier this year not to accept a split offer from Chamber of Mines member companies.

More than 320 000 black workers are affected by the talks.

NUM Press officer Mr Marcel Golding said Anglo American, JCI, Gencor and Rand Mines' gold division had indicated a preparedness to negotiate further improvements to what the chamber was offering.

At its congress in February, NUM warned it would not accept different offers. It threatened a national strike in the event of a split offer.

A split offer by the chamber last year led to workers in companies like Goldfields and Gencor receiving lower increases than counterparts employed by, for instance, Anglo American.

"The union reconsidered its position after being granted a mandate by its members. We are prepared to consider reasonable wage and conditions of employment offers from those companies willing to improve their offers," said Mr Golding.

HOLIDAY ALLOWANCE

Meanwhile, at Monday's conciliation board talks NUM moved from its demand for a 30 percent across-the-board rise to 26 percent. It dropped its demand for improvement in holiday allowances but retained a demand on income security for employees injured in work-related accidents.

The union also wants the chamber to raise the issue of a June 16 holiday with the government commission into public holidays. If such talks fail the chamber should directly negotiate the matter with the union.

In turn, the chamber raised its offer of between 15 and 20 percent by two percent.

The talks have been adjourned until Friday.

Rand set to confound pessimists?

ALAN SENDZUL

THE rand looks set to confound pessimists who have been talking it down since it lost ground from $0,50 in May.

That is the view of world-renowned chartist Brian Marber, in SA for the Gold 100 conference. He says the recent behaviour of the rand points to a $0,46 to $0,47 exchange rate within the next three weeks, and sets the ultimate target for the currency at $0,58.

Marber, who operates from a purely technical analysis, has an enviable track record for predicting currency, precious metals and bonds.

He has identified parallels in the rand market with the US dollar shortly before it entered the four-year bull run up until 1985.

The first pointer in his analysis is the rand's momentum index. This shows whether a currency is overbought — and therefore due for correction — or if it is oversold.

Marber says: "Preceding virtually any major change in direction of a currency is the signal that it is extremely overbought.

The rand has also crossed its one-year moving average. When this occurred in January, the rand rallied from $0,42 up to $0,50.

More recently in May, when the currency was headed downwards it plunged to $0,3550 from $0,44, after crossing the one-year average.

Marber says: "If you think chartists don't belong to the real world, would you have believed anyone who said in 1980 that the dollar would rise to DM3,45 when it was only a shade below DM2,00?"

Shift dispute leads to firings

ALAN FINE

UP TO 50 workers at SA Druggists' distribution centre at Elandsfontein have been dismissed after a dispute over implementation of night work.

The company's wholesale division GM, Sid Hurwitz, said the dismissals came after more than a year of talks with the Black Health and Allied Workers' Union, during which workers refused to accept the new shift system.

The company declared a dispute with the union last month. Attempts at mediation failed and, late last month, it effected a legal lockout.

Union officials were unavailable for comment.

Accounts receivable	57 590	50 005

LABOUR DISPUTES

Dunlop settlement

Members of the Chemical Workers' Industrial Union (CWIU) at BTR Dunlop's Benoni plant returned to their posts this week after a five-and-a-half week wage strike.

The return to work followed a period of tough bargaining. On Monday, the 550 workers finally accepted a settlement which includes a 60c an hour increase which will be introduced in three instalments between now and June.

The agreement will remain in force until the end of 1987. Once the increase is fully implemented, the minimum wage will be R3,03 an hour. At the time the strike began the company was offering a 57c an hour increase.

The settlement also included four months' maternity leave, a small cash long-service award, an ex gratia back payment designed to partially compensate for the period since the expiry of the previous agreement on June 30, and an agreement that a three-shift system will be introduced in place of the present two-shift system. The shift agreement means that the threatened retrenchment of 70 workers because of the closure of the plant's moulded hose section will be averted.

Commenting on the settlement, BTR Dunlop group industrial relations manager, Glen Sutton, said: "For both sides, the five-and-a-half weeks was a long time. We could not recoup overheads and the workers could not recoup lost wages. The agreement was reached through compromise on both sides."

The Benoni strike was the fourth incident of industrial unrest for the company this year. In April, 2 000 workers at four plants — Benoni, Ladysmith, Durban and Mobeni — struck for a week in protest against the dismissal of several colleagues. In June, the Benoni workers stopped work during the wage talks. This was followed by a month-long strike involving members of the Metal and Allied Workers' Union over a wage dispute at the Sydney Road, Durban, plant. The settlement there was similar to the one reached at Benoni.

In another wage dispute involving the CWIU, the union is due to conduct a strike ballot soon among the 6 000 workers employed at Sasol 2 and 3 at Secunda. Deadlock was reached over Sasol's offer of a R95 a month increase. CWIU is demanding R120. Talks are continuing at conciliation board level regarding wage increases for the 5 500 CWIU members at Secunda Collieries which supplies Sasol. ■

FM HAIL 19/9/96

MINE WAGE NEGOTIATIONS

So near, but so far

There was significant movement on both sides when the National Union of Mineworkers (NUM) and the Chamber of Mines met at a conciliation board on Monday to continue negotiations in their wage dispute.

At the conclusion of the last round of talks on September 4, the NUM was left with the dilemma of deciding whether or not to accept a split offer from chamber members (*Current affairs*, September 12). To do so meant reversing a resolution adopted at its conference earlier this year, that the union would only accept a unified offer — a decision motivated by a desire to obtain uniform conditions of employment across the industry for its members.

In the event, pragmatism won. Last weekend, the union's central committee decided that it would consider improved offers for the gold and coal mines where it is recognised by Anglo American, JCI, Gencor and the gold division of Rand Mines.

Gold Fields of SA (GFSA) and Rand Mines' collieries have already indicated that they will not move on the increases which were implemented on the mines on July 1 by mutual consent between the union and the chamber: an increase of 20% on minimum wage rates for workers in the lowest job categories, and 15% for the highest categories.

On Monday, the parties still in the negotiations laid new cards on the table. The NUM reduced its demand for a 30% wage increase to 26%. In turn, the four mining houses unveiled their improved offer: 19% to 22% for surface workers on gold mines and 17% to 20% for underground workers; and 18% to 21% and 19% to 22% for underground and surface colliery workers respectively. The improved offer applies to 38 mines.

Several other issues were also discussed in the course of which the NUM dropped its demand for its members to be paid a leave allowance of 100% of their wages. The union also signalled that it would be prepared to accept that workers' contributions to the mining industry's death benefit scheme should be increased from 38c to 45c/R100 of their wages, providing that there is a wage settlement and that the union is represented on the scheme's administrative board. On the demand that workers who are transferred from one job to another due to disability or illness should be guaranteed the same income, the union indicated that it is devising a formula for how this should operate.

The two sides did not see eye-to-eye on the NUM's demand that June 16 should be recognised as a paid holiday. This matter did not feature in the union's original list of demands. During the course of the negotiations, however, the NUM gave notice that it wanted the day to be regarded in the same light as the chamber's offer about a paid holiday on May Day. That boiled down to agreement that the chamber would ask government to appoint a commission of inquiry to investigate the prospect of making May 1 a public holiday. If government refuses to appoint a commission, or if recommendations are not forthcoming by February next year, the chamber has undertaken to negotiate the issue with the NUM.

The talks took place against a background of renewed wildcat strike action at GFSA's Zincor mine and Anglo's Free State Geduld mine. By Tuesday, however, it appeared that both strikes had been settled.

Monday's proceedings narrowed the gap between the two sides, but the employers' offer still falls short of the NUM's demands. It remains to be seen whether the next meeting, scheduled for Friday, will reduce the negotiating gap.

ALGEMENE KENNISGEWINGS

KENNISGEWING 648 VAN 1986

Ingevolge artikel 34 (2) van die Bouverenigingswet, 1965 (Wet 24 van 1965), word onderstaande saamgestelde opgawe vir algemene inligting gepubliseer:

GENERAL NOTICES

NOTICE 648 OF 1986

In terms of section 34 (2) of the Building Societies Act, 1965 (Act 24 of 1965), the following composite return is published for general information:

SAMEVATTING VAN MAANDELIKSE OPGAWES DEUR PERMANENTE BOUVERENIGINGS (MET UITSONDERING VAN SUIDWES-AFRIKA BOUVERENIGING) VIR DIE MAAND GEËINDIG 31 JULIE 1986
SUMMARY OF MONTHLY RETURNS BY PERMANENT BUILDING SOCIETIES (EXCLUDING SOUTH WEST AFRICAN BUILDING SOCIETY) FOR THE MONTH ENDED 31 JULY 1986

	Getal Number	*Bedrag Amount* R'000	*Bedrag Amount* R'000
Getal verenigings/Number of societies	10		
Aandelekapitaal/Share capital:			
Onbepaalde/Indefinite		5 090 621	
Vastetermyn/Fixed period		3 134 184	
Totaal/Total			8 224 805
Algemene reserwe/General reserve		809 946	
Ander reserwes/Other reserves		4 565	
Totaal/Total			814 511
Deposito's/Deposits:			
Verhandelbare Depositosertifikate/Negotiable Certificates of Deposit		1 349 124	
Transmissie/Transmission		605 824	
Spaar/Savings		4 955 933	
Vaste/Fixed		7 892 318	
Totaal/Total			14 803 199
Opgelope rente/Accrued interest			256 688
Kollaterale kontantdeposito's/Collateral cash deposits			161 201
Opgelope rente/Accrued interest			4 984
Lenings en oortrekkings/Loans and overdrafts			148 086
Opgelope rente/Accrued interest			83
Voorskotte teen verband/Mortgage advances:			
Alle voorskotte/All advances			20 465 779
Toegestaan maar nie uitbetaal nie/Granted but not paid out			1 625 636
Aantal rekenings/Total accounts	649 651		
Likwiede bates/Liquid assets:			
Statutêre minimum bedrag/Statutory minimum amount			1 683 454
Werklik gehou/Actually held			2 043 771
Kontant en deposito's/Cash and deposits		628 772	
Lenings aan diskontohuise/Loans to discount houses		582 490	
Onbeswaarde effekte/Unencumbered securities		794 353	
Opgelope rente/Accrued interest		38 156	

(19 September 1986)

KENNISGEWING 652 VAN 1986
DEPARTEMENT VAN MANNEKRAG
LOONWET, 1957

LOONRAADONDERSOEK.—HERSIENING VAN LOONVASSTELLING 439, LEKKERGOEDNYWERHEID, SEKERE GEBIEDE

Die Loonraad het, kragtens artikel 15 (3) (b) van die Loonwet, 1957, besluit om persone wat belang het by bogemelde ondersoek waarvan besonderhede in *Staatskoerant* 10385 (by Kennisgewing 1714) van 15 Augustus 1986 gepubliseer is, toe te laat om mondelinge vertoë tot die Raad te rig. Vir dié doel sal die Raad vergaderings hou op die plekke, datums en tye hieronder aangedui:

(a) *Port Elizabeth*.—In die Raadkamer, Kamer 184, Eben Döngesgebou, Hancockstraat, om 11h00 op 7 Oktober 1986;
(b) *Durban*.—In die Raadkamer, Kamer 317, Masoniclaningstaatskantore, om 14h00 op 16 Oktober 1986; en
(c) *Johannesburg*.—In die Raadkamer, Kamer 1401, Conlyngebou, Presidentstraat 156, om 15h30 op 19 November 1986.

J. P. OOSTHUIZEN,
Sekretaris: Loonraad.
(19 September 1986)

NOTICE 652 OF 1986
DEPARTMENT OF MANPOWER
WAGE ACT, 1957

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WAGE BOARD INVESTIGATION.—REVISION OF WAGE DETERMINATION 439, SWEET MANUFACTURING INDUSTRY, CERTAIN AREAS

The Wage Board has decided, in terms of section 15 (3) (b) of the Wage Act, 1957, to allow persons who have an interest in the above-mentioned investigation, particulars of which were published in *Government Gazette* 10385 (under Notice 1714) of 15 August 1986 to submit oral representations to the Board. For the purpose of hearing representations, the Board will hold meetings at the places, dates and times indicated below:

(a) *Port Elizabeth*.—In the Boardroom, Room 184, Eben Dönges Building, Hancock Street, at 11h00 on 7 October 1986;
(b) *Durban*.—In the Boardroom, Room 317, Masonic Grove Government Offices, at 14h00 on 16 October 1986; and
(c) *Johannesburg*.—In the Boardroom, Room 1401, Conlyn Building, 156 President Street, at 15h30 on 19 November 1986.

J. P. OOSTHUIZEN,
Secretary: Wage Board.
(19 September 1986)

Strike planned as talks fail

JOHANNESBURG — The National Union of Mineworkers (NUM) is to conduct a strike ballot amongst its members after deadlock was reached yesterday during wage negotiations with the Chamber of Mines.

The NUM said it had rejected the chamber's offer of a one per cent increase for underground gold miners. There was no improvement for other gold or coal miners, it said in a statement.

The chamber also increased its accident leave from 46 days to 56 accumulative over a two year period — which the union rejected.

The union is demanding a 26 per cent across the board increase, income security and a paid holiday on June 16.

The NUM said it had indicated its willingness to have mediation or arbitration but the chamber had rejected this and had remained "intransigent to the reasonable demands of the union."

Over the past year the mining companies had made unparalleled profits, the union said. — Sapa

Strike ballot for miners as wage talks deadlock

By Sheryl Raine

The National Union of Mineworkers (NUM) will hold a strike ballot among at least 150 000 black mineworkers after pay talks with the Chamber of Mines remained deadlocked yesterday.

The NUM said it was willing to go to mediation or arbitration but the chamber had rejected both dispute-settling mechanisms.

"Over the past year with a high gold price, the mining companies have made unparallelled profits. They clearly want to ensure that they remain the pace-setters in paying poverty wages in the country," a NUM spokesman said.

NUM is demanding a 26 percent across-the-board increase, income security and June 16 as a paid public holiday.

UNDERGROUND WORKERS

Yesterday the chamber improved the wage offer made at the last conciliation board meeting by one percent for underground employees on gold mines. No new offer was made for surface workers on gold mines or workers on coal mines, the spokesman said.

The chamber rejected the union's demands for June 16 but offered to increase the number of days paid leave for absence due to mine accidents from 42 days to 56 days a year.

The chamber's final wage offer ranged from 22 percent for employees in job category 1 to 18 percent for employees in job category 8 employed in recognised bargaining units on 37 of the 47 gold mines and collieries involved in the dispute.

NUM rejected the chamber's offer to increase accident leave and is demanding that employees who become incapacitated continue to be paid at the rate of pay for the jobs they were doing for a period of at least six months.

New union legislation planned for next year

New legislation to define an "unfair labour practice" more clearly was being planned for next year, the Minister of Manpower, Mr Pietie du Plessis, said in Pretoria at the weekend.

He told the Transvaal National Party congress that draft legislation, based on investigations and the rulings of the industrial courts, would be published for comment within a month.

The Minister was reacting to two resolutions calling for a fuller definition of an unfair labour practice and to define the responsibilities and accountability of a union for actions of its members.

Referred to intimidation by certain unions he said that it apeared that union rights were being extended endlessly.

Black trade unions came into being as recently as 1979 and the concept of an unfair labour practice was a new one

"The concepts of unfair labour practice and unfair dismissal have been used by the trade unions but they are meant for employers as well," he said.

"It is only recently that employers have started to take actions against the unions for unfair practices."

As far as holding unions accountable for actions of members, the applicable criteria was the established connection between individual and union. "If the individual and his actions cannot be connected to the union, then action will have to be taken against the individual alone," the Minister said. — Sapa.

Police to get baby Casspir

Political Correspondent

The police are developing a small new armoured vehicle similar to the Casspir to protect personnel from increasing attacks by small-arms fire, the Minister of Law and Order, Mr Louis le Grange, told the Transvaal National Party congress at the weekend.

He said the police had good access to overseas police forces and there was an exchange of ideas.

The force was now developing a small new vehicle based on the design of the Casspir "to protect our people from being fired upon".

He said it was not easy to suppress intimidation, especially as the most effective intimidation was a box of matches.

"I don't want to give an assurance that we have everything absolutely under control, but, in general, I think we are on top of intimidation."

NUM, Chamber in wages deadlock

THE annual wage negotiations between the National Union of Mineworkers (NUM) and the Chamber of Mines have reached a deadlock.

This comes after a marginal improvement by the chamber over its previous offer at a meeting on Friday.

At the meeting, the chamber rejected a NUM proposal that the dispute be referred to mediation or arbitration.

NUM spokesman Marcel Golding said the union's executive would meet to consider the next step. Possible action could be a strike ballot.

The negotiations affect NUM members on 29 gold mines and 18 collieries.

The chamber raised its offer for underground goldminers by 1%. The offer for those workers now ranges from 18% to 21%. The remainder of the wage proposal still stands at the levels tabled at a

ALAN FINE

meeting last Monday: 19%-22% for surface workers on gold mines, and 18%-21% and 19%-22% for underground and surface colliery workers respectively.

At Friday's meeting, the NUM stuck to its 26% across-the-board demand which had dropped from 30% last Monday.

Two other matters remain in dispute. The first is the question of June 16 being considered a paid holiday. The second relates to income security for miners injured in accidents. The chamber has offered to extend accident leave, but the NUM considers this to be inadequate.

The chamber expressed regret "that the NUM has rejected this offer which the chamber regards as a significant concession towards obtaining a peaceful settlement to the dispute".

'We'll deal directly with NUM'

Chamber rejects Cosatu request

THE Chamber of Mines yesterday rejected a Congress of South African Trade Unions (Cosatu) request in the wake of the Kinross mine disaster for a meeting to discuss safety conditions in the industry.

The decision to propose a meeting was taken at a Cosatu central executive committee (CEC) meeting at the weekend.

Cosatu had planned to back up calls made by the National Union of Mineworkers (NUM) for a commission of inquiry into safety standards, increased worker involvement in safety issues and a day of mourning on October 1 in memory of the Kinross victims.

The chamber said it "will deal directly with the NUM regarding a commemoration for the Kinross victims, and is therefore not prepared to meet Cosatu".

The chamber is still to formulate a response to the call for a day of mourning on October 1.

And in Evander yesterday thousands of black miners at the Kinross mine held a short service and meeting after refusing to take part in a company-organised memorial service for the 177 miners who died last week.

ALAN FINE
and Sapa

At the start of the service, about 400 miners circled the area chanting and ululating.

When the Rev J Nell started reading the lesson, all the miners in stands facing the makeshift pulpit left and joined the chanting crowd.

About 2 000 miners stood off to one side ululating and chanting that they would not "pray with whites" as they had never prayed with whites before.

During the commotion, the service went on for the benefit of a handful of mostly white dignitaries.

The miners then converged on two refreshment tents and ransacked them, despite entreaties by NUM officials.

The mine's general manager, Kobus Olivier, would not comment on the disruption at the service.

After the organised service, a few minor incidents of stone-throwing occurred and the miners, now joined by about 1 500 other workers, then regrouped at the memorial site.

The group was addressed by NUM officials and, after a short tribute to those who died in the country's worst gold mine accident, were told that a union-organised memorial service would take place in Secunda tomorrow.

The miners were told to ask management how the dead were going to be buried, and what transport arrangements had been made for the funerals.

They were also told all those who were involved in last week's fire should not think they were safe from danger and should report for medical examinations.

Before the meeting ended, NUM officials told the men to put what sticks they were carrying down and not to interfere with any mine pproperty as "the world is watching"

□ The United Democratic Front (UDF) yesterday pledged to support the NUM in whatever call is made to mourn the Kinross victims.

Chamber split over wage talks

BY ALAN FINE

FOR the third successive year, the annual wage negotiations between the National Union of Mineworkers (NUM) and the Chamber of Mines have reached deadlock. The NUM has announced its intention to hold strike ballots among its members within two weeks.

Despite the apparent stalemate, neither the NUM nor the chamber have necessarily said their last word on the subject, and an industry-wide strike is by no means certain. Sources on both sides have indicated that further movement is a distinct possibility.

The deadlock was reached at last Friday's conciliation board meeting. The NUM is demanding 26% increases. The chamber is offering 18%-22%, with a small differential between surface and underground miners. The negotiations affect 29 gold mines and 18 collieries.

For the second successive year there has also been a split in chamber ranks. Gold Fields and Rand Mines collieries pulled out of the talks some weeks ago and implemented the 15%-20% offer then on the table.

Anglovaal is not part of the talks because the NUM is not recognised at any of its mines, but it is believed to be in agreement with this position.

In last year's split settlement, Anglo, JCI and Rand Mines agreed to higher increases than the other three houses. Their withdrawal leaves Anglo American, JCI, Gencor and Rand Mines gold division still at the negotiating table. Rand Mines refuses to explain why its gold and coal divisions have taken differing stands.

A more notable feature of the new line-up in the chamber between "hawks" and "doves" is the fact that Gencor has joined the latter camp. Earlier this year, it will be recalled, the NUM declared Gencor to be an "enemy company" because of the mass dismissals it carried out during the September 1985 wage strike and the Impala Platinum strike in January this year.

There are a number of factors which could explain Gencor's change:

- ☐ The major reshuffle in Gencor's top management structures has, it seems, spawned a more liberal attitude towards industrial relations issues in general, and the NUM in particular;
- ☐ Last year it lost a series of actions in the Industrial Court and had to reinstate, with substantial backpay, the 1 000-odd workers dismissed in September. And the Impala Platinum dismissals cost the company R40m; and
- ☐ The NUM has substantially increased its membership at Gencor mines in the past year.

Similarly, the decision by Gold Fields (and, informally, Anglovaal) to take a firm stand is a clear reflection of the NUM's organisational weakness within those companies.

The chamber and the union are at loggerheads over precisely whom the union represents in these negotiations. The NUM has argued that it represents workers on all mines where it is represented, and that secondary strikes at mines where it is not are still legitimate and lawful. The chamber believes the dispute should be confined to those bargaining units (of which there are several on each mine) where the union has majority membership and is hence recognised.

British backing in SA 'wage struggle'

Labour Reporter

BRITISH workers, Labour MPs and a wide range of anti-apartheid movements have pledged to support South African workers "in their struggle for a living wage", according to the general secretary of the Electrical and Allied Workers' Trade Union (EAWTU), Mr Brian Williams.

Mr Williams has returned to Cape Town after 10 days in Britain where his campaign for solidarity between the labour movements in the two countries received widespread coverage.

He went to Britain earlier this month after EAWTU had levelled accusations of "union-bashing" at a Cape Town factory owned by the British Plessey group.

● The EAWTU has secured increases of between 45 and 60 percent to the minimum wage at three Plessey-owned factories in Cape Town — Laingsdale Engineering, Renak and Plessey South Africa Ltd.

The wages negotiated by the union will benefit all workers, including non-union members.

The EAWTU yesterday sharply criticized other unions with minority membership at the three plants for claiming that they had been instrumental in securing the increases.

DD 25/9/86

Soldati calls for probe into other firms

Dispatch Reporter

UMTATA — The director of the Industries section of the department of Comerce, Industry and Tourism, Mr Bongani Soldati, yesterday asked the judicial commission of inquiry into the affairs and conduct of his department to also investigate the whereabouts of R118,5 million or R117,8 million.

Mr Soldati was giving evidence for the sixth day at the commission of inquiry which is chaired by the country's Chief Justice, Mr Justice Van Reenen.

Mr Soldati said a lot had been heard about the R1,5 million which had been an unauthorised incentives payment to Ethwa sawmills and the total R2,2 million which had been paid to Ethwa sawmills.

The commission of inquiry is investigating the possible misuse of Transkei state funds totalling R120 million.

After giving evidence, Mr Soldati told the commission he would like to address it.

"From your brief, Mr Chairman, I hope that a balance will be struck between positive and negative actions and omissions by facing and acting upon the fact that disbursements for incentives were not only for Ethwa sawmills and its depots or branches.

"They were in respect of more than 70 firms. As stated yesterday I can make no indication which firms should be investigated but only make a clarion call for applying the same criteria to other firms, by checking whether the people on their wage schedules were still or ever there.

"This is in the interests of uniformity and fairness. Much has been heard about the R1,5 or R2,2 million. The question is what about the R118,5 or R117,8 million," Mr Soldati said.

He said a member of the commission and the legal team, Professor Roos, had stated that the officials who approved payment had done so because they trusted him or because they lacked sufficient knowledge of the transactions.

"Mr Chairman, there is a disinction between knowing the transction according to the payment and knowing the importance and the effect of approving the expenditure. This distinction must be upheld in assessing responsibility," he said.

Mr Soldati attacked parts of a report by an auditor from the auditor-general's office, Mr Elliot Mokoena.

He said parts of the Mokoena report which he (Mr Soldati) had seen were "fraught with errors in the understanding or identification of certification actions in all vouchers."

"In giving effect to the provisions of the treasury instructions with regard to certification, Mr Mokoena makes no distinction between invoices and vouchers.

"On the subject of responsibility, Mr Chairman, an idea of joint and several responsibility was expressed here. Up to now I do not know whether this idea is based on interpretation of the relevant statutes or a personal opinion.

"There is a precedent in Transkei for responsibility and accountability attaching to senior official in respect of a transaction he neither approved nor saw," he said.

The commission adjourned until Monday.

Soviets to probe Mars

MOSCOW — The Soviet Union plans to launch two space probes to investigate the planet Mars in 1988, a Soviet newspaper reported.

It said experts from France, West Germany, Austria, Sweden and the European Space Agency would join in Soviet specialists. — Sapa-RNS

EL company introduces double shift

Dispatch Reporter

EAST LONDON — The Tek Corporation plant has introduced double shifts in some sections following a major recovery in the markets for kitchen appliances and television sets.

This was confirmed yesterday by the marketing director of the corporation, Mr Richard Ferrer, who said the company expected a shortage of stock over the Christmas period because of the demand.

The general manager of the refrigeration section at the East London plant, Mr Dave Smith, said that, in addition to the double shift, an extra 70 people had been employed.

Overtime is also being worked in the television set division after Tek won the contract, in conjunction with Barlows, for M-Net decoders. New ranges of video recorders and audio-equipment have also been launched and the products will be in the shops for Christmas.

Mr Smith said the boost in his section had been sparked by the introduction of South Africa's first locally manufactured "side-by-side" refrigerators which had proved popular.

Mr Ferrer said a surprising recovery in the markets for major kitchen appliances and television sets had taken place in the middle of the year, with August sales 100 per cent up on the monthly average up to June.

Figures from the Radio and Television Manufacturers' Association show that Tek captured 51 per cent of the market for television sets — both colour and black-and-white — in August.

Tek also had more than 70 per cent of the market for stoves and ovens, more than 40 per cent for automatic washing machines and 30 per cent for chest freezers.

Information for Transkei voters

Dispatch Reporter

UMTATA — Transkeians wishing to vote must be in possession of their Transkei identity document or old reference books, the electoral officer in the Department of Interior, Mr V. B. Mgwigwi, said yesterday.

Ten polling stations have been set up in Umtata and in other parts of the country voters will be able to cast their ballots at magistrate's offices, schools and at tribal authority offices.

Transkeians living in South Africa can vote at any magistrate's office during normal business hours.

Polling station hours in Transkei are from 7 am to 6 pm, and magistrate's offices will remain open until 9 pm.

Mr Mgwigwi said that on arriving at a polling station, voters must produce their identity documents, which would be checked against the voters' roll.

If the voter's name was on the roll, the name would be deleted, and the voter would be given a ballot paper which contained a list of the candidates for that division.

It is specified on the ballot how many candidates the voter should select, and an X should be placed in the square opposite the name of the candidate chosen.

Literate voters could vote in a secluded place.

Assistance would be available for illiterate voters.

Mr Mgwigwi said the presiding officer at the polling station would mark the ballot in the presence of the voter and two official witnesses.

MINE LABOUR

Thrust and parry

The wage dispute between the National Union of Mineworkers (NUM) and the Chamber of Mines has intensified. The NUM says it is to conduct a strike ballot among its members over the next fortnight, but there is a possibility that a strike can be averted.

The NUM's announcement came after a week which saw the union and the chamber meeting twice at conciliation board level. At the first meeting, the NUM moderated its demand for a 30% wage increase to 26%. In response, the four mining houses still participating in the negotiations — Anglo American, JCI, Gencor and the gold division of Rand Mines — improved their offer. They offered wage increases of between 19%-22% for gold mine and colliery surface workers, 17%-20% for underground gold miners, and 18%-21% for underground colliery workers.

When the parties met again last Friday, the four houses raised their offer for underground gold workers by 1% point. The union's demand for a paid holiday on June 16 was rejected, as well as its demand that workers who are transferred to different jobs due to disability or illness should be guaranteed the same income. The chamber did, however, offer to increase the number of days allocated for paid leave due to mine accidents from 42 to 56 a year. The NUM, however, found the offers unacceptable, hence the decision to try to force the employers' hand by taking a strike ballot.

Despite the deadlock, negotiations are continuing. Chamber industrial relations adviser, Johann Liebenberg, tells the *FM* that the two sides are busy arranging a date to meet again. That meeting will consider whether or not the dispute should be taken to mediation. If this materialises, there is still a chance that the dispute could be settled — with some, if not all, the mining houses concerned.

In the midst of these developments, the chamber last week launched a stinging attack on the union. This came in response to recent pro-sanctions speeches abroad by NUM general secretary, Cyril Ramaphosa, and to a Thames Television programme shown in the UK last week in which NUM president, James Motlatsi, called for an international boycott of South African gold.

On the same day the programme was televised, a Johannesburg newspaper reported Motlatsi as saying during the programme that black miners have a "secret plan" to disrupt the gold mines. Thames says the report was based on an off-the-record briefing given to journalists at a preview of the programme by its producer, Julian Manyon, who is reportedly upset that the newspaper broke confidentiality, and by its claim that Motlatsi said there was a "secret plan." According to a transcript of the programme, Motlatsi said if the international community will not impose sanctions, "we have got another remedy. But I won't tell you — it is too early at the present moment."

Calling on the NUM to clarify its pro-sanctions stand, the chamber says it was "not aware" that the union canvassed its members on the subject, and that the NUM will have to "accept responsibility" for the consequences that would flow from sanctions. It says the Motlatsi interview leaves "little doubt that NUM's leadership is less concerned with industrial relations issues on the mines and the workers' interests, than with mobilising the union organisation for political confrontation with the government."

The union's reaction to the attack has been to deny that Motlatsi spoke of a "secret plan" to disrupt the gold mines, and to accuse Manyon of "sensationalism." The union's press officer Marcel Golding says: "There is no secret plan. NUM is a public organisation which operates on mandates from its members and conducts its activities openly."

On sanctions, Golding says the NUM has a "responsibility to defend the interests of its members on all levels, the economic as well as the political." For this reason, it has consistently called for international economic pressure. And responding to the chamber's statement that the union would have to take responsibility for the effects of unemployment should sanctions be applied, Golding says the removal of apartheid will be the solution to the problem. ■

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Sive warns on pay rise expectations

GERALD REILLY

FINANCE Minister Barend du Plessis will have to add at least R600m to his 1987-88 Budget if 385 000 central government workers' pay-rise expectations are to be met, says PFP public sector spokesman Reuben Sive.

The management committee of the Public Servants' Association (PSA) meets in Pretoria this week, prior to discussions with the Commission for Administration, on salary increases in the new financial year.

Central government's annual salary bill is currently in excess of R4bn.

Senior public servants have said a 15% salary rise will not be unreasonable, taking into account that general salary levels have risen by only 10% over the past two years.

Although the PSA speaks only for central government department workers, whatever deal is negotiated will apply to police, prisons and defence force personnel. And, if precedent is followed, the 230 000 Sats and 95 000 post office workers will get the same treatment.

Whatever the extent of the salary rises granted to post office and Sats workers, they can only be provided for from higher tariffs, Sive says.

Pay increases of 12,6% predicted for coming year

JOHANNESBURG — The average rise in pay packets over the next 12 months will be about 12,6%, the heftiest rise in five years for many workers, according to a business survey released today.

There will be wide variations depending on the business sector and race group, and the bulk of wage and salary increases may still lag behind inflation, meaning a sustained squeeze on living standards.

P-E Corporate Services also warned that pay rises would depend on the economic revival.

The average pay increase forecast of 12,6% compared with 11,1% between mid-1985 and mid-1986.

Employers predict that the average pay rises for white workers, which have trailed behind the surge in the consumer price index for five years on the trot, may be no better than 11,2%.

The average increases for black workers, which soared to nearly 25% in the 1981/82 boom and steadily shrank to 11,3% over the past 12 months should swing back upwards to 13,9%.

"Analysts may at first sense a closing of the wage gap, but in fact the gap is widening. A 10% increase on R2 000 is R200. A 10% increase on R500 is R50," said the survey which indicates average increases of 12,1% for coloured workers and 11,7% for Asian employees. — Sapa

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Multi-nationals behave poorly over detainees

ALAN FINE

MULTI-NATIONAL companies have — unlike some locally based ones — tended to stop short of dismissing workers detained in terms of the emergency regulations. But they have shown no greater willingness than their local counterparts to pay detainees their full wages.

That is the conclusion of a report to be published in the forthcoming edition of the *SA Labour Bulletin*. The report is based on nationwide interviews with trade unions and with known employers of detained workers. It reaches similar conclusions to those in an earlier survey conducted by the labour monitoring group of the University of Port Elizabeth.

The motor industry in the Eastern Cape is a case in point. Seventeen members of the National Automobile & Allied Workers' Union (Naawu) — employed by Willards Batteries, General Motors, Volkswagen, Samcor and Firestone — have been detained since the emergency began.

But only Willards, the one locally based firm among them, agreed from the start to pay their detained employees in full.

General Motors conditionally conceded this only after protracted and highly publicised negotiations with Naawu. The rest are paying detainees from 50%-75% of their wages.

In the food industry, only the Premier Group and its subsidiaries are paying detainees in full, unconditionally. This policy has been applied, for example, to 31 detainess employed by Jabula Foods.

British-based Cadbury's, in contrast, has said it will pay 50% of its four detainees' wages for four months, and hold their jobs open for 180 days, except where people are charged and convicted. And, according to the Food & Allied Workers' Union, most other food companies are not paying detainees at all.

Detained construction industry workers are also not having it easy. The report says: "While it is not altogether surprising that a small, locally owned company should display a slightly less than tolerant attitude . . . it is somewhat more so to see similar behaviour from a company with strong German connections, especially in the current international climate."

It is referring here to former employees of German-linked Concor-Hochtief, a joint venture formed to undertake construction of a tunnel through the Du Toits Kloof Pass.

According to the SA Allied Workers' Union (Saawu), 25 of its members there have been dismissed after being detained. Sixteen have been released, but face charges under the emergency regulations. Another nine, still in detention, have also been dismissed, says Saawu.

According to the report, Anglo American has adopted the most enlightened attitude towards detained employees. In addition to saying employees "will not have their employment prejudiced in any way by arbitrary detention", Anglo has also undertaken "to use all endeavours to seek an employee's release".

Although none of its mining employees have been detained, Gencor has agreed to guarantee jobs and pay detained workers. However, companies in Gencor's industrial division do not appear to be adopting the same approach.

And, according to the National Union of Mineworkers, Gold Fields has agreed to guarantee the job of, but not pay, its one detained employee.

NM (333)

Salaries to rise by 12,6% on average

JOHANNESBURG—The average rise of pay packets will increase over the next 12 months by about 12,6%, the heftiest rise in five years for many workers, according to a business survey released yesterday.

There will be wide variations depending on the business sector and race group and the bulk of wage and salary increases may still lag behind the climb in inflation, meaning a sustained squeeze on living standards.

P-E Corporate Services, which invited predictions from more than 1 000 companies with combined labour forces of about 1 200 000, also cautioned that the precise level of increases may hinge on the fulfilment of promises of a modest economic revival.

Trailed

The average pay increases of 12,6% forecast in wage reviews over the next 12 months — many of them timed for the year end — compared with 11,1% between mid-1985 and mid-1986.

However, Miss Jane Ashburner, head of the P-E remuneration division, found that employers predict that the average pay rises for white workers, which have trailed behind the surge in the consumer price index for five years on the trot may be no better than 11,2%.

The average increases for black workers, which soared to nearly 25% in the 1981/82 boom and steadily shrank to 11,3% over the past 12 months should swing back upwards to 13,9%.

'Analysts may at first sense a closing of the wage gap,' cautions Miss Ashburner, 'but in fact the gap is widening.'

The survey indicates average increases of 12,1% for coloured workers and 11,7% for Indian employees. — (Sapa)

DD 30/9/86 (355)

Pay hikes will trail inflation

Squeeze on living standards to stay

JOHANNESBURG — The average rise of pay packets will increase over the next 12 months by about 12,6 per cent, the heftiest rise in five years for many workers, according to a business survey released yesterday.

There will be wide variations depending on the business sector and race group and the bulk of wage and salary increases may still lag behind the climb in inflation, meaning a sustained squeeze on living standards.

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The average pay increases of 12,6 per cent forecast in wage reviews over the next 12 months — many of them timed for the year end — compared with 11,1 per cent between mid-1985 and mid-1986.

However, the head of the P-E remuneration division, Miss Jane Ashburner, found that employers predict the average pay rises for white workers, which have trailed behind the surge in the consumer price index for five years on the trot, may be no better than 11,2 per cent.

The average increases for black workers, which soared to nearly 25 per cent in the 1981/82 boom and steadily shrank to 11,3 per cent over the past 12 months, should swing back upwards to 13,9 per cent.

"Analysts may at first sense a closing of the wage gap," cautions Miss Ashburner. "But in fact the gap is widening. A 10 per cent increase on R2 000 is R200. A 10 per cent increase on R500 is R50."

The survey indicates average increases of 12,1 per cent for coloured workers and 11,7 per cent for Asian employees.

Taking all race groups and job categories into account, most of the rises will be in the 10-15 per cent bracket — 44 per cent of them between 10 and 12,5 per cent and 31 per cent of them between 12,5 and 15 per cent. — Sapa

Most employers exploit servants

SIR — The letters from mesdames Grayson (September 10) and Chapman (September 19) are both perfectly true descriptions of opposite sides of a coin. Unhappily, in my experience, the sides are not equal. There are, I think, more of the type of domestic employer described by Mrs Grayson than those Mrs Chapman knows.

Unfortunately, when jobs (even bad ones) are so difficult to come by, I am unable to reveal the source of my information for fear of someone losing what job they have. However, I ask Mrs Chapman to accept my *bona fides* on trust.

Of the many domestic workers with whom I am in contact and the conditions of employment laid down by prospective employers who have asked me to find domestic help for them, I am inclined to think that the Grayson picture is most often true.

Dine late

One would-be employer told me that she (there are four in the household) could not afford to pay more than R75 a month for a cook-general-laundress. Another told me that 'the girl' could have from 6 p m until 8 p m free every evening as they dined late and did not mind her preparing their meal in advance.

She was prepared to pay 'well' — R80 a month.

One black woman who has been in the same employment for over a quarter of a century has Thursday and Sunday afternoons off after washing up the lunch/dinner dishes. Her salary is appalling and she is now worried about her old age as she has no family and her employers cannot afford to pay her a pension — if, that is, they have ever thought of doing so.

I have always prided myself on the fact that my own domestic staff has near-perfect working conditions. I have in the past three months met 10 who have better conditions ... and 10 times that number who are exploited.

When I have tried to intercede for a domestic worker or talked to people about domestic wages in general I have almost always had the 'I would like to pay my girl more, but I just cannot afford it' answer. Fine ... then you just cannot afford a full-time servant.

Pay her half of what she is worth, and then let her find another job for three days of the week while you engage her for the other half of the week.

The vast majority of the domestics I know of, whose employers I know, do not even have hot water for bathing/showering.

FAIR PLAY

Minimum wages 'could reduce safety measures'

Mercury Reporter

MINIMUM wage regulations in the security industry would lead to a deterioration in security measures in public places, the vice-chairman of the South African National Security Employers' Association, Mr Jeremy Thorpe, warned yesterday.

'We cannot believe that the legislature intended to give the go-ahead for increases ranging between 60% and 80%,' he said.

Mr Thorpe said the security industry was experiencing difficulty in interpreting the legislation, passed in June, which set down minimum wages for industry workers.

'The situation is being exploited by union officials.

'We have contacted the Minister of Manpower asking that some provisions be reconsidered and struck out of the legislation. We are currently waiting for a response,' said Mr Thorpe.

He said the consequences of the legislation were 'quite phenomenal'.

'Sansea informed the Wage Board at the hearing stage that the industry would not be able to sustain increases above 30%, but those representations seem to have gone unnoticed.'

He said commerce and industry would have to reconsider its position regarding security.

'Many firms will not be able to absorb the cost increases and the public could consequently be at risk,' warned Mr Thorpe.

the mine's safety system – er. Sapa.

Group to help Clover workers

By SELLO SERIPE

A SUPPORT committee to press for the reinstatement of 166 workers – dismissed by the Pietermaritzburg branch of Clover Dairies – has been formed in Durban.

The Congress of SA Trade Unions announced that its affiliates, students and community bodies who formed the committee this week "pledged their full support for the workers and their union – the Food and Allied Workers' Union – in their struggle for the reinstatement of its members".

The 166 workers were dismissed in July when they held a work stoppage in protest of the dismissal of a senior Fawu member. Management said the worker was fired for disciplinary reasons.

At the meeting to launch the committee, members expressed concern and pledged that the company's use of the state of emergency to suppress grievances will not deter the struggle for the reinstatement of the dismissed workers.

"More suppressive action from the bosses and government will make us more determined. The committee will ensure that all bodies which support the workers' struggle for justice throw their weight behind it," said the statement.

A fundraising campaign for the dismissed workers has been started and individuals will be asked to write to the company to register their protest as consumers and concerned citizens.

"With this kind of support the community is putting into practice Cosatu's slogan: An injury to one is an injury to all."

Descom party in Vaal

BUSDAY 1/10/86

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Transvaal lags behind in industrial pay rises

THE Transvaal is losing ground in the industrial wages race.

Latest government figures show the average national hourly wage rate in manufacturing rose 10% between the first quarter of 1985 and the first quarter of this year — from R2,36 to R2,60.

The Transvaal, with 9%, was the only province to lag behind

DAVID FURLONGER
Industrial Editor

this increase. Average pay rise in the Cape was 10% and in Natal 12%.

The Free State, with wage increases off the lowest base of any province, saw its average soar 18%, double the increase of its northern neighbour.

The Transvaal also shows the lowest real increase in the last six years. On a 1980 base of 100, wages in the province at the end of March were equivalent to 199, in the Cape 224, in Natal 230 and in the Free State 260.

Transvaal industry remains the biggest payer, however. At the end of March, the average hourly rate in the Transvaal was R2,77, in Natal R2,48, the Cape R2,44, and the Free State R1,98.

Biggest national increase over the year came in the chemical industry, where the average hourly rate rose 14% from R2,69 to R3,06.

Highest-earning sector of all is in paper, printing and publishing. The average hourly rate in these industries at the end of the first quarter was R4,17, after a 9% increase during the year.

Union members gain in wage negotiations

By Sheryl Raine

Trade unions have bolstered their members' pay packets by an average 15 percent so far this year and some unions have won increases as high as 26 percent, says a new survey of wage negotiations by a labour relations consultancy.

Andrew Levy and Associates this week released their pilot survey of wage settlements gained through collective bargaining with unions.

Among other things, the results of the survey indicate that, where unions negotiate wages, wage rates tend to differ considerably from predicted market rates or rates tagged to specific job categories. More companies are negotiating wages with unions, with at least 600 already involved in the collective bargaining process.

Research by other organisations showed that the average black wage rate rose by 11,3 percent in the period 1985/86. The Levy survey, which concentrated on 88 bargaining units in 60 unionised companies across a broad spectrum of industries, showed that, in all cases, unions made a considerable difference to wage settlements which were generally higher than 11,3 percent.

But unions were unable to compensate their members fully for the inflation rate.

The Levy survey found that the Commercial, Catering and Allied Workers Union of SA (Ccawusa) achieved the highest average wage increase in the first half of 1986 (19,85 percent) followed by the Chemical Workers Industrial Union (19,5 percent) and the Food and Allied Workers Union (17 percent).

WIDE DISCREPANCIES

The survey also gives a breakdown of settlements by region and industry and compares union wage claims with final settlements.

"One of the most notable features of bargaining with the new unions has been the extremeness of their opening position," says Mr Levy.

"Wage claims of up to 100 percent have not been unknown and there is usually a wide discrepancy between claims and settlements.

"This year, for example, Ccawusa's average claim was 66 percent compared with an average settlement of 19 percent. Fawu's average claim was 78 percent compared with an average settlement of 17 percent. The reason for these discrepancies is probably linked to member mandates to union negotiators.

"In the most extreme case we found the union settled for nearly one seventh of its initial claim while, in most cases, the factor was in the region of one third to one quarter."

The negotiation process itself also came under the spotlight.

"Despite the recession, increasing pressure is still being exerted on management. The recession has neither moderated wage demands nor resulted in lower levels of wage settlement."

The average wage negotiation this year lasted about 70 days and involved at least six meetings between the parties. Disputes were declared in 32 percent of all wage claims submitted.

There did not appear to be any significant level of difference in wage settlement levels where disputes were declared.

In about a third of all negotiations industrial action occurred. Closer analysis showed that the strike was no longer the most favoured form of industrial action. Overtime bans were most often used to put pressure on management.

"Overtime bans have become a cost-effective means of putting maximum pressure on management while maintaining a livable level of worker earnings," said Mr Levy.

INDUSTRIAL ACTION

Certain unions were found to be more likely to use industrial action than others. During 1986 the Chemical Workers Industrial Union, the National Union of Textile Workers and Fawu were the most likely to use industrial action.

But, in terms of overall strike propensity during the period 1979 to March 1986, the Metal and Allied Workers Union, Ccawusa and the SA Allied Workers Union were most likely to strike.

Some interesting statistics emerged concerning Sullivan Code, European Community (EC) and local companies.

"The question is often asked whether there are significant differences in terms of industrial relations practice among wholly-owned South African companies and those with foreign ownership or interests which make them subject to codes of practice," said Mr Levy.

"In our sample there were 11 EC and eight Sullivan companies. It was found that, percentage-wise, there was little difference in wage increases. Average increases in 1986 showed an overall rise of 18 percent, a Sullivan rise of 17,5 percent and EC rise of 14 percent.

"But, when it comes to average minimum wages before and after negotiations, the rates paid by the Sullivan and EC companies are higher."

Bid to break deadlock in miners' pay dispute

By Mike Siluma Staff

The wage dispute between the National Union of Mineworkers (NUM) and the Chamber of Mines — affecting more than 320 000 black mineworkers — could go to mediation.

The chamber said yesterday it was willing to have the matter re-opened at mediation level.

The NUM declared a dispute more than a week ago and said it would shortly hold a strike ballot. It accused the chamber of rejecting settlement through either mediation or arbitration.

But yesterday the chamber said it was waiting to hear the NUM position on mediation.

Talks became deadlocked when the chamber rejected a union demand for a 26 percent across-the-board increase. It offered raises of between 18 and 22 percent.

● About 100 afternoon shift workers at Witbank's Kriel Colliery stopped work on Monday over shift bonuses.

The NUM said the men were back at work and negotiations were under way.

Its spokesman also claimed police seized union files on Monday from officials.

An Amcoal spokesman said mine operations were normal yesterday.

Bus operators angry at rates cut

Star 2/10/86

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Transport Reporter

The South African Bus Operators' Association has met Transvaal Education Department (TED) officials in an attempt to resolve a dispute over school bus contractors' rates.

The province's estimated 280 contractors who operate more than 900 transport schemes for pupils are angry about a TED decision to reduce rates retrospectively from April 1 by an average of 5,2 percent.

They say many contractors could be forced out of business.

A TED spokesman told *The Star* the rate was reduced because of falling interest rates and the price of fuel.

Contractors, however, say reductions in these areas were offset by increases in the cost of insurance, licensing, tyres, spares and new vehicles.

This was disputed by the TED spokesman.

CONSIDERATION

He added: "These increases and other factors were taken into consideration when the package was calculated.

"It should, however, be noted that the total weight of those components is far less than the weight of interest and fuel in determining rates."

Executive director of the bus operators' association, Dr Gerrie Prinsloo, this week made representations to the provincial education authorities on behalf of its affiliate, the Transvaal School Bus Contractors' Association.

He said: "We had in-depth discussions with the TED and stated that contractors were unhappy with the reduction.

"The TED agreed to make available the information on which their calculations were based.

"We will analyse these figures as soon as we receive them, hopefully some time next week."

Multinationals halt detainees' pay

3/10/80 WEEKLY MM 355

By PIPPA GREEN

SEVERAL multinational companies — subscribers to the European Economic Community's code of conduct or the Sullivan Code — have stopped all or part of the wages of workers detained in terms of the State of Emergency.

Two surveys of companies — one by the Port Elizabeth Labour Monitoring Group, the other a random national survey — have shown that foreign companies are no more willing to pay detained workers than are local ones, although the former have more scruples about firing detained workers.

More crucial in the equation appears to be the strength of union organisation. Little in the way of job security or pay for detained workers has been won without pressure, whether the companies are multinationals like General Motors or locally owned subsidiaries like Sappi, which agreed to pay detainees only after the Paper Wood and Allied Workers' Union declared a dispute.

Several South African companies have adopted a policy of "no work, no pay". A familiar response to stayaways, it must sound more cynical to the families of detained trade union members. One union official said he had been told by a company that the management regarded three detained workers as "absent without leave". It is not an uncommon attitude.

While there is nothing in the codes of conduct for dealing with detention without trial, the Rev Leon Sullivan, the author of the Sullivan Code, last year called on US companies to fight apartheid laws "outside and inside the country". According to surveys by the *SA Labour Bulletin* and the Johannesburg LMG, only two American companies — Mobil Oil and 3M — have agreed from the outset to pay detained workers in full.

General Motors, which earlier this year said it would support employees who broke beach apartheid laws, was probably responding to Sullivan's call. But the company was one of the first to be targeted by the National Automobile and Allied Workers Union for paying its three detained workers only 50 percent of their wages. After a high profile battle the company agreed to pay the full wages — 50 percent to families and 50 percent on workers' release. GM was not out of step with its foreign counterparts in the motor industry. Both Samcor (40 percent owned by Ford) and Volkswagen have agreed to pay 60 percent and 75 percent to detained workers respectively — a position which Naawu has said is unacceptable. Willards Batteries, a local company, on the other hand, paid two workers in full while they were in detention, according to the union.

In the food industry, the Food and Allied Workers Union said the only companies paying detained workers in full were Premier subsidiaries. Others, including the British-owned Cadburys, were paying either a proportion or not at all.

Cadburys is paying detained workers "sick pay" — about 50 percent of the wages — but local shop stewards are pushing for full pay "because the families are suffering".

Major retailers have guaranteed workers their jobs but are not paying wages in most instances. According to the Johannesburg LMG, Checkers is making monthly donations of food parcels to the families of 81 detained workers in Rustenburg. The Wooltru group said it would "assist" detained workers, depending on "circumstances".

Nels Dairy, a locally-owned retailer in Johannesburg, fired 750 workers after their release from two weeks' detention, according to the Commercial Catering and Allied Workers Union. A company spokesman said the workers had been re-employed on a temporary basis, but there is still no certainty about their job security, let alone payment.

Such attitudes are not the sole preserve of local companies. Sixteen workers at Concor -Hochtief — a partnership with strong German links, formed to construct a tunnel through Du Toits Kloof from Paarl to Worcester — were dismissed after being released from detention. The SA Allied Workers' Union (Saawu), to which the workers belong, has threatened the company with a section 43 application to reinstate the workers, five of whom are facing charges under Emergency regulations.

In the chemical industry, Roche, a Swiss multi-national, has refused to pay Andrew Morifi, a SA Chemical Workers Union shop steward, for the period he spent in detention. But Plascon Paints and Pilkingtons-Shatterprufe Glass — both local companies — have paid detainees for four weeks, according to Tembinkosi Mkalipi, president of the Chemical Workers Industrial Union. A Roche spokesman said company policy on the issue was clear: "We maintain a policy of 'no work, no pay, no penalty'."

Of all firms Anglo American has adopted the most enlightened policy, saying detention would not prejudice a worker's employment "in any way unless the state demonstrates good reasons for holding a worker in an ordinary court of law".

●This is a summarised version of a report due to be published in the forthcoming edition of the SA Labour Bulletin.

Most drivers get starvation pay

By BARRY STREEK
Political Staff

THE minimum wages for most drivers are below starvation levels and their salaries have declined in real terms over the past 10 years, a University of Cape Town study has found.

Drivers in all categories were compelled to drive for longer hours than people in similar jobs in Britain.

These surprising findings have been disclosed in a study released by UCT's Southern Africa Labour and Development Research Unit (Saldru).

They come in the wake of a growing concern about the number of accidents in South Africa involving trucks and other heavy-duty vehicles.

The Saldru study shows that the minimum wages in May this year — as laid in down in industrial council agreements — for drivers of vehicles under 500 kilograms were all below the Supplement Living Level (SLL), determined by the Bureau for Market Research at the University of South Africa. The minimum wages of one-fifth of these were below 50 percent of this level.

Yet, the study says, "a wage below the SLL is truly a starvation wage".

Only eight percent of the minimum wages for drivers of vehicles between 500kg and 3 500kg were above the SLL, while the minimum wages for 21 percent of drivers of vehicles between 3 500kg and 9 000kg were above the SLL, and 47 percent of those for drivers of vehicles above 9 000kg.

The study says that since May 1976 "the percentage of jobs falling below the SLL has increased alarmingly for all categories of drivers, the percentage of jobs with wages above the SLL has decreased for all categories, while the number of jobs with wages less than 50 percent of the SLL has also increased in all categories".

The hours worked by drivers ranged from 57 a week to 42 a week, and 53 percent of the agreements specified maximum weekly hours between 44 and 46 hours a week.

"Maximum weekly hours for South African drivers compare very unfavourably with those for drivers in Britain, where the range of ordinary houses is between 34 and 40 per week.

"In South Africa only five (six percent) agreements specify ordinary hours of 40 per week; not a single agreement provides for ordinary hours below 40 per week," the study says.



Public servants start pay fight


● SCHOEMAN

THE public sector's battle for salary increases to match inflation has started in earnest.

The Federation of Sats Trade Unions met Transport Minister Hendrik Schoeman in Pretoria yesterday to demand an immediate 15% salary adjustment — the balance of the demand for 25% increases rejected by Schoeman last October.

The Posts and Telegraphs Association has asked for a meeting with Posts and Telecommunications Minister L A P A Munnik on the extent of increases. And the Public Servants' Association will have discussions with the Commission for Administration later this month.

After this a meeting with Administration and Economic Advisory Services Minister Eli Louw is likely.

Across-the-board increases are certain from the start of the new financial

GERALD REILLY

year in April, but Pretoria sources doubt they will exceed 10%.

Even a 10% pay hike would mean increased Sats tariffs — in spite of the fact that Sats is expected to show a modest surplus at the close of the financial year — as well as higher Post Office charges.

THe Posts and Telegraphs Association has already submitted a demand to Munnik for "increases in line with the inflation rate".

PFP spokesman on the public sector Reuben Sive estimates that the pay bill for central government workers, including police, prisons and SADF personnel, will soar above R6bn for the current financial year.

The Post Office will pay out more than R1,1bn this financial year to its 95 000 workers, and Sats about R2,8bn to 230 000 staff members.

Public servants' salary campaign gaining momentum

PRETORIA — The annual campaign by public servants' associations for pay increases for their members is gaining momentum.

Organisations are expected to demand rises at least equal to the inflation rate while Government will hedge with offers of around 10%, observers say.

The annual inflation rate stood at 18,7% last month.

Observers said in Pretoria yesterday that strategy precluded Government from taking an open stand on the demands.

The Progressive Federal Party's public sector spokesman, Major Reuben Sive, was yesterday quoted as saying that the public sector salary bill would exceed R6 billion this financial year. — Sapa

CAPE Trial 21/10/82

Glass workers get 55c/hr rise

Labour Reporter

THE Chemical Workers' Industrial Union (CWIU) has negotiated a 55cent an hour increase to the minimum wage of workers at five Pilkington Glass factories around the country, a union statement says.

Workers returned yesterday after management increased minimum wage to R3,59 an hour.

Inflation outstrips pay rises by 5,8%

THE gap between salary increases and inflation is yawning wider with workers of all race groups — for the first time ever — trailing the inflation rate by 5,8%.

"This gap is the worst in memory," said Jane Ashburner, manager of the remuneration division of P-E Corporate Services.

The shock results emerged yesterday when P-E released its results of the 1986 general staff salary survey.

The picture becomes even more dismal considering that since the end of the survey in August, the Consumer Price Index (CPI) has risen to 18,2%.

MICK COLLINS

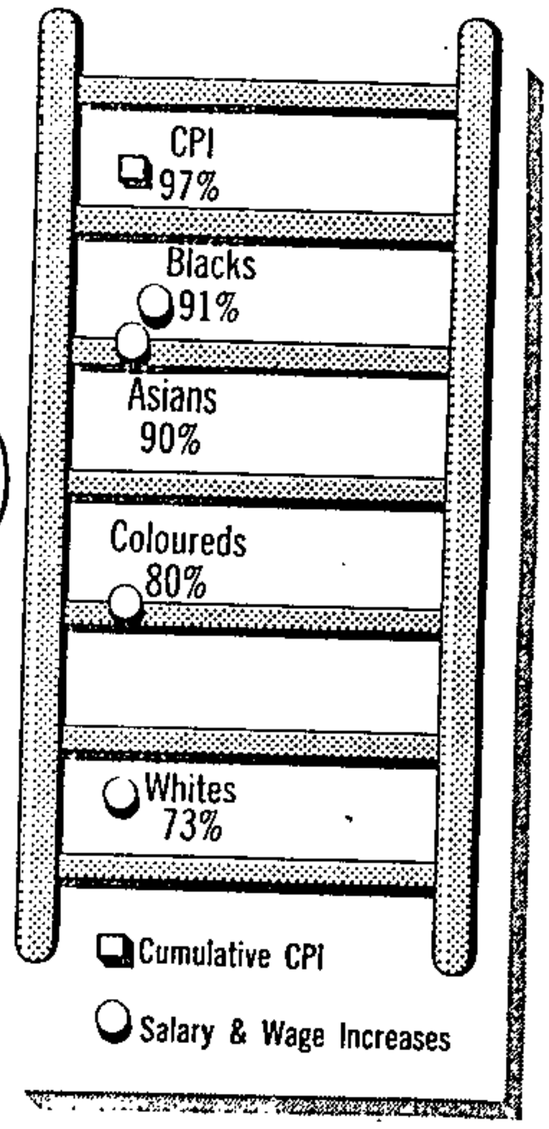
The survey, undertaken from data provided from more than 1 000 organisations employing approximately 1,2-million staff of all race groups, showed that the overall percentage increase in basic salary levels for the period June 30, 1985, to July 1, 1986, was 11,1%.

The CPI for the same period was 16,9%, reflecting the 5,8% lag.

The cumulative CPI for this five-year period is 97% (see graph). Blacks came closest to this with a cumulative wage increase of 91%. They were followed by Asians at 90%, coloureds at 80% and whites on the lowest rung at 73%.

The cumulative percentage pay increase for the past 10 years for whites is 199,3% against a cumulative CPI for the same period of 255,0%.

● See Page 10



$100m loan helps Escom projections

THE recently negotiated $100m, four-year loan to Escom from the Public Investment Commissioners (PIC) is believed to have helped the utility cut its funding projections for 1987 by R1bn to R3,4bn.

A spokesman for Escom said the reduction also follows the deferment of several capital projects.

The PIC released the $100m to Escom after successful negotiations between Escom and SA's foreign creditor banks. Maturing foreign loans caught inside the standstill net are paid into the PIC account if offshore bankers choose not to roll the loans with local borrowers.

ALAN SENDZUL

Escom recently disclosed that it had managed to obtain a loan from the PIC, but this appears to be the first time the utility has brought these funds on to its books.

Besides the PIC loan, Escom has obtained R375m in foreign capital this year in short-term European trade finance from export credit agencies. And, the public corporation has continued to apply a policy of requiring foreign suppliers of specialist capital equipment to put up the finance for projects involving their equipment.

Sats unions in pay talks with govt

GOVERNMENT's attitude to pay demands from public sector staff associations should be clarified today after a meeting between the Federal Council of Sats Trade Unions and Transport Minister Hendrik Schoeman.

The council, led by chairman Jimmy Zurich, will ask for an immediate 15% pay hike.

Pretoria sources said it was virtually certain their demands will be rejected.

Schoeman is expected to indicate to the council the kind of increases it can expect from the start of the new financial year in April.

This would apply to all public sector workers.

For the past decade, in site of strong protests from railway unions all public sector organisatin workers — Sats, Post Office, central government and provincial administratins got the same increases.

Last April it amounted to 10%.

This is why the Federal Council has demanded a new system of salary negotiation which will give railway unions the right to negotiate directly with Schoeman.

The investigation committee under labour authority Nic Wiehahn is now putting together its recommendations.

Among leading railway trade unionists there is a growing demand for the right to the same conciliation procedures available to all other trade unions, including the right to strike.

Legislation prohibits public sector workers from strike action on grounds they are providing essen tial basic services.

UNFAIR LABOUR PRACTICES ALLEGED

MEMBERS of the Transport and Allied Workers' Union (TAWU) employed by Bophuthatswana Transport Investments (BTI) have accused the company of using "unfair labour practices".

This came out at a meeting held in Pretoria on Sunday to discuss the recent dismissal of drivers by a number of companies falling under BTI. The meeting followed allegations that workers were being victimised for being members of a trade union.

Mr Meshack Getyes, Tawu's organiser for the Pretoria region, said workers agreed that the immediate intervention of Mr S Makodi, the homeland's Minister of Transport be sought. He said a letter informing the minister of the problem affecting workers at BTI will be sent today.

In the letter, Mr Getyes said workers want to make senior transport department officials aware of the company's "unfair labour practices".

He said workers were unhappy about their colleagues' dismissals and also complained of not being compensated for injuries sustained while on duty.

He added that the trade union had briefed lawyers on behalf of workers who were recently dismissed by the company.

Schoeman rejects SATS pay rise

Mercury Correspondent

PRETORIA—The federal council of the South African Transport Services staff association came away empty-handed after a meeting here yesterday with Transport Minister Hendrik Schoeman.

He rejected the demand for an immediate 15% pay increase — the balance of a 25% demand made last October — although he conceded that the council had 'a very strong' case for increases on the grounds of the cost-of-living spiral.

In a statement after the meeting Mr Schoeman acknowledged that the SATS workers' salaries had not kept pace, but said the financial position of the SATS did not allow for salary increases 'at this stage'.

He indicated that salary discussions would be continued.

Observers said it was clear from the start that Mr Schoeman had no power to grant interim increases to SATS workers.

Increases for public sector workers, including the SATS workers, will be announced only next year after a Cabinet decision, effective from the start of the new financial year in April.

Representations to the Government for substantial increases in the new financial year will be made within the next few weeks by the Public Servants' Association and the Post Office Staff Association.

What is still rankling with public sector workers is the increases granted the State President, Cabinet ministers and other politicians earlier this year — as much as 35% — and the fact that they will have to battle for increases which are certain to be well below the inflation rate.

Sats staff lose bid for pay increase

Dispatch Correspondent

PRETORIA — The federal council of the South African Transport Services Staff Association came away empty handed and frustrated after a meeting here yesterday with the Minister of Transport, Mr Hendrik Schoeman.

Mr Schoeman rejected a demand for an immediate 15 per cent increase — the balance of a 25 per cent demand made last October. However, he conceded the council had "a very strong" case for increases on grounds of the cost of living spiral.

In a statement after the meeting, Mr Schoeman acknowledged Sats workers' salaries had not kept pace with the cost of living, but the financial position of Sats did not allow for salary increases "at this stage".

He indicated salary discussions would be continued.

Observers said it was clear from the start Mr Schoeman had no power to grant interim increases to Sats workers.

Increases for public sector workers, including those at Sats, will only be announced next year after a cabinet decision effective from the start of the new financial year in April.

Representations to the government for substantial increases in the new financial year will be made within the next few weeks by the Public Servants Association and Post Office Staff Association.

What is still rankling with public sector workers is the huge increases granted the State President, cabinet ministers and other politicians earlier this year — as much as 35 per cent — and the fact they will have to battle for increases which are certain to be well below the inflation rate.

Before yesterday's meeting, the chairman of the Federation of Sats Trade Unions, Mr Jimmy Zurich, said: "Railwaymen are battling to make ends meet. The cost of living and the inflation rate (have) rocketed, overtime and bonus payments have been cut to the bone and there is a possibility of more redundancies.

"They are dissatisfied and restless."

No pay rises for SATS

PRETORIA. — The Federal Council of South African Transport Services (SATS) Staff Association came away empty handed and frustrated after a meeting here yesterday with Transport Minister Hendrik Schoeman.

Schoeman rejected the demand for an immediate 15% pay increase — the balance of a 25% demand made last October — although he conceded council had "a very strong" case for increases, given current inflation levels.

In a statement after the meeting, Schoeman acknowledged SATS workers' salaries had not kept pace with the cost of living, but that the financial position of SATS did not allow for salary increases "at this stage".

Observers said it was clear from the start that Schoeman had no power to grant interim increases to SATS workers.

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What is still rankling with public sector workers is the huge increases granted the State President, Cabinet Ministers and other politicians earlier this year — as much as 35% — and the fact that they will have to battle for increases which are certain to be well below the inflation rate.

SOWETAN, Wednesday, October 15, 1986

Union acts over dismissal of 60



Mr PHILLIP Dlamini.

THE SA Black Municipal and Allied Workers' Union yesterday filed papers in the Industrial Court, challenging the dismissal of about 60 SA Druggists employees at the company's Elandsfontein plant.

Sabmawu general secretary Mr Philip Dlamini said the union had submitted in its papers that the company's decision to fire these workers constituted unfair labour practice.

The sacked 60 workers were part of the SA Druggists black workforce which went on strike at the Elandsfontein plant last month, protesting against the company's plans to introduce a nightshift system there.

Meanwhile, six dismissed SA Druggists employees, arrested while on strike on September 17, appeared in the Germiston Magistrate's Court yesterday charged with intimidation, Mr Dlamini said. Their case has been postponed to November 4.

• British company, John Deere, has refused to reconsider its policy towards detentions: no pay for detained employees.

Meeting

This issue will be the subject of the meeting, between John Deere management and United Metal Mining and Allied Workers' Union of SA (Ummawusa) tomorrow (Thursday), a union spokesman said yesterday.

• Retrenchments at Nigel's Marley Tiles will be under the spotlight at a workers' meeting scheduled to be held next Tuesday, an Ummawusa spokesman said.

The union is in dispute with the company over the retrenchment of 19 employees at the firm. Ummawusa is pressing for short-time as an alternative to retrenchments.

• Sabmawu is to hold its annual conference in Johannesburg, from November 15.

Twenty six workers employed by Tenecon Courts in Pietersburg, who staged a sit-in on Monday, have been paid off, according to a union spokesman.

The workers were demanding wage increases and recognition of the Black General Workers' Union (Blagwu).

The firm's manager, Mr S P du T Burden, confirmed that the workers had been paid off yesterday but said they had dismissed themselves.

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BUSINESS DAY, Wednesday, October 15 1986

Big nod for separation package for Escom staff

ESCOM, trade unions and staff representatives have agreed on a separation package comprising "substantial" pay and other benefits for redundant staff at the giant utility.

An Escom statement said the retrenchments, which would not take place before February 1, 1987, were part of Escom's nationwide rationalisation programme arising from the economic slump and less demand for power in recent years.

The staff affected will receive the equivalent of at least seven months' salary or, where applicable, early retirement without loss of pension benefits, said the statement.

Escom communication manager Ewald Thal said the agreement was reached after negotiations between employee representatives, trade unions and Escom management.

"Once identified, redundant staff will be given at least two months notice. The separation package provides for employees over the age of 50 and with more than 10 years' service to take early retirement.

"They will not be penalised when pension benefits are calculated and service gratuities will not be reduced," he said.

He said in addition, annual bonuses would be calculated on a *pro rata* basis and all leave would be fully paid out. Medical aid benefits would still apply to all pensioners.

All other redundant employees will receive the equivalent of 5% of their gross annual salary or wage, multiplied by the number or years' service, Thal said. — Sapa.

Wage raise rebuff angers railworkers

Post Correspondent

JOHANNESBURG — Railway workers are angry and unhappy over the rebuff on wage demands by the Minister of Transport Affairs, Mr Hendrik Schoeman.

One report said the refusal of Mr Schoeman to entertain representations at this stage for a further 15% pay increase for the 167 000 railwaymen, was having repercussions.

The various associations representing the railwaymen have in recent months been outspoken on the subject of wage demands, expressing dissatisfaction with the 10% of the 25% demanded by them.

Meanwhile, Government public servants are pressing ahead with their own pay negotiations.

Dr Colin Cameron, president of the Public Servants Association, said the SA Transport Services was an entirely separate and autonomous organisation.

"Whatever they discuss does not concern us. We are continuing with our own negotiations with the government and will comment when the time is ripe," he said.

It is believed public service pay demands are on a par with those of railwaymen.

Wage dispute

ABOUT 500 Commercial, Catering and Allied Workers' Union of SA members went on strike over wages at four Garlicks stores yesterday.

The strike follows the delay by the Minister of Manpower to appoint a conciliation board to resolve a wage dispute between the union and Garlicks management.

Ccawusa members demand an across-the-board pay increase of R180, against the management's R55-a-month offer.

The group's outlets in Rosebank, Carlton Centre, Pretoria and Port Elizabeth, are affected by the strike, a Ccawusa spokesman said.

By LEN MASEKO

Ccawusa official Mr Vivian Masina said the union applied for the conciliation board on September 15.

He said union members were demanding a minimum wage of R400 a month. Management's offer would have increased the minimum wage to R300.

Garlicks regional manager Mr Charles Dagnall confirmed the dispute. He, however, said only three stores were affected by strike.

He said he was not aware that Ccawusa members in Port Elizabeth had joined the strike.

• The Textile Workers Industrial Union holds a general meeting in Johannesburg tomorrow to discuss — among other things — wage negotiations in the textile industry.

Other points on the agenda will be a report-back on the industry's industrial council meeting held in Durban recently and the plight of workers at the liquidated Leisurcor.

The meeting will be held at the union's offices at Vulcan House, 88 Anderson Street.

MINE WAGE TALKS

Closer, but still apart

There was some movement when the Chamber of Mines and the National Union of Mineworkers (NUM) met in the presence of a mediator last Thursday to try to thrash out their wage dispute. But, although this has raised hopes that accommodation could be reached when they meet again on Thursday, settlement is by no means assured.

The main feature of last week's proceedings was the chamber's decision to raise its wage offer for the highest job categories by one percentage point. On behalf of the four mining houses still involved in the negotiations — Anglo American, JCI, Gencor and the gold division of Rand Mines — it is now offering increases ranging from 19% to 23% for the highest and lowest job categories respectively. NUM, it is understood, has indicated a willingness to reduce its demand for a 26% wage increase, but by what amount is not known.

According to chamber industrial relations adviser Johann Liebenberg, the union's demand for a paid holiday on June 16 has been placed on the back burner and the other outstanding issue is the question of security



Chamber's Liebenberg ... warning that mediation could fail

of income for workers who are transferred from one job to another due to disability or illness.

NUM is demanding that these workers should be guaranteed the same rate as for their old job for a period of six months, irrespective of the reason for their incapacitation, and that this amount should thereafter be scaled down to the rate for the new job over a period to be negotiated. The chamber, on the other hand, is offering to increase the amount of paid accident leave from 42 to 56 days a year and to allow it to accumulate to 112 days over a two-year period. Says Leibenberg: "We have indicated we won't move any further than that. This may still cause a breakdown in the mediation."

It remains to be seen whether the mediator, Julian Riekert, director of the Independent Mediation Services of SA (IMSSA), will be able to bring the two sides together. ■

elcentre corporation limited

Incorporated in the Republic of South Africa.
Registration No. 68/11488/06. ("Elcentre")

INTERIM REPORT FOR THE SIX MONTHS ENDED 31 AUGUST 1986

GROUP HIGHLIGHTS
- Earnings up by 44%
- First interim dividend declared
- Improved operating return on assets
- Strengthened financial position
- Group poised for future growth

RESULTS	Unaudited Six months ended 31 August 1986	Unaudited Six months ended 31 August 1985	Audited Year ended 28 February 1986
	R 000	R 000	R 000
Sales	37 040	38 116	72 906
Operating income	3 116	2 792	5 461
Finance costs	755	1 293	2 825
Income before taxation and extraordinary items	2 361	1 499	2 636
Taxation	522	207	136
Net income before extraordinary items	1 839	1 292	2 500
Attributable to outside shareholders	314	234	301
Attributable to shareholders	1 525	1 058	2 199
Extraordinary items	81	161	617
Net income	1 444	897	1 582
Dividends: Interim	880		
Final			715
Retained earnings	564	897	867
Weighted average number of shares in issue (000s)	22 000	22 000	22 000
Earnings per share (cents)	6,9	4,8	10,0
Dividends per share			
Interim (cents)	4,0		
Final (cents)			3,25
Operating income to sales (%)	8,4	7,3	7,5
Return on average operating assets (% p.a.)	41,2	34,1	37,4
Current ratio (:1)	1,35	1,21	1,27
Liabilities ratio (:1)	1,66	2,33	1,75
Gearing (:1)	0,59	0,97	0,73

COMMENTS
- The substantial improvement in results achieved for the half year reflects:
  enhanced margins;
  improved cost controls;
  rationalisation benefits.
- Tight control over working capital, together with lower interest rates resulted in a 42% decrease in finance costs.
- The group's balance sheet has strengthened, with lower borrowings and enhanced liquidity, in line with declared objectives.
- Reflecting the group's progress, the directors have declared an interim dividend of 4,0 cents per share which includes an extraordinary payment of 2,0 cents per share, being equivalent to the reduction in the 1985 dividend (due to abnormal foreign exchange losses in that year).
- Subject to no major adverse developments in general economic conditions, the directors envisage that profits for the second half should be similar to those of the first half, which will enable them to declare a final dividend of 3,5 cents per share, resulting in total dividends for the year of 5,5 cents per share (excluding the extraordinary portion of the interim dividend).
- Elcentre has completed its consolidation phase and is now poised for further growth, both by acquisition and internal expansion.

NOTICE OF DECLARATION OF INTERIM DIVIDEND

Notice is hereby given that an interim dividend of 4 cents per share has been declared payable on or about 17 November 1986 to shareholders registered at the close of business on 7 November 1986.

The share transfer register of members will not be closed for the purpose of the payment of the above dividend.

Non-resident shareholders' tax at the rate of 15% will be deducted where applicable.

By Order of the Board
ELCENTRE HOLDINGS (PTY) LTD
(Secretary)

14 October 1986

Registered Office
Elcentre House
19 Siemert Road
Doornfontein
PO Box 4403
Johannesburg
2000

Transfer Secretaries
Hill Samuel Registrars (SA) (Pty) Ltd
6th Floor
94 President Street
PO Box 1053
Johannesburg
2000

Directors: R.L. Mowszowski (Chairman and Managing Director), N.P. Mowszowski, C.A. Mowszowski, P.C. Aginsky, Z. Mowszowski, H.R. Levin

Talks fail to end mine pay dispute

JOHANNESBURG — Mediation yesterday failed to resolve the wage dispute between the National Union of Mineworkers (NUM) and the Chamber of Mines, bringing the possibility of a strike on 47 gold and coal mines a step nearer.

The Chamber of Mines' industrial relations adviser, Mr Johann Liebenberg, yesterday confirmed that mediation had failed. He said a detailed statement would be released later.

Earlier, first attempts at mediation resulted in the narrowing of the gap between the parties.

Last week the chamber increased its offer by one per cent, bringing the range of proposed wage increases to between 19 and 23 per cent.

The NUM's last known demand was for a 26 per cent across-the-board increase.

Two other issues remained in dispute, namely that June 16 be a paid company holiday, and better injury benefits.

The union was not available for comment. — Sapa

NUM rejects talks, set for strike ballot

JOHANNESBURG — The National Union of Mines (NUM) has turned down a request by the Chamber of Mines to resume wage negotiations early next week and confirmed their decision to go ahead with a strike ballot on Monday.

The NUM said last night that mediation had deadlocked on Thursday "as the chamber made no new offers and we will begin balloting our members at all mines affiliated to the Chamber of Mines."

According to the NUM, the union is pressing for a 26 per cent wage hike and income security for workers who are transferred to lower scale jobs because of injury.

The chamber had declined to increase its offer of 19 to 23 per cent increases and rejected the second demand, the union said.

On Thursday the chamber said: "On the question of wages, both the chamber and the NUM indicated that they remained negotiable but both parties were inflexible on the income security issue.

"The chamber had already offered to increase paid mine accident leave from 42 to 56 days per annum, cumulative to 112 days, and was not prepared to improve this offer further.

"The union, on the other hand, was not prepared to negotiate further on wages if the chamber's proposal did not include an improvement on the income security offer already made."

— Sapa

Heunis hits

Sullivan set to 'move goalposts' for American companies in SA

By DAVID JACKSON

UNITED STATES companies operating in South Africa will not abandon their commitment to social change programmes — despite indications that the Rev Leon Sullivan may be preparing to pull the rug from beneath his monitoring "code of principles".

With the deadline looming for Mr Sullivan's May 31, 1987, ultimatum for the "abolition of apartheid", several US companies are unhappy about a deterioration in their latest ratings — particularly in the new category of social justice.

Bitterness

And there were suspicions this weekend that Mr Sullivan was hardening up the code's criteria — "moving the goalposts" as one executive put it — in advance of a possible disengagement from South Africa.

But major companies among the 184 signatories to the code are already pouring millions of rands into social upliftment programmes for blacks.

And indications yesterday were that the programmes would continue — with or without Mr Sullivan.

The unhappiness with the new ratings — with at least half the firms involved currently appealing against their evaluation — came as a team of top US business executives, including Mr Dan Purnell, representing Mr Sullivan's US office, checked into a five-star Johannesburg hotel.

Mr Purnell yesterday described the visit as "nothing unusual ... we're here to evaluate programmes and to see to administrative detail."

Impossible

Some company executives complain that they have no way of knowing the criteria on which their companies are being judged.

The ratings in turn can directly influence disinvestment actions by states, local authorities and institutions in the US.

Mr Sullivan, a Baptist clergyman, is author of the Sullivan Principles, a corporate code of ethics defining behaviour of US companies operating in South Africa.

Last year he said he would call on all US companies to leave South Africa if apartheid was not abolished and blacks did not have the right to vote by the end of next May.

With no possible expectation of this target being met, some sources believe Sullivan is now preparing to pull out.

Caltex, one of the original signatories to the code, is reported to be unhappy with its latest number 2 rating — "satisfactory" as opposed to "good".

Mobil's Pat O'Malley said from Cape Town: "There has been a dedicated group in all companies working in areas of social change, and if this were to happen (a pull-out) it wouldn't affect Mobil's position at all.

"We would continue to act in this area as diligently as we are able."

Miners' talks go on

JOHANNESBURG — South Africa's black mineworkers' leaders said yesterday they had agreed to resume stalled wage negotiations with employers but pressed ahead with plans for a strike ballot.

The general secretary of the National Union of Mineworkers, Mr Cyril Ramaphosa, told reporters he had accepted an invitation from mine owners for a meeting today in a fresh bid to secure a wage accord and avert a strike.

But he said the ballot would start in some of the gold and coal mines where the large union, with about 200 000 members, is recognised.

Union sources said the renewed talks, initially rejected by the NUM, could still bridge a gap between increases of up to 26 per cent demanded by workers and 23 per cent on offer.

The price of gold rose sharply last month, partly on fears of disruptions in supplies from South Africa. — Sapa-RNS

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20/10/86

Miners resume wage talks

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The price of gold rose sharply last month, partly on fears of disruptions in supplies from South Africa, the world's largest producer of the metal.

A strike called by NUM last year over a similar dispute collapsed after two days amid union charges of intimidation.
— Sapa-Reuter

NUM to resume wage talks



SOWETAN Reporter

SOUTH Africa's black mineworkers' leaders said yesterday they had agreed to resume stalled wage negotiations with employers but pressed ahead with plans for a strike ballot.

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The price of gold rose sharply last month, partly on fears of disruptions in supplies from South Africa, the world's largest producer of the metal.

A strike called by NUM last year over a similar dispute collapsed after two days amid union charges that employers had intimidated miners through dismissals and eviction from hostels. — Sapa-Reuter.

Govt workers' earnings soar

BUSDAY 20/10/86

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GERALD REILLY

LATEST government-spending figures show that its salary and wage bill has increased by 27%, despite President P W Botha's promise to cut the civil service bureaucracy.

Between April and June this year, government paid out R1,356bn in salaries and wages, a 27% increase on the April-June quarter the year before.

Central Statistical Services figures show earnings of central government workers rose sharply in the first quarter of the financial year.

And it was not only because of the 10% increase granted to all public-sector workers from April.

Another factor in the jump in the salary and wage bill was the 4,65% increase in central government staff to almost 400 000, compared with the figure at the end of June last year.

Workers' average earnings rose by 21,5% to R1 138 a month.

In the current year's Budget, personnel expenditure for the year was estimated at R4,613bn, up by 22% on the previous year.

A breakdown shows the 152 650 white workers earned R782,2m, a 27,7% rise.

Wages hike

A WAGE agreement was concluded this week by the Chemical Workers' Industrial Union and Ciba-Geigy, the Swiss pharmaceutical manufacturing company.

A statement issued by the union said the 200 CWIU workers are to receive an increase of R153 a month (87 cents an hour) from January 1, 1987. This brings the minimum wage to R4,10 an hour. The R153 a month represents a 27 percent increase on the minimum wage.

"The CWIU is in the process of several wage negotiations and the topping of a R4 an hour minimum wage at Ciba-Geigy represents the beginning of a concerted attempt by the union to achieve minimum wages of R4 per hour plus in 1987," said the statement.

A Ciba-Geigy spokesman said the minimum wage increase of 27 percent only applied to nine of the CWIU members. He added that an average increase in wages for the remaining 191 members was 20 percent.

He, however, confirmed that workers would receive R153 a month (87 cents an hour) from the beginning of next year. — Sapa.

Sowetan 22/10/86 355

Sullivan Code may be loser in buyouts

By Chris Moerdyk

Buyouts by local management of American subsidiaries in South Africa are snowballing amid fears by other United States companies that new management will dump social responsibility and Sullivan Code practices.

At a meeting this week of the Sullivan Signatories' Association, members were reported to have discussed a slip in Sullivan Code rating by American subsidiaries in South Africa.

Present was a key evaluator of performamce in terms of the code, Mr Reid Weedon, senior vice president of the American management consultancy, Arthur D Little.

The president of the American Chamber of Commerce in South Africa, Mr Frank Lubke, said the chamber was aware of the "buyout" trend.

"A lot of companies that feel their United States domestic business is threatened will take the route of management buyouts. It seems to make common sense and will eliminate the 'hassle-factor' of doing business with South Africa."

American corporations were under pressure but would take the least painful route with regard to disinvestment.

"We even have instances of American companies denying that they are American on the basis that they report directly to European-based offices."

EMPLOYMENT

Mr Lubke said that the American Chamber hoped former United States companies under local management would not "turn back" on employment and social responsibility policies.

"I would like to think the integrity of new management would be such that they would continue. But I am not suggesting they continue to the same extent on the Sullivan Code, particularly from the point of view of outside involvement.

"Paying 15 percent of a payroll on social services might prove to be impossible in this economic climate," he said.

Spokesmen for other American companies have expressed fears that local management of former US subsidiaries would not be under the same kind of pressure to apply the Sullivan Code and would "dump" major portions of these policies.

"It is unrealistic to believe that this will continue at the same level, if only from a purely economic point of view.

"Not only will companies reassess what they might believe to be 'overkill', but where they might previously have been stopped from selling products to the SAP and SADF, for example, it will be seen to make business sense to resume selling to these lucrative markets."

NUM, chamber to sign today

Mining wage dispute is finally over

BusDay 24/10/86.

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THE National Union of Mineworkers (NUM) and the Chamber of Mines — acting on behalf of Anglo American, Gencor, JCI and Rand Mines' gold division — are likely to sign an agreement today which will signal the settlement of the 1986 wage dispute.

NUM leadership yesterday recommended acceptance of the latest chamber offer to thousands of members who gathered at 47 goldmines and collieries around the country. Initial indications were that most workers had signalled acceptance of the offer.

At two meetings this week, the chamber offered a vastly improved package on income security for incapacitated workers, and three of the groups upped their wage offer by half a percentage point, meaning total 1986 increases ranging from 19,5%-23,5%. The Rand Mines' gold division offer remains at 19%-23%.

But the NUM said it would proceed with strike ballots at mines administered by Gold Fields of SA and Rand Mines' collieries — the two groups which declined to continue negotiations when the

ALAN FINE

chamber's wage offer reached 15%-20% several weeks ago. Those increases were implemented on all chamber mines on July 1.

The annual wage talks began more than five months ago, and have been through all the official dispute procedures — including a strike ballot which began on Monday — as well as voluntary mediation.

The key breakthrough came at this week's two post-mediation meetings. The chamber, which initially offered an annual 56 days guaranteed income to incapacitated workers, drastically revised its position. The current offer includes six months' income security for workers who are injured in accidents or who are affected by work-related diseases such as silicosis and tuberculosis.

The income security issue had become the main hurdle in the way of a settlement. The Kinross mine disaster had made industrial safety an even more

● To Page 2

BusDay 24/10/86 (Mine Kinross Kinross)

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Mining wage dispute over

important item on the NUM's agenda, and it held out for major improvements on the issue.

While the actual wage offer applies to workers at only three of the big six mining houses and a division of another, it also covers more than 90% of NUM membership at chamber-affiliated mines.

● From Page 1

Hence, any possible strike action directed against Gold Fields or Rand Mines' collieries will be extremely limited. Gold Fields says the NUM is recognised at four mines — Deelkraal, Libanon, West Driefontein and New Clydesdale.

2. CLAUSE 4.—PROVIDENT FUND

(1) In subclause (9) (b), substitute "80 per cent" for "65 per cent.".

(2) Insert the following new subcluse (9) (c):

"(c) Every member referred to in subclause (7) (a) who has had 25 years' continuous service in the Industry shall, in addition to the bonus referred to in paragraph (a), be entitled to a bonus equal to 20 per cent of the benefits payable in terms of subclause (7) (a) or (a) bis, whichever is applicable: Provided that the Management Committee may, in its discretion, and on the recommendation of an actuary, vary or cancel such bonus.".

(3) In subcluse (9), renumber the existing paragraphs (c), (d), (e), (f) and (g) to read (d), (e), (f), (g) and (h).

Signed at Port Elizabeth, on behalf of the parties, this 7th day of July 1986.

D. J. F. LINDE,
Member of the Council.

O. J. FOURIE,
Member of the Council.

L. M. VAN LOGGERENBERG.
General Secretary of the Council.

No. R. 2232 **24 October 1986**

LABOUR RELATIONS ACT, 1956

IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY.—AMENDMENT OF SICK PAY FUND AGREEMENT

I, Pieter Theunis Christiaan du Plessis, Minister of Manpower, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and 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 November 1990, upon the employers' organisations and the trade unions which entered into the Amending Agreement and upon the employers and the employees who are members of the said organisations or unions; 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 clauses 1 (1) (b), 2 and 5, shall be binding, with effect from the second Monday after the date of publication on this notice and for the period ending 30 November 1990, 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.

P. T. C. DU PLESSIS,
Minister of Manpower.

SCHEDULE

NATIONAL INDUSTRIAL COUNCIL FOR THE IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY

SICK PAY FUND AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

Automotive Parts Production Engineers' Association
Border Engineering Industries Association
Cape Engineers' and Founders' Association
Constructional Engineering Association
Domestic Appliance Manufacturers' Association of South Africa
Edge Hand and Small Tool Manufacturers' Association
Electrical Engineering and Allied Industries Association
Electronics and Telecommunications Industries Association

2. KLOUSULE 4.—VOORSORGFONDS

(1) In subklousule (9) (b), vervang "65 per cent" deur "80 per cent.".

(2) Voeg die volgende nuwe subklousule (9) (c) in:

"(c) Elke lid in subklousule (7) (a) bedoel wat 25 jaar ononderbroke diens in die Nywerheid gehad het, is benewens die bonus in paragraaf (a) bedoel, geregtig op 'n bonus gelyk aan 20 persent van die bystand betaalbaar ooreenkomstig subklousule (7) (a) of (a) bis, watter een ook al van toepassing is: Met dien verstande dat die Bestuurskomitte na goeddunke en op aanbeveling van 'n aktuaris so 'n bonus kan verander of kanselleer.".

(3) In subklousule (9), hernommer die bestaande paragrawe (c), (d), (e), (f) en (g) om te lui (d), (e), (f), (g) en (h).

Namens die partye op hede die 7de dag van Julie 1986 te Port Elizabeth onderteken.

D. J. F. LINDE,
Lid van die Raad.

O. J. FOURIE,
Lid van die Raad.

L. M. VAN LOGGERENBERG.
Hoofsekretaris van die Raad.

No. R. 2232 **24 Oktober 1986**

WET OP ARBEIDSVERHOUDINGE, 1956

YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID.—WYSIGING VAN SIEKTEBYSTANDSFONDSOOREENKOMS

Ek, Pieter Theunis Christiaan du Plessis, Minister van Mannekrag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die 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 November 1990 eindig, bindend is vir die werkgewersorganisasies en die vakverenigings wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of verenigings is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousules 1 (1) (b), 2 en 5 met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 November 1990 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.

P. T. C. DU PLESSIS,
Minister van Mannekrag.

BYLAE

NASIONALE NYWERHEIDSRAAD VIR DIE YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID

SIEKTEBYSTANDSFONDSOOREENKOMS

ooreenkomstig die Wet op Arbeidsverhoudinge, 1956, gesluit deur en aangegaan tussen die

Automotive Parts Production Engineers' Association
Border Engineering Industries Association
Cape Engineers' and Founders' Association
Constructional Engineering Association
Domestic Appliance Manufacturers' Association of South Africa
Edge Hand and Small Tool Manufacturers' Association
Electrical Engineering and Allied Industries Association
Electronics and Telecommunications Industries Association

Engineers' and Founders' Association (Transvaal, Orange Free State and Northern Cape)
Fire Protection Industries Association of South Africa
Forging Association of Southern Africa
Gate and Fence Manufacturers' Association of the Transvaal
Heavy Engineering Manufacturers' Association
Iron and Steel Producers' Association of South Africa
Lift Engineering Association of South Africa
Light Engineering Industries Association of South Africa
Materials Handling Association
Natal Engineering Industries Association
Non-Ferrous Metal Industries Association of South Africa
Plastics Manufacturers' Association of South Africa
Plumbers and Engineers Brassware Manufacturers' Association
Port Elizabeth Engineers' Association
Precision Manufacturing Engineers' Association
Pressure Vessel Manufacturers' Association of South Africa
Radio, Appliance and Television Association of South Africa
Sheetmetal Industries Association of South Africa
S.A. Agricultural and Irrigation Machinery Manufacturers' Association
S.A. Association of Shipbuilders and Repairers
S.A. Electro-Plating Industries Association
S.A. Fasteners Manufacturers' Association
S.A. Foundry Association
S.A. Industrial Refrigeration and Air Conditioning Contractors Association
S.A. Machine Tool Manufacturers' Association
S.A. Radio and Television Manufacturers' Association
S.A. Reinforced Concrete Engineers' Association
S.A. Tube Makers' Association
S.A. Wire and Wire Rope Manufacturers' Association

(hereinafter referred to as the "employers" or the "employers' organisations"), of the one part, and the

Amalgamated Engineering Union of South Africa
Amalgamated Society of Woodworkers of South Africa
Electrical and Allied Workers' Trade Union of South Africa
Engineering Industrial Workers' Union of South Africa
Iron Moulders' Society of South Africa
Mineworkers' Union
Radio, Television, Electronics and Allied Workers' Union
S.A. Boilersmakers', Iron and Steel Workers', Shipbuilders' and Welders' Society
S.A. Electrical Workers' Association
S.A. Engine Drivers', Firemen's and Operators' Association
S.A. Yster-, Staal-en Verwante Nywerhede-Unie

(hereinafter referred to as the "employees" or the "trade unions"), of the other part,

being the parties to the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry, to amend the Agreement published under Government Notice R. 998 of 23 May 1986 (hereinafter referred to as the "Re-enacting Agreement").

PART I

1. SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed in the Iron, Steel, Engineering and Metallurgical Industries—

(a) throughout the Republic of South Africa, excluding the port and settlement of Walvis Bay;

(b) by all employers and employees who are members of the employers' organisations and trade unions respectively.

(2) The terms of this Agreement shall not apply to—

(a) employees employed by the employers referred to in subsection (1) who, whilst being allowed in terms of the registered scope of a trade union which is a party to this Agreement to become members of such a trade union, are not members of such a trade union; and

(b) employees other than those employed by employers referred to in subsection (1).

2. SPECIAL PROVISIONS

Substitute the following for section 3 of the Re-enacting Agreement:

"The provisions contained in section 9 of Part I and in Part II (as amended by section 6 hereunder) of the Agreement published under Government Notice R. 2032 of 9 October 1980, as amended, extended and re-enacted by Government Notices R. 881 of 1 May 1981, R. 1205 of 25 June 1982, R. 1378 of 1 July 1983, R. 1882 of 31 August 1984, R. 223 of 8 February 1985, R. 2051 of 13 September 1985, R. 2365 of 18 October 1985 (hereinafter referred to as the Former Agreement), shall apply to employers and employees.".

Engineers' and Founders' Association (Transvaal, Orange Free State and Northern Cape)
Fire Protection Industries Association of South Africa
Forging Assocation of Southern Africa
Gate and Fence Manufacturers' Association
Heavy Engineering Manufacturers' Association
Iron and Steel Producers' Association of South Africa
Lift Engineering Association of South Africa
Light Engineering Industries Assocation of South Africa
Materials Handling Association
Natal Engineering Industries Association
Non-Ferrous Metal Industries Association of South Africa
Plastics Manufacturers' Association of South Africa
Plumbers and Engineers Brassware Manufacturers' Association
Port Elizabeth Engineers' Association
Precision Manufacturing Engineers' Association
Pressure Vessel Manufacturers' Association of South Africa
Radio, Appliance and Television Association of South Africa
Sheetmetal Industries Association of South Africa
S.A. Agricultural and Irrigation Machinery Manufacturers' Association
S.A. Association of Shipbuilders and Repairers
S.A. Electro-Plating Industries Association
S.A. Fasteners Manufacturers' Association
S.A. Foundry Association
S.A. Industrial Refrigeration and Air Conditioning Contractors' Association
S.A. Machine Tool Manufacturers' Association
S.A. Radio and Television Manufacturers' Association
S.A. Reinforced Concrete Engineers' Association
S.A. Tube Makers' Association
S.A. Wire and Wire Rope Manufacturer's Association

(hierna die "werkgewers" of die "werkgewersorganisasies" genoem), aan die een kant, en die

Amalgamated Engineering Union of South Africa
Amalgamated Society of Woodworkers of South Africa
Electrical and Allied Workers' Trade Union of South Africa
Engineering Industrial Workers' Union of South Africa
Iron Moulders' Society of South Africa
Mynwerkersunie
Radio, Television, Electronics and Allied Workers' Union
S.A. Bollermakers', Iron and Steel Workers', Shipbuilders' and Welders' Society
S.A. Electrical Workers' Association
S.A. Engine Drivers', Firemen's and Operators' Association
S.A. Yster-, Staal- en Verwante Nywerhede-Unie

(hierna die "werknemers" of die "vakverenigings" genoem), aan die ander kant,

wat die partye is by die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid, om die Ooreenkoms gepubliseer by Goewermentskennisgewing R. 998 van 23 Mei 1986 (hierna die "Herbekragtigingsooreenkoms" genoem), te wysig.

DEEL I

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet nagekom word in die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerhede—

(a) oral in die Republiek van Suid-Afrika, uitgesonderd die hawe en nedersetting van Walvisbaai;

(b) deur alle werkgewers en werknemers wat onderskeidelik lede van die werkgewersorganisasies en die vakverenigings is.

(2) Hierdie Ooreenkoms is nie op die volgende persone van toepassing nie:

(a) Werknemers in diens by werkgewers in subklousule (1) bedoel wat, hoewel hulle ingevolge die geregistreerde bestek van 'n vakvereniging wat 'n party by die Ooreenkoms is in aanmerking kom vir lidmaatskap van so 'n vakvereniging, nie lede van so 'n vakvereniging is nie; en

(b) werknemers, uitgesonderd dié in diens by die werkgewers in subklousule (1) bedoel.

2. SPESIALE BEPALINGS

Vervang klousule 3 van die Herbekragtigingsooreenkoms deur die volgende:

"Klousule 9 van Deel I en Deel II (soos gewysig by klousule 6 hieronder) van die Ooreenkoms gepubliseer by Goewermentskennisgewing R. 2032 van 9 Oktober 1980, soos gewysig, verleng en herbekragtig by Goewermentskennisgewing R. 881 van 1 Mei 1981, R. 1205 van 25 Junie 1982, R. 1378 van 1 Julie 1983, R. 1882 van 31 Augustus 1984, R. 223 van 8 Februarie 1985, R. 2051 van 13 September 1985, R. 2365 van 18 Oktober 1985 (hierna die 'Vorige Ooreenkoms' genoem), is van toepassing op werkgewers en werknemers.".

3. GENERAL PROVISIONS

Substitute the followng for section 4 of the Re-enacting Agreement:

"The provisions contained in sections 3 (as amended by section 5 of the Re-enacting Agreement), 4 to 8, 10 to 15 (as amended by section 4 hereunder) and 16 of Part I and Part III of the Former Agreement (as amended by section 6 hereunder), shall apply to employers and employees.".

4. SECTION 15.—GENERAL PROVISIONS RELATING TO CONTRIBUTIONS AND BENEFITS

In subsection (4) (f) substitute the words "twentysix weeks" for the words "thirteen weeks" wherever they occur.

5. PART II OF THE FORMER AGREEMENT

SCHEME A

(A) SECTION 1.—MEMBERSHIP

Substitute the following for section 1—

"(1) Membership of Scheme A shall be compulsory for and be limited to—

(a) all employees employed on any of the classes of work scheduled in the Main Agreement at an hourly wage of not less that the rate prescribed from time to time for Rate DDD class of work;

(b) apprentices, irrespective of their wage rate; and

(c) all employees employed in operative processes in receipt of a wage equivalent to not less than the hourly rate prescribed from time to time in the Main Agreement for Rate D class of work whether paid weekly or montly, excluding any payment for overtime, who are members of the trade unions.

(2) Notwithstanding (1) above, an employer may, in respect of his employees employed in the Industries whose wages are not specified in the Industrial Council Agreements but who are receiving remuneration at a rate equivalent to not less than the hourly rate prescribed from time to time in the Main Agreement for Rate D class of work whether paid weekly or monthly, excluding any payment for overtime, by mutual agreement make application to the Fund to accept contributions from himself and those employees (or any of them) in accordance with the provisions of section 2 of this Part. Upon receipt of such application, the Management Committee may agree to receive contributions from that employer and the provisions of the Agreement shall thereupon *mutatis mutandis* apply to the employer and the employees concerned and be observed by them as though applied by section 1 of Part I.".

(B) SECTION 2.—CONTRIBUTIONS

In subsection (1) substitute the following for the existing table:

"Wage group per week	*Amount per week*
	c
Over R287	30
Over R262 and up to R287	26
Over R208 and up to R262	24
Over R182 and up to R208	22
Over R153 and up to R182	19
R153 and under	14".

(C) SECTION 3.—SICK PAY BENEFITS

In subsection (1) substitute the following for the existing table:

"Actual wage group per week	*Sick pay benefits 1st to 30th week Per week*
	R
Over R287	112
Over R262 and up to R287	100
Over R208 and up to R262	80
Over R182 and up to R208	69
Over R153 and up to R182	57
R153 and under	49".

6. PART III OF THE FORMER AGREEMENT

SCHEME B

(A) SECTION 2.—CONTRIBUTIONS

In subsection (1) substitute the following for the existing table:

"Wage group per week	*Amount per week*
	c
Over R287	30
Over R262 and up to R287	26
Over R208 and up to R262	24
Over R182 and up to R208	22
Over R153 and up to R182	19
Over R133 and up to R153	14
Over R114 and up to R133	12
R114 and under	10".

3. ALGEMENE BEPALINGS

Vervang klousule 4 van die Herbekragtigingsooreenkoms deur die volgende:

"Die bepalings vervat in klousules 3 tot 8, 10 tot 15 (soos gewysig by klousule hieronder) en 16 van Deel I en Deel III van die Vorige Ooreenkoms (soos gewysig by klousule 6 hieronder), is van toepassing op werkgewers en werknemers.".

4. KLOUSULE 15.—ALGEMENE BEPALINGS BETREFFENDE BYDRAES EN BYSTAND

In subklousule (4) (f) vervang die uitdrukking "13 weke" deur die uitdrukking "26 weke" waar dit oral voorkom.

5. DEEL II VAN DIE VORIGE OOREEKOMS

SKEMA A

(A) KLOUSULE 1.—LIDMAATSKAP

Vervang klousule 1 deur die volgende—

"(1) Lidmaatskap van Skema A is verpligtend vir en beperk tot—

(a) alle werknemers in diens in enigeen van die klasse werk in die Hoofooreenkoms gelys teen 'n uurloon van nie minder as die loon soos van tyd tot tyd in die Hoofooreenkoms vir Loon DDD klas werk voorgeskryf;

(b) vakleerlinge, ongeag hul loonskale; en

(c) alle werknemers in diens in werkprosesse wat 'n loon ontvang ekwivalent tot nie minder as die uurloon soos van tyd tot tyd in die Hoofooreenkoms vir Loon D klas werk voorgeskryf, ongeag weekliks of maandeliks besoldig, uitgesonderd besoldiging vir oortydwerk;

(2) Ondanks (1) hierbo, 'n werkgewer kan, ten opsigte van sy werknemers wat in die Nywerhede werksaam is en wie se lone nie in die Nywerheidsraadooreenkomste vasgestel is nie, dog wat 'n loon ontvang teen 'n loon ekwivalent tot nie minder as die uurloon soos van tyd tot tyd in die Hoofooreenkoms vir Loon D klas werk voorgeskryf, ongeag weekliks of maandeliks besoldig, uitgesonderd besoldiging vir oortydwerk, by die Fonds aansoek doen om bydraes van hom en van sodanige werknemers (of enigeen van hulle) ooreenkomstig klousule 2 van hierdie Deel aan te neem, mits daar onderling in dier voege ooreengekom is. By ontvangs van sodanige aansoek kan die Bestuurskomitee instem om bydraes van sodanige werkgewer te ontvang, en die Ooreenkoms is daarna *mutatis mutandis* op die betrokke werkgewer en werknemers van toepassing en moet deur hulle nagekom word asof dit by klousule 1 van Deel I op hulle van toepassing gemaak is.".

(B) KLOUSULE 2.—BYDRAES

In subklousule (1) vervang die bestaande tabel deur die volgende:

"Loongroep per week	*Bedrag per week*
	c
Oor R287	30
Oor R262 tot en met R287	26
Oor R208 tot en met R262	24
Oor R182 tot en met R208	22
Oor R153 tot en met R182	19
R153 en minder	14".

(C) KLOUSULE 3.—BETALING VAN SIEKTEBYSTAND

In subklousule (1) vervang die bestaande tabel deur die volgende:

"Werklike loongroep per week	*Siektebystand 1ste tot 30ste week Per week*
	R
Oor R287	112
Oor R262 tot en met R287	100
Oor R208 tot en met R262	80
Oor R182 tot en met R208	69
Oor R153 tot en met R182	57
R153 en minder	49".

6. DEEL III VAN DIE VORIGE OOREENKOMS

SKEMA B

(A) KLOUSULE 2.—BYDRAES

In subklousule (1) vervang die bestaande tabel deur die volgende:

"Loongroep per week	*Bedrag per week*
	c
Oor R287	30
Oor R262 tot en met R287	26
Oor R208 tot en met R262	24
Oor R182 tot en met R208	22
Oor R153 tot en met R182	19
Oor R133 tot en met R153	14
Oor R114 tot en met R133	12
R114 en minder	10".

(B) SECTION 3.—SICK PAY BENEFITS

In subsection (1) substitute the following for the existing table:

"Actual wage group per week	*Sick pay benefits 1st to 30th week*
	Per week
	R
Over R287	112
Over R262 and up to R287	100
Over R208 and up to R262	80
Over R182 and up to R208	69
Over R153 and up to R182	57
Over R133 and up to R153	49
Over R114 and up to R133	42
R114 and under	35".

(C) SECTION 4.—FUNERAL BENEFIT

Substitute the following for the existing table:

"Actual wage group per week	*Funeral benefit*
	R
Over R124	420
R124 and under	270".

Signed at Johannesburg for and on behalf of the parties this 14th day of July 1986.

C. J. M. PRINSLOO,
Chairman.

B. NICHOLSON,
Vice-Chairman.

A. O. DE JAGER,
General Secretary.

No. R. 2233 **24 October 1986**

LABOUR RELATIONS ACT, 1956

IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY.—AMENDMENT OF METAL INDUSTRIES MEDICAL AID FUND AGREEMENT

I, Pieter Theunis Christiaan du Plessis, Minister of Manpower, hereby, 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 related 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 December 1990, upon the employers' organisations and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisations or unions.

P. T. C. DU PLESSIS,
Minister of Manpower.

SCHEDULE

METAL INDUSTRIES MEDICAL AID FUND AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

Automotive Parts Production Engineers' Association
Border Engineering Industries Association
Cape Engineers' and Founders' Association
Constructional Engineering Association
Domestic Appliance Manufacturers' Association of South Africa
Edge Hand and Small Tool Manufacturers' Association
Electrical Engineering and Allied Industries Association
Electronics and Telecommunications Industries Association
Engineers' and Founders' Associations (Transvaal, Orange Free State and Northern Cape)
Fire Protection Industries Association of South Africa.
Forging Association of Southern Africa
Gate and Fence Manufacturers' Association of Transvaal
Heavy Engineering Manufacturers Association
Iron and Steel Producers' Association of South Africa

(B) KLOUSULE 3.—BETALING VAN SIEKTEBYSTAND

In subklousule (1) vervang die bestaande tabel deur die volgende:

"Werklike loongroep per week	*Siektebystand 1ste tot 30ste week*
	Per week
	R
Oor R287	112
Oor R262 tot en met R287	100
Oor R208 tot en met R262	80
Oor R182 tot en met R208	69
Oor R153 tot en met R182	57
Oor R133 tot en met R153	49
Oor R114 tot en met R133	42
R114 en minder	35".

(C) KLOUSULE 4.—BEGRAFNISBYSTAND

Vervang die bestaande tabel deur die volgende:

"Werklike loongroep per week	*Begrafnis-bystand*
	R
Oor R124	420
R124 en minder	270".

Namens die partye op hede die 14de dag van Julie 1986 te Johannesburg onderteken.

C. J. M. PRINSLOO,
Voorsitter.

B. NICHOLSON,
Ondervoorsitter.

A. O. DE JAGER,
Hoofsekretaris.

No. R. 2233 **24 Oktober 1986**

WET OP ARBEIDSVERHOUDINGE, 1956

YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID.—WYSIGING VAN MEDIESE HULPFONDSOOREENKOMS VIR DIE MATAALNYWERHEDE

Ek, Pieter Theunis Christiaan du Plessis, Minister van Mannekrag, verklaar hierby, kragtens 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 31 Desember 1990 eindig, bindend is vir die werkgewersorganisasies en die vakverenigings wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of verenigings is.

P. T. C. DU PLESSIS,
Minister van Mannekrag.

BYLAE

MEDIESE HULPFONDSOOREENKOMS VIR DIE METAALNYWERHEDE

ooreenkomstig die Wet op Arbeidsverhoudinge, 1956, gesluit deur en aangegaan tussen die

Automotive Parts Production Engineers' Association
Border Engineering Industries Association
Cape Engineers' and Founders' Association
Constructional Engineering Association
Domestic Appliance Manufacturers' Association of South Africa
Edge Hand and Small Tool Manufacturers' Association
Electrical Engineering and Allied Industries Association
Electronics and Telecommunications Industries Association
Engineers' and Founders' Association (Transvaal, Orange Free State and Northern Cape)
Fire Protections Industries Association of South Africa
Forging Association of Southern Africa
Gate and Fence Manufacturers' Association of the Transvaal
Heavy Engineering Manufacturers' Association
Iron and Steel Producers' Association of South Africa

Lift Engineering Association of South Africa
Light Engineering Industries Association of South Africa
Materials Handling Association
Natal Engineering Industries Association
Non-Ferrous Metal Industries Association of South Africa.
Plastic Manufactuers' Association of South Africa
Plumbers and Engineers Brassware Manufacturers' Association
Port Elizabeth Engineers' Association
Precisions Manufacturing Engineers' Association
Pressure Vessel Manuafacturers' Association of South Africa
Radio, Appliance and Television Association of South Africa
Sheetmetal Industries Association of South Africa
S.A. Agricultural and Irrigation Machinery Manufacturers' Association
S.A. Association of Shipbuilders and Repairers
S.A. Electro-Plating Industries Association
S.A. Fasteners Manufacturers' Association
S.A. Foundry Association
S.A. Industrial Refrigeration and Air Conditioning Contractors' Association
S.A. Radio and Television Manufacturers' Association
S.A. Reinforced Concrete Engineers' Association
S.A. Tube Makers' Association
S.A. Wire and Wire Rope Manufacturers' Association
S.A. Wrought Non-Ferrous Metal Manufacturers' Association

(hereinafter referred to as the "employers" or the "employers organisations"), of the one part, and the

Amalgamated Engineering Union of South Africa
Amalgamated Society of Woodworkers of South Africa
Electrical and Allied Trades Union of South Africa
Engineering Industrial Workers' Union of South Africa
Iron Moulders' Society of South Africa
Mineworkers' Union
Radio, Television, Electronics and Allied Workers' Union
S.A. Boilermakers', Iron and Steel Workers', Shipbuilders' and Welders' Society
S.A. Electrical Workers' Association
S.A. Engine Drivers', Firemen's and Operators' Association
S.A. Yster-, Staal- en Verwante Nywerhede-Unie

(hereinafter referred to as the "employees" or the "trade unions"), of the other part,

being the parties to the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry,

to amend the Metal Industries Medical Aid Fund Agreement published under Government Notice R. 2829 of 27 December 1985 as amended by Government Notice R. 714 of 18 April 1986.

1. SCOPE OF APPLICATION OF AGREEMENT

(1) Except as otherwise provided in this section, the terms of this Agreement shall apply to and be observed throughout the Republic of South Africa, excluding the port and settlement of Walvis Bay, by all employers and employees in the Iron, Steel, Engineering and Metallurgical Industries who are members of the employers' organisations and the trade unions respectively.

(2) The term of this Agreement shall not apply to employers and their employees who are participating with the employer in any scheme providing medical benefits in existence as at 18 July 1966, to which the employer concerned contributes part of the contributions for each employee who is a member of the scheme and otherwise covered by this Agreement, while such scheme continues to operate and the said employer and employees continue as participants in the scheme and the employer continues to pay part of the contributions for each such employee.

(3) Notwithstanding the provisions of subsection (2), the terms of this Agreement shall apply to employers and employees in respect of any employee who is not covered by, or ceases to be covered by, a fund referred to in that subsection.

2. SECTION 9.—CONTRIBUTIONS

In subsection (2), substitute the following for the existing table:

"Wage group	Weekly wage	Member only	Member plus 1 or 2 dependants	Member plus 3 or more dependants
		M	M 1 or 2	M 3 +
		R	R	R
1	Up to R179	7,45	10,25	11,50
2	Over R179 and up to R255	8,70	11,65	12,90
3	Over R255	9,55	12,75	14,00.".

Lift Engineering Association of South Africa
Light Engineering Industries Association of South Africa
Materials Handling Association
Natal Engineering Industries Association
Non-Ferrous Metal Industries Association of South Africa
Plastics Manufacturers' Association of South Africa
Plumbers and Engineers Brassware Manufacturers' Association
Port Elizabeth Engineers' Association
Precision Manufacturing Engineers' Association
Pressure Vessel Manufacturers' Association of South Africa
Radio, Appliance and Television Association of South Africa
Sheetmetal Industries Association of South Africa
S.A. Agricultural and Irrigation Machinery Manufacturers' Association
S.A. Association of Shipbuilders and Repairers
S.A. Electro-Plating Industries Association
S.A. Fasteners Manufacturers' Association
S.A. Foundry Association
S.A. Industrial Refrigeration and Air Conditioning Contractors' Association
S.A. Radio and Television Manufacturers' Association
S.A. Reinforced Concrete Engineers' Association
S.A. Tube Makers' Association
S.A. Wire and Wire Rope Manufacturers' Association
S.A. Wrought Non-Ferrous Metal Manufacturers' Association

(hierna die "werkgewers" of die "werkgewersorganisasies" genoem), aan die eenkant, en die

Amalgamated Engineering Union of South Africa
Amalgamated Society of Woodworkers of South Africa
Electrical and Allied Trades Union of South Africa
Engineering Industrial Workers' Union of South Africa
Iron Moulders' Society of South Africa
Mynwerkersunie
Radio, Televisie, Electronics and Allied Workers' Union
S.A. Boilermakers', Iron and Steel Workers', Shipbuilders' and Welders' Society
S.A. Electrical Workers' Association
S.A. Engine Drivers', Firemen's and Operators' Association
S.A. Yster-, Staal- en Verwante Nywerhede-Unie

(hierna die "werknemers" of die "vakverenigings" genoem), aan die ander kant,

wat die partye is by die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid,

om die Mediese Hulpfondsooreenkoms vir die Metaalnywerhede, gepubliseer by Goewermentskennisgewing R. 2829 van 27 Desember 1985, soos gewysig by Goewermentskennisgewing R. 714 van 18 April 1986, te wysig.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Behoudens andersluidende bepalings in hierdie klousule, is hierdie Ooreenkoms van toepassing en moet dit oral in die Republiek van Suid-Afrika, uitgesonderd die hawe en nedersetting van Walvisbaai, nagekom word deur alle werkgewers en werknemers in die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerhede wat onderskeidelik lede van die werkgewersorganisasies en die vakverenigings is.

(2) Hierdie Ooreenkoms is nie van toepassing nie op werkgewers en hul werknemers wat saam met die werkgewer deelnemers is in 'n skema wat mediese bystand verskaf en wat bestaan het op 18 Julie 1966, en waartoe die betrokke werkgewer 'n gedeeltelike bydrae maak ten opsigte van elke werknemer wat lid is van die skema en andersins deur hierdie Ooreenkoms gedek word terwyl sodanige skema in werking bly en genoemde werkgewer en werknemers voortgaan om deelnemers in die skema te wees en die werkgewer voortgaan om 'n gedeeltelike bydrae ten opsigte van elke sodanige werknemer te betaal.

(3) Ondanks subklousule (2) is hierdie Ooreenkoms van toepassing op werkgewers en werknemers ten opsigte van werknemers wat nie gedek word deur 'n fonds wat in daardie subklousule bedoel word nie, of wat ophou om daardeur gedek te word.

2. KLOUSULE 9.—BYDRAES

In subklousule (2), vervang die bestaande tabel deur die volgende:

"Loongroep	Weekloon	Slegs lid	Lid plus 1 of 2 afhanklikes	Lid plus 3 of meer afhanklikes
		L	L 1 of 2	L 3 +
		R	R	R
1	Tot en met R179	7,45	10,25	11,50
2	Oor R179 en tot en met R255.....	8,70	11,65	12,90
3	Oor R255	9,55	12,75	14,00.".

Signed at Johannesburg for and on behalf of the parties this 21st day of July 1986.

C. J. M. PRINSLOO,
Chairman.

B. NICHOLSON,
Vice-chairman.

A. O. DE JAGER,
General Secretary.

Namens die partye op hede die 21ste dag van Julie 1986 te Johannesburg onderteken.

C. J. M. PRINSLOO,
Voorsitter.

B. NICHOLSON,
Ondervoorsitter.

A. O. DE JAGER,
Hoofsekretaris.

No. R. 2234 **24 October 1986**

LABOUR RELATIONS ACT, 1956

IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY.—AMENDMENT OF ENGINEERING AND ALLIED INDUSTRIES EMPLOYEES MEDICAL AID FUND AGREEMENT

I, Pieter Theunis Christiaan du Plessis, Minister of Manpower hereby, 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 16 February 1990, upon the employers' organisations and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisations or unions.

P. T. C. DU PLESSIS,
Minister of Manpower.

SCHEDULE

NATIONAL INDUSTRIAL COUNCIL FOR THE IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY

ENGINEERING AND ALLIED INDUSTRIES EMPLOYEES' MEDICAL AID FUND AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

Association of Electric Cable Manufacturers of South Africa
Automotive Parts Production Engineers' Association
Border Engineering Industries Association
Cape Engineers' and Founders' Association
Constructional Engineering Association
Domestic Appliance Manufacturer's Association of South Africa
Edge Hand and Small Tool Manufacturers' Association
Electrical Engineering and Allied Industries Association
Electronics' and Telecommunications Industries Association
Engineers' and Founders' Association (Transvaal, Orange Free State and Northern Cape)
Fire Protection Industries Association of South Africa
Forging Association of Southern Africa
Gate and Fence Manufacturers' Association of the Transvaal
Heavy Engineering Manufacturers' Association
Iron and Steel Producers' Association of South Africa
Lift Engineering Association of South Africa
Light Engineering Industries Association of South Africa
Materials Handling Association
Natal Engineering Industries Association
Non-Ferrous Metal Industries Association of South Africa
Plastics Manufacturers' Association of South Africa
Port Elizabeth Engineers' Association
Precision Manufacturing Engineer's Association
Pressure Vessel Manufacturers Association of South Africa
Radio, Appliance and Television Association of South Africa
Sheetmetal Industries Association of South Africa

No. R. 2234 **24 Oktober 1986**

WET OP ARBEIDSVERHOUDINGE, 1956

YSTER-, STAAL-, INGENIEURS-, EN METALLURGIESE NYWERHEID.—WYSIGING VAN MEDIESE HULPFONDSOOREENKOMS VIR WERKNEMERS IN DIE INGENIEURS- EN AANVERWANTE NYWERHEDE

Ek, Pieter Theunis Christiaan du Plessis, Minister van Mannekrag, verklaar hierby, kragtens 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 16 Februarie 1990 eindig, bindend is vir die werkgewersorganisasies en die vakverenigings wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of verenigings is.

P. T. C. DU PLESSIS,
Minister van Mannekrag.

BYLAE

NASIONALE NYWERHEIDSRAAD VIR DIE YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID

MEDIESE HULPFONDSOOREENKOMS VIR WERKNEMERS IN DIE INGENIEURS- EN AANVERWANTE NYWERHEDE

ooreenkomstig die Wet op Arbeidsverhoudinge, 1956, gesluit deur en aangegaan tusen die

Association of Electrical Cable Manufacturers of South Africa
Automotive Parts Production Engineers' Association
Border Engineering Industries' Association
Cape Engineers' and Founders' Association
Constructional Engineering Association
Domestic Appliances Manufacturers' Association of South Africa
Edge Hand and Small Tool Manufacturers' Association
Electrical Engineering and Allied Industries Association
Electronics and Telecommunications Industries Association
Engineers' and Founders' Association (Transvaal, Orange Free State and Northern Cape)
Fire Protection Industries Association of South Africa
Forging Association of Southern Africa
Gate and Fence Manufacturers' Association
Heavy Engineering Manufacturers' Association
Iron and Steel Producers' Association of South Africa
Lift Engineering Association of South Africa
Light Engineering Industries Association of South Africa
Materials Handling Association
Natal Engineering Industries Association
Non-Ferrous Metal Industries Association of South Africa
Plastics Manufacturers' Association of South Africa
Port Elizabeth Engineers' Association
Precision Manufacturing Engineers' Association
Pressure Vessel Manufacturers' Association of South Africa
Radio, Appliance and Television Association of South Africa
Sheetmetal Industries Association of South Africa

S.A. Agricultural and Irrigation Machinery Manufacturers' Association
S.A. Association of Shipbuilders and Repairers
S.A. Electro-Plating Industries Association
S.A. Fasteners Manufacturers' Association
S.A. Foundry Association
S.A. Industrial Refrigeration and Air Conditioning Contractors' Association
S.A. Machine Tool Manufacturers' Association
S.A. Radio and Television Manufacturers' Association
S.A. Reinforced Concrete Engineers' Association
S.A. Tube Makers' Association
S.A. Wire and Wire Rope Manufacturers' Association

(hereinafter referred to as the "employers" or the "employers' organisations") of the one part and the

Electrical and Allied Workers' Trade Union of South Africa
Engineering Industrial Workers' Union of South Africa
Radio, Television, Electronics and Allied Workers' Union
S.A. Boilermakers', Iron and Steel Workers', Shipbuilders' and Welders' Society

(hereinafter referred to as the "employees" or the "trade unions"), of the other part,

being the parties to the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry, to amend the Agreement published under Government Notice R. 1002 of 23 May 1986 (hereinafter referred to as the "Re-enacting Agreement").

1. SCOPE OF APPLICATION OF AGREEMENT

(1) Except as otherwise provided in this section, the terms of this Agreement shall apply to and be observed throughout the Republic of South Africa, excluding the port and settlement of Walvis Bay, by all employers and emplyees in the Iron, Steel, Engineering and Metallurgical Industries who are members of the employers' organisations and the trade unions, respectively.

(2) The terms of this Agreement shall not apply to—

(a) employees whilst they are participating in the Metal Industries Medical Aid Fund in force for the time being;

(b) an employer and his employee who were participants with the employer in any scheme providing medical benefits which was in existence prior to 7 February 1975 (and in which the employer of those employees was on the said date a participant) and to which the employer concerned contributed not less than 50c per week for each employee who was a member of the scheme and otherwise covered by this Agreement, while such scheme continues to operate and the said employer and his employee continue as participants in the scheme and the employer continues to pay a contribution of not less than 50c for each such employee per week.

(3) Notwithstanding the provisions of subsection (2), the terms of this Agreement shall apply to employers and employees in respect of any employee who is not covered by, or ceases to be covered, by, a fund or scheme referred to in that subsection.

2. GENERAL PROVISIONS

Substitute the following for clause 3 of the Re-enacting Agreement:

"The provisions contained in sections 3 (as amended by section 4 of the Re-enacting Agreement and further amended by section 3 hereunder), 4 to 6 (as amended by section 4 hereunder) and 7 to 19 of the Agreement published under Government Notice R. 296 of 15 February 1980, as amended, extended and re-enacted by Government Notices R. 1344 of 27 June 1980, R. 887 of 1 May 1981, R. 1209 of 25 June 1982, R. 1381 of 1 July 1983, R. 470 of 9 March 1984, R. 1885 of 31 August 1984, R. 229 of 8 February 1985, R. 2057 of 13 September 1985 (hereinafter referred to as the "Former Agreement"), shall apply to employers and employees.

3. SECTION 3.—DEFINITIONS

In the definition of "employee" substitute the figure "R2,85" for the figure "R2,48".

4. SECTION 6.—MEMBERSHIP

In subsection (1), in the definition of "unscheduled employee", substitute the figures "R2,85", "R128,25" and "R555,75" for the figures "R2,48", "R111,60" and "R483,60" respectively.

Signed at Johannesburg, for and on behalf of the parties, this 14th day of July 1986.

C. J. M. PRINSLOO,
Chairman.

B. NICHOLSON,
Vice-Chairman.

A. O. DE JAGER,
General Secretary.

S.A. Agrikultuur- en Besproeiingsmasjinerie Vervaardigers' Vereniging
S.A. Vereniging van Skeepsbouers en Herstellers
S.A. Elektroplateerbedrywe Vereniging
S.A. Vervaardigers van Bevestigingsmiddels Vereniging
S.A. Gietwerkers Vereniging
S.A. Vereniging van Nywerheidsverkoeling- en Lugversorging Kontrakteurs
S.A. Vereniging van Vervaardigers van Werktuigmasjinerie
S.A. Vereniging van Vervaardigers van Radio's en Televisie
S.A. Vereniging van Ingenieurs in Gewapende Beton
S.A. Vereniging van Pypmakers
S.A. Vereniging van Vervaardigers van Draad en Draadtou

(hierna die "werkgewers" of die "werkgewersorganisasies" genoem), aan die een kant, en die

Electrical and Allied Workers' Trade Union of South Africa
Engineering Industrial Workers' Union of South Africa
Radio, Television, Electronics and Allied Workers' Union
S.A. Boilermakers', Iron and Steel Workers', Shipbuilders' and Welders' Society

(hierna die "werknemers" of die "vakverenigings" genoem), aan die ander kant,

wat die partye is by die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid, om die Ooreenkoms gepubliseer by Goewermentskennisgewing R. 1002 van 23 Mei 1986 (hierna die "Herbekragtigingsooreenkoms" genoem), te wysig.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Behoudens andersluidende bepalings in hierdie klousule, is hierdie Ooreenkoms van toepassing op en moet oral in die Republiek van Suid-Afrika, uitgesonder die hawe en nedersetting van Walvisbaai, nagekom word deur alle werkgewers en werknemers in die Yster-, Staal-, Ingenieurs-, en Metallurgiese Nywerhede wat onderskeidelik lede van die werkgewersorganisasie en die vakvereniging is.

(2) Hierdie Ooreenkoms is nie van toepassing nie op—

(a) werknemers terwyl hulle deelnemers is in die Mediese Hulpfonds van die Metaalnywerhede wat vir die oomblik van krag is;

(b) 'n werkgewer en sy werknemers wat saam met die werkgewer deelnemers was in 'n skema wat mediese voordele verskaf en wat bestaan het voor 7 Februarie 1975 (en waarin die werkgewer van dié werknemers op genoemde datum 'n deelnemer was) en waartoe die betrokke werkgewer weekliks minstens 50c bygedra het ten opsigte van elke werknemer wat lid was van die skema en andersins deur hierdie Ooreenkoms gedek word, terwyl sodanige skema in werking bly en genoemde werkgewer en sy werknemers voortgaan om deelnemers in die skema te wees en die werkgewer voortgaan om 'n bydrae van minstens 50c per week ten opsigte van elke sodanige werknemer te betaal.

(3) Ondanks subklousule (2), is hierdie Ooreenkoms van toepassing op werkgewers en werknemers ten opsigte van werknemers wat nie gedek word deur 'n fonds of skema wat in daardie subklousule bedoel word nie, of wat ophou om daardeur gedek te word.

2. ALGEMENE BEPALINGS

Vervang klousule 3 na die Herbekragtigingsooreenkoms deur die volgende:

"Die bepalings vervat in klousules 3 (soos gewysig by klousule 4 hieronder), 4 tot 6 (soos gewysig by klousule 5 hieronder) en 7 tot 19 van die Ooreenkoms gepubliseer by Goewermentskennisgewing R. 296 van 15 Februarie 1980, soos gewysig, verleng en herbekragtig by Goewermentskennisgewings R. 1334 van 27 Junie 1980, R. 887 van 1 Mei 1981, R. 120 van 25 Junie 1982, R. 1381 van 1 Julie 1983, R. 470 van 9 Maart 1984, R. 1885 van 31 Augustus 1984, R. 229 van 8 Februarie 1985 en R. 2057 van 13 September 1985 (hierna die "Vorige Ooreenkoms" genoem), is van toepassing op werkgewers en werknemers.

3. KLOUSULE 3.—WOORDOMSKRYWING

In die omskrywing van "werknemer" vervang die syfer "R2,48" deur die syfer "R2,85".

4. KLOUSULE 6.—LIDMAATSKAP

In subklousule (1), in die omskrywing van "oningelyste werknemers" vervang die syfers "R2,48", R111,60" en R483,60" deur onderskeidelik die Syfers "R2,85", R128,25" en "R555,75".

Namens die partye op hede die 14de dag van Julie 1986 te Johannesburg onderteken.

C. J. M. PRINSLOO,
Voorsitter.

B. NICHOLSON,
Ondervoorsitter.

A. O. DE JAGER,
Hoofsekretaris.

Drivers' wages: BPSA speaks out

Cape Times 25/1/1986

BP Southern Africa (BPSA) yesterday said that while many truck drivers were still badly paid, "large numbers" received pay and worked under conditions of the highest standards.

The company, which employs 240 bulk-vehicle drivers, was responding to a recent Cape Times article which quoted a report saying minimum wages for most truck drivers were below starvation level.

Mr Ian Sims, BPSA chairman, said in the statement: "While I have no doubt that many truck drivers are paid below the Supplemented Living Level (SLL), there are a large number of others whose pay and work conditions meet the highest standards and this equally needs to be highlighted."

BPSA drivers' average remuneration was R968,47 a month, including the proportionate value of a 13th cheque bonus. The minimum wage for truck drivers was R758,31.

He said this was significantly more than the R560,39 a month SLL calculated by Unisa for Pretoria, which was the highest SLL for any centre where BPSA operated. The Cape Town SLL is R419,25.

BPSA's minimum remuneration for all workers was R620,33 a month, Mr Sims said.

DD 25/10/86

Miners decide on offers

JOHANNESBURG — The National Union of Mineworkers was yesterday awaiting a decision from its members on the latest offer by the Chamber of Mines on annual wage increases.

The NUM's press officer, Mr Marcel Golding, said it would inform the chamber of the decison today or Monday.

Last week the chamber offered an improved package on income security for incapacitated miners, according to NUM. Income security became a big hurdle in the light of the Kinross disaster on October 16. Increases range now from 19,5 to 23,5 per cent.

Results were expected today or Sunday from strike ballots at mines administered by Rand Mines collieries and Goldfields, who have declined to participate in the latest offer. — Sapa

Is Sullivan Code on its way out?

By Chris Moerdyk

Cracks are starting to appear in the foundations of the Sullivan Code as United States corporations scramble to transfer control of their South African subsidiaries to local investors and management.

And the first thing South African management does, according to Mr Benjamin Brown, the senior US commercial officer here, is to resign from the Sullivan Signatories' Association.

The code was drafted more than a decade ago by the black Baptist minister and board member of General Motors in Detroit, the Rev Leon Sullivan.

In short, it consists of a set of principles which US companies must adhere to to justify their continued existence in South Africa.

The code has allowed these companies to become directly involved in the process of bringing about change. It has also had the effect of defusing pressure on these corporations from within the United States.

Now, local managements and their former parent companies are freed from what they used to call the "hassle factor" with no apparent reason to continue adhering to the Sullivan Code, social responsibility programmes or the fair trade practices laid down by the State Department.

So far only about 15 percent of US corporations operating in South Africa have opted for the "management buyout" route, but with the decisions of such giants as IBM and General Motors to leap aboard the bandwagon, this trend is almost certain to escalate.



Leon Sullivan . . . ominous threat.

And as the rush to "withdraw" increases, those cracks in the foundations of the Sullivan Code could widen to bring it crashing into obsolescence.

From South Africa's point of view this seems, on surface, to be "good riddance". Struggling companies could be relieved of the variety of financial burdens these practices insisted upon and be allowed to get on with the business of business.

But the collapse of the Sullivan Code could also have disastrous consequences.

For a start, Mr Sullivan has said he did not intend continuing his association with the Code unless apartheid was abolished by May next year.

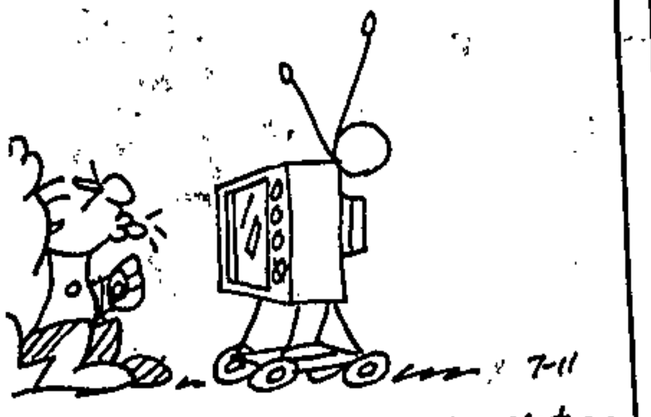
It is unlikely that the international community's perception of the abolition of apartheid will happen in the next seven months, so one can assume the Mr Sullivan will indeed retire.

But what is ominous is that he has also said that if he cannot be convinced that the Sullivan Code is working to effect political change, he would be left with no option but to push for total disinvestment.

Mr Sullivan has already shown that he has considerable clout in US boardrooms and should he decide to go on the total disinvestment warpath, few of the 85 per cent of US companies still "braving it out" in South Africa would be able to withstand the pressure.

Many of these companies see the Sullivan Code as a "lifeline" in the troubled waters of a powerful disinvestment campaign. Without this they might well sink in the wake of a tidal wave the disinvestment lobby would create.

by Brickman



BUS DAY 27/10/86

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Rating appeals delay final Sullivan report

Economics Reporter

THIS year's report on signatories to the Sullivan Principles, originally due out by the end of this month, has been delayed by the large number of signatory companies and by an unusually high number of ratings appeals.

A spokesman for Arthur D Little, the Boston-based consulting firm that compiles the annual report for the Rev Leon Sullivan's International Council for Equality of Opportunity Principles, confirmed that the final report would not be released publicly until next month.

The preliminary ratings, assigned for performance in various social responsibility areas, has sparked unprecedented anger and confusion among US subsidiaries in SA who feel the standards rating their activities have been unfairly stiffened. Companies have received preliminary ratings in the last few weeks.

One executive familiar with the ratings process said just 15 companies were given a top rating in this year's survey — down from 32 last year. Several major companies, placed in the top flight for "making good progress" last year, had been dropped to the second "making progress" tier in the most recent report.

The ratings are still being revised, pending appeals by companies who feel they have been rated unfairly.

A negative report could encourage new pressure for US corporations to disinvest from SA activities. Anti-apartheid lobbying groups tend to equate a positive rating with responsible corporate behaviour justifying a company's continued presence in SA, and the signatory companies are usually eager to avoid such pressure.

Executives in SA say the reaction to the ratings has been far stronger than those in past years because, as one said, "most companies have put in a great deal more time and effort than ever before, and spent more money".

EVE Post 27/10/86

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35 000 miners strike on Reef

JOHANNESBURG — At least 35 000 workers employed on three Gold Fields mines went on a wage strike last night and today, according to the National Union of Mineworkers (Num).

There have also been reports of riots, arrests and mine security police action at seven Gold Fields mines on the West Rand.

The strike follows five months of wage talks, an official dispute and the failure of dispute-settling machinery to resolve differences between the union and the company.

Num's Press officer, Mr Marcel Golding, said the strike centred on Gold Fields' refusal to increase their wage offer during negotiations last week.

During talks with the union last week, the Chamber of Mines proposed increases of 19,5 to 23,5% as well as improved income security for workers transferred to lower grade jobs due to injury at work.

The union still has to officially accept this final offer. — Sapa

DD 25/10/86. (355)

Many truck drivers are paid well, claims BPSA

CAPE TOWN — While many truck drivers were badly paid, "large numbers" received pay and worked under conditions of the highest standards, according to BP Southern Africa.

The company, which employs 240 bulk-vehicle drivers, was responding to a Cape Town newspaper article which quoted a report saying minimum wages for most truck drivers were below starvation levels.

BPSA's chairman, Mr Ian Sims, said in the statement: "While I have no doubt that many truck drivers are paid below the Supplemented Living Level (SLL), there are a large number of others whose pay and work conditions meet the highest standards and this equally needs to be highlighted."

BPSA drivers' average remuneration was R968,47 a month, including the proportionate value of a 13th cheque bonus. The minimum wage for truck drivers was R758,31.

He said this was significantly more than the R560,39 a month SLL calculated by Unisa for Pretoria, which was the highest SLL for any centre where BPSA operated. The Cape Town SLL is R419,25.

BPSA's minimum remuneration for all workers was R620,33 a month, Mr Sims said. — Sapa

GFSA weighs up NUM peace offer

ALAN FINE

GOLD Fields (GFSA) was last night considering a call by the National Union of Mineworkers (NUM) for a top-level meeting to discuss ways of resolving the wage dispute which has precipitated a strike involving at least 25 000 black miners.

More than 80% of the black workforce at Gold Fields' Kloof, Doornfontein and Deelkraal mines went on strike on Sunday night and yesterday over the refusal to match the 19,5% to 23,5% wage increases offered by other mining houses last week.

Formal agreement with Anglo American, JCI, Gencor and Rand Mines' gold division was reached last night.

Gold Fields, with Rand Mines collieries, withdrew from the negotiations when the employer offer reached the 15% to 20% level in July.

However, the company says it implemented a wage adjustment in August, designed to eliminate certain anomalies in its wage curve.

These increases, Gold Fields claims, mean that its wages are "on aggregate in much the same ballpark as those of other mining groups".

It says the strike is illegal because the union has not conducted strike ballots.

NUM in urgent talks

THE National Union of Mineworkers and Gold Fields of SA management were locked in urgent talks late yesterday in a bid to resolve the wage dispute which has resulted in the strike by about 35 000 black miners at the company's three mines.

The miners continued their wage strike yesterday at Kloof, Deelkraal and Doornfontein, a Gold Fields spokesman said. The strike began on Sunday night.

Num representatives and management were locked in talks all day yesterday. The wage negotiations centre on Num demand for increases of up to 23,5 percent.

According to Num, Gold Fields and Rand Mines have declined to increase the 20 percent wage hike implemented on their gold mines in July this year.

On Monday the Num and the Chamber of Mines reached a settlement on the revised wage offer which included increases of up to 23,5 percent. Gold Fields and Rand Mines stayed out of the agreement.

Meanwhile on Labour Day, Num has also agreed to support the chamber's proposal that the Government appoint a commission of inquiry into the issue of public holidays, Sapa reports.

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M/M 29/1/86

Warehouse workers picket for wage rise

Labour Reporter

EMPLOYEES at the CNA warehouse in Durban staged a picket demonstration on the premises in Jaco Place at lunch time yesterday in support of their demand for a 'living wage'.

Mr Important Mkhize, branch organiser of the Commercial, Catering and Allied Workers' Union of South Africa, said yesterday that the workers were demanding a pay rise of R105 a month across the board.

Originally they requested a rise of R200 a month but decided to compromise by reducing it by nearly half. He said the company offered R85 a month which the workers rejected outright and described as 'sheer peanuts'.

'Workers have vowed to stand by their demand of R105. They also requested that the minimum wages be increased to R500 a month. CNA workers throughout the country are holding strike ballots.

Failed

'If the majority decide on strike action in support of their demands there is a possibility that they could go on strike in a matter of days,' he added.

A CNA spokesman said the union and shop stewards from CNA Limited had rejected a final wage increase offer by the company of R85 a month across-the-board.

The spokesman said that the union had stated that a Conciliation Board established at the union's request to help solve the dispute had failed, although CNA disagreed and were willing to negotiate further.

The union was now conducting a ballot among its members about taking industrial action.

The CNA spokesman said the company had reminded employees considering industrial action that they would not be paid for the days on which they failed to report for work.

CNA wage strike possible

About 1 000 workers at CNA countrywide are considering whether or not to strike after the collapse of wage talks this week.

The Commercial, Catering and Allied Workers' Union (Ccawusa) rejected a final wage offer by CNA of an R85 a month across-the-board increase, the company said yesterday.

The union said it was sticking to demands for a R105 a month increase.

Negotiations between the parties began in mid-May. At that time the union demanded a R200-a-month across-the-board increase to become effective on August 1. The union also demanded that May 1 and June 16 be paid public holidays.

CNA says the union declared a dispute in July, refused to take part in mediation, and applied for the conciliation board which was granted at the end of September and met without success on October 8.

FM MINE (355)

MINE WAGE NEGOTIATIONS 31/10/86

Agreement clinched

This year's wage negotiations between the Chamber of Mines and the National Union of Mineworkers (NUM) have probably been the industry's toughest and most protracted yet.

The chamber this week announced "full and final settlement" between the two parties on the 1986 review of wages and other conditions of employment, thus averting an industry-wide strike. The agreement holds for the union's members on chamber-affiliated mines where it is recognised.

The *FM* has been edited to comply with the emergency regulations. Information may therefore be distorted, incomplete and misleading.

NUM remains in dispute with Goldfields and Rand Mines collieries. As the *FM* went to press, however, Goldfields and the union were trying to resolve their differences, which resulted in a strike by about 25 000 workers who downed tools on Sunday night.

It took several rounds of hard bargaining to reach agreement. The strikes at Goldfields' Kloof, Doornfontein and Deelkraal mines followed the company's non-acceptance of an increased wage offer made by other chamber members last week. NUM press officer Marcel Golding reckoned that the Goldfields strike was unlikely to affect the overall agreement.

Apart from Goldfields, Rand Mines collieries and Anglovaal — where NUM is barely represented — chamber members have agreed to wage increases ranging from 19,5% to 23,5%.

The latest offer, as well as a guarantee of income security, was made as NUM prepared to hold industry-wide strike ballots after talks deadlocked at mediation level last week. The offer was acceptable to NUM members canvassed at the weekend, and union officials signed an agreement precluding wage-related strikes on all mines owned by Anglo, Gencor, JCI and Rand Mines gold division until at least next year.

The conclusion of this year's six-month-long wage negotiations will probably produce a sigh of relief among chamber members, who spent the better part of this year anticipating some sort of strike action. And, says Golding, the agreement represents important union gains: "The issue of income security, or injury pay, was one for which we have campaigned for four years, and is a significant concession."

He adds that "we succeeded in reaching agreement on reduction of working hours, as well as on job security, which guarantees renewal of contracts at the same rate of pay." The union also succeeded in winning for its lowest-paid members an increase some 3,5% higher than that implemented by the chamber on July 1.

The union has also demanded that May 1 be a paid holiday; it agreed to support the chamber's proposal that government appoint a commission of inquiry into public holidays.

The agreement also provides for an increase in leave following mine accidents (from 42 to 56 days a year), and six months' pay at the old rate for injured or disabled workers. NUM agreed to the chamber proposal that employee contributions to the illness insurance scheme be increased from 38c to 45c per R100 of earnings.

The latest strikes at Goldfields show two things, Golding says: first, Goldfields did not take heed of the lesson Gencor received last year when it failed to go along with increases offered by other chamber members; and second, that NUM's members are "highly organised."

The union nonetheless attempted a conciliatory move by requesting a meeting with the Goldfields mines concerned, says Golding.

In the course of the negotiations, NUM established itself as an important force to be reckoned with, and generally exercised a control that can only be welcomed in the interests of better industrial relations.

Its membership increased rapidly this year, with paid-up membership rising from 120 000 in March to 180 000 by September. Total signed-up membership stands around 300 000, says Golding.

Several emotive issues this year could have provoked large-scale industrial action by NUM (detentions under the emergency and the Kinross disaster being the most notable), and it is to the credit of all parties that the wage talks have been seen through to the end. ■

Inquiry next week on sacking of strikers

The parliament of the European Community (EC) and a Maritzburg industrial court next week both start investigations into the dismissal of almost 1 000 workers from the BTR-Sarmcol rubber industry.

BTR-Sarmcol is a British multinational and the EC inquiry will be aimed at determining whether the company breached the EC code of conduct when it fired the striking workers.

The industrial court hearing in Maritzburg was launched by the Metal and Allied Workers' Union (Mawu).

Mawu will ask the court to reinstate the workers and to require BTR-Sarmcol to recognise the union as the collective bargaining representative of workers at its Howick plant.

The workers went on strike on May 1 last year after a conciliation board failed to solve the dispute over the company's refusal to recognise Mawu.

Mawu claims that the strike action was legal and entirely orderly.

The workers have been unemployed ever since.

Strike's wider implication for NUM

BUS004 31/10/86 ALAN FINE 1404 1502 25 355

MORE important than the eventual outcome of the wage negotiations after the National Union of Mineworkers (NUM) strike by about 25 000 workers at three Gold Fields mines is the longer term consequence on union membership in the group.

The real issue is the effect of the dispute on employees in the company, where — apart from the small Anglovaal group — the union is most poorly represented.

The extent of the strike probably surprised management. The union has, according to the company, only about 4 100 members in recognised bargaining units, but was able to mobilise more than six times that number.

The strike was in many ways a repeat of the action taken against Gencor last year. In that case, too, the union took on a company where it was poorly organised and which had withdrawn from the annual wage negotiations at the Chamber of Mines at an early stage. Gencor chose to dismiss the strikers on the second day of the strike.

Then followed the vital Marievale Industrial Court case where the company was ordered to reinstate the dismissed union members and, subsequently, further wage negotiations. The union was recognised at only one Gencor gold mine this time last year. By July 1986, largely as a result of its legal victories, it was recognised at eight.

The strike's over, the issues unresolved

355 WEEKLY MAIL 31/10/86

By SEFAKO NYAKA

MORE than 12 hours after 30 000 workers at three Goldfields mines returned to work, the company still has to contact the National Union of Mineworkers (NUM) to set up a meeting to resolve the issues leading to the four-day strike.

And the mining house says it has every reason to believe the return to work was the "result of the realisation on the part of the workers themselves that their unlawful action had been unwarranted".

In a statement, Goldfields claims "Num's offer to call its members back to work by means of mass meetings came hours after the start of the full Tuesday night shift at Doornfontein."

The situation at Deelkraal was already returning to normal before the meeting on Wednesday afternoon and at Kloof union officials withdrew from a meeting they had called before they had had a chance to make their point, Goldfields said.

NUM dismissed Goldfields' claims as "absolute rubbish".

"Union officials met with shop stewards at the strike-affected mines and counselled them on their rights. The shop stewards then called a meeting of all workers where a democratic decision was taken to end the strike," Marcel Golding, NUM's press officer, said yesterday.

More than 30 000 workers at Deelkraaal, Doornfontein and Kloof went on strike last Sunday demanding wage increases, income security for workers incapacitated by work-related injury and improvements in holiday leave bonuses.

Goldfields is one of two mining houses which refused to settle on a substantive agreement — which includes all the grievances of the Gold Field workers — with the NUM and four other mining houses.

Rand Mines Coal and Goldfields opted out of the wage talks after indicating they would agree to the income security proposal only if it included a full and final settlement for them.

Agreement with Anglo American, Gencor, JCI and Rand Mines Gold Mining Division was reached last week.

NOTE: REPORTS IN THIS ISSUE HAVE BEEN RESTRICTED IN TERMS OF THE EMERGENCY

Shock findings on wages

Own Correspondent

MOST workers in service stations earned between 46% and 55% of the minimum wage required for a modest low-level standard of living, a University of Cape Town research team has found. The Southern Africa Labour and Development Research Unit (Saldru) also found that a wide range of labour and artisan wages had decreased in real terms, particularly over the past 12 months.

In its quarterly monitor of minimum wage measures, Saldru said it was "alarming" that current real wages in the metal industry were "the lowest for the last four years for most unskilled workers, and also the lowest in more than 10 years for skilled workers".

The new Industrial Council agreement in the metal industry, which provided for wage increases of 16,8% for unskilled workers and 11,5% for skilled workers, had again failed to protect workers against inflation — which was running at 18,7% in August — and had therefore contributed to a decline in their standards of living.

Saldru said that in 30 of 41 new wage clauses in 23 Industrial Council agreements, the real value of minimum wages for labourers fell.

US firm's in secret ratings

SUNDAY TIMES, November 2 1986

Flare-up at Sullivan's 'new' Code

THE Sullivan Code of fair employment practices — for years the cornerstone guide for multinationals doing business in South Africa — is a short step from collapsing.

Some signatories believe they are being deliberately downgraded so the Rev Leon Sullivan, author of the code, can have an excuse for dumping the whole exercise.

And this week it became known that Mr Sullivan had ordered companies unhappy about their downgrading in terms of the code to shut up or face even worse ratings.

The simmering tensions within the signatories bubbled to the surface in a secret meeting last week.

The "secrecy" order — an official policy directive from the Sullivan US office — was

By DAVID JACKSON

relayed to representatives of American firms at the lively closed-door meeting in Johannesburg.

Some of the delegates vented their frustration at the low ratings their companies have been given.

The confidential meeting was addressed by Mr Reid Weedon, senior vice-president in the US of Arthur D Little, the industrial/management consultancy co-ordinating the Sullivan report.

According to delegates, Mr Weedon threatened to leave the meeting after a disparaging remark from the floor.

The tension over the 10th Sullivan report — the final draft is due to be made public in December — follows the publicly-stated dissatisfaction with the ratings procedure by some multinational executives, who have accused him of "moving the goalposts".

The companies complain they have no way of knowing the criteria in terms of which they are being judged, and at least half are appealing against their ratings.

Principles

The code contains a set of principles to which US companies, already under pressure to pull out, must adhere if they even hope to justify their operations in SA.

Confirming the "don't talk" directive, Mr Roger Crawford, vice-president of the Signatories Association in South Africa, said: "The instruction came from Dr Sullivan himself.

"Those firms that go public on their ratings before the outcome of their appeals is made known may well revert to their original rating, according to the policy statement. I understand it was clearly indicated by Mr Weedon at the meeting that this was a new policy.

"In my judgment it is stupid for some of these enormous organisations to attack a system in the middle of the appeal process."

'Ridiculous'

One locally-based American company executive said: "It's ridiculous — like writing an exam when you don't know what the curriculum is, you don't know what the answers are, don't know how many points there are for a pass mark and you don't know what you have to do to pass."

President of the Signatories Association, Mr Roly Clark, who chaired the meeting, said: "There is a little bit more unhappiness this year, one of the reasons being that it is a significantly different report."

The president of the American chamber of Commerce in South Africa, Mr Frank Lubke, said: "I have always been critical of the ratings system. I believe that if you want to be involved in charity work you don't necessarily have to justify it."

Goliath gets job back

A GOODYEAR employee found to have been unfairly dismissed by the company eight months ago, is to be reinstated.

Mr Koos Goliath, a shop steward of the National Automobile and Allied Workers union (Naawu), is to be given his job back at Goodyear's Uitenhage factory after an arbitrator found his dismissal "not fair and reasonable".

Mr Goliath was dismissed by the company in February this year, for allegedly "continuing to breach company discipline".

• The African Railways and Harbours Workers Union (Arhawu) is to seek a recognition agreement with the SA Transport Services.

• The Media Workers Association of SA (Mwasa) has declared a dispute with the Afrikaans group, Perskor, following a deadlock between the two parties during negotiations.

Perskor's general manager, Mr J F van Heerden, confirmed that the union has reached a deadlock with the company, but declined to comment further because the matter is sub judice."

3/11/86. BUSDAY 355

Sparks fly over expected Sullivan report

AS LOBBYISTS and investors in the US await release of this year's report on signatories to the Sullivan Principles — due out within the next two weeks — executives in SA are wondering exactly what the future of the Sullivan organisation will be.



● SULLIVAN

The preliminary ratings of signatory companies have sparked widespread anger and confusion in the past month among social responsibility executives who feel their companies were graded too strictly and unfairly.

One executive familiar with the preliminary ratings said just 15 companies were given the highest rating — "making good progress" — in this year's report, down from 32 last year. Several major companies, including IBM and General Motors, were said to have been downgraded from the top rating in the early report.

Economics Reporter

"Our initial reaction was one of unhappiness," said an executive at one of the many signatory companies that appealed against their initial rating to Arthur D Little, the Boston firm conducting the survey.

Another executive said: "Most companies are concerned in that they put in a great deal more time and effort than ever before, and spent more money." US companies in SA typically spend between 5% and 12% of their total wage bill on social responsibility programmes.

The annual report, which grades the quantity and quality of spending by US corporations in SA on educational, community and social justice programmes, is sponsored by the signatory companies themselves, under the umbrella of the Rev Leon Sullivan's International Council for Equality of Opportunity Principles.

Sources in the US corporate community in SA say the Sullivan ratings create unhappiness every year. But this year's preliminary ratings have sparked unprecedented bitterness.

First, said Sullivan Signatory Association executive director Lionel Grewan, "the set of conditions surrounding this reporting period are more volatile than ever before".

Awareness of SA, and of the corporate disinvestment issue, among the US public has heightened dramatically in the past year, creating more political pressure for companies to abandon their SA operations.

In addition, an increasing number of state and municipal governments in the US have tied their dealings with US corporations to performance in the Sullivan report. Several governments have passed legislation specifically limiting government contracts to companies that have been awarded the top rating.

Thus poor ratings on the Sullivan report may encourage a company, threatened by the loss of large government contracts, to disinvest.

Court halts wages talks

ALAN FINE

THE Industrial Court has ordered Mondi and the Paper, Wood and Allied Workers' Union (PWAWU) to halt negotiations over the wages and working conditions of certain workers at Mondi's plant at Merebank, Natal.

This is believed to be the first case of its kind.

The applicant is the the SA Boilermakers' Society, which is contesting a decision to allow it only observer rights at the negotiations.

The vast majority of unskilled and semi-skilled workers at the plant are members of PWAWU, while a minority belong to the Boilermakers. The Boilermakers contend that they are, nevertheless, entitled to full representation at the talks.

The order was granted after a late-night *ex parte* application last Friday, and the return date is November 7. A labour lawyer describes the case as substantively and procedurally significant.

Firstly, it may decide on the principle of majority unionism, which has become an issue with mass, black, industrial unions coming into conflict with the older, established, craft-based unions.

Secondly, the *ex parte* nature of the case — whereby an order is made without the respondents having been called to testify — is seen as unusual.

Cape Times 4/11/86 355

Race wage gap 'shrinking'

JOHANNESBURG. — The black-white wage gap is still large but declining at a growing rate. Although this is in line with national policy, it could have a detrimental impact on black interests if "certain conditions are ignored . . ."

This caveat emerges in the latest "Financial Perspective" of the Department of Finance, just released.

The report notes that average wages for all groups rose by about 12 percent annually during the late 1970s and by about 18 percent thereafter.

"If the average annual wages of the population groups are expressed as a percentage of the average annual wage of the whites (which have the highest average wage), the income differential in terms of this comparative base is still large but declining."

"When comparing wages and incomes it must be remembered that the quality of labour is not homogeneous. Having moved from the traditional subsistence economy into a modern industrial economy at a fairly recent stage, blacks generally have not yet attained the levels of training and experience that would qualify them to fill managerial and other highly skilled posts.

They predominate in the semi-skilled and unskilled categories of work, and this position is reflected in the unequal levels of average wages shown (in the tables in the report)."

The SA Government aimed to reduce the income differential between race groups, but black labour income rises were related to "certain marginal conditions" which, if ignored, would "actually have a detrimental effect on the interests of blacks". — Sapa

355 DD 4/11/86

86 store workers dismissed — claim

Dispatch Reporter

EAST LONDON — A total of 86 workers, members of the Commercial Catering Workers' Union of South Africa, were allegedly dismissed from the Checkers store in Mdantsane yesterday following a dispute with the management of the supermarket over a change in shifts.

The manager of the store, Mr K. Dixon, refused to comment on the dispute.

The workers said yesterday they had been given two days' notice to start a new shift from noon to 9 pm.

A spokesman for the workers, Mr Sipho Macapha, said the notice for the new shift only came on Friday and the workers were told they would start the shift on Sunday. He said the workers asked Mr Dixon if he was aware of the fact that it was a month-end.

Mr Macapha said Mr Dixon told them the regional manager had decided on the change and the reason was that the shop was not up to standard.

Mr Macapha said the workers decided they would not change from their normal shift, which was from 10 am to 7 pm.

On Friday, all shelf packers were called into the manager's office one by one and were given final notices which they had to sign.

The workers refused to sign the notices, Mr Macapha said.

He said on Saturday the workers staged a sit-in strike and called on Mr Dixon to talk to them, but this was refused.

Another worker, Mrs Nomfuneko Ndadan, said police were called at about 10 am yesterday morning and the striking workers were given 15 minutes to go back to work or disperse.

Workers refused and were "chased" out of the shop, she said.

CNA WORKERS STRIKE

By LEN MASEKO

MORE than 300 CNA workers are out on a wage strike at the company's Elandsfontein and Johannesburg plants.

The strike follows the conciliation board's failure to resolve a wage dispute between the company and its black workforce at the two plants. Workers demand an across-the-board R105 wage increase, against CNA's final offer of R85.

A sleep-in strike by the 300 employees was called off by the Commercial Catering Workers Union of SA (Ccawusa) at the 11th hour on Monday night, when a Rand Supreme Court judge granted CNA a provisional order to evict these workers from the plants.

The interim order has been granted pending final hearing on November 18, when Ccawusa will be called upon to show cause why an order should not be made interdicting the strikers from entering CNA premises or ordering their union to pay the costs of the application.

There was drama at CNA's Johannesburg plant on Monday night, when the striking employees threatened to defy the provisional court order interdicting them to leave the premises.

After a meeting between Ccawusa officials and management, the workers were allowed to stay overnight.

Cape Times 5/11/00 333 Grooms

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."

Hard year ahead for bosses

By Sheryl Raine

Wage bargaining next year is likely to be the toughest yet experienced by management, leading industrial relations consultant Mr Andrew Levy says.

Speaking at a conference in Johannesburg yesterday, Mr Levy said workers were looking to their unions to make good the ravages which inflation had inflicted on their earnings.

He predicted that:

● Pressure would be exerted on employers by unions seeking national wage rates and enterprise-level bargaining. He believed the Congress of SA Trade Unions had set a minimum wage objective of about R3,50 an hour.

● There would be increased industrial action related to wage talks, which would take the form of go-slows or overtime bans.

"With any wage claim there is now a bigger chance that industrial action of some sort will follow," he said.

● May Day would be a public holiday, but demands that June 16 be declared a holiday were not as well-supported.

He believed demands for improved leave would be an important item on the bargaining agenda next year but that requests for a reduced working week would not be supported as strongly by unions.

● See Page 9.

567 are fired at GM plants

By KIN BENTLEY

GENERAL MOTORS today confirmed that it has sacked a total of 567 striking workers from its two Port Elizabeth plants.

The men were sitting in at the plants when ordered to leave by police on Wednesday night after refusing to heed an ultimatum to quit the plant or be fired.

The matter was central to a heated meeting of workers held in Schauderville today.

Called by the National Automobile and Allied Workers Union, which has been responsible for the nine-day plant shutdown, the meeting discussed the calling in of police to the shop floor on Wednesday night.

The motor giant reported that limited production resumed at 7am today after some workers reported for duty.

In a statement GM said 504 employees were dismissed from the Kempston Road plant and 63 employees from Aloes.

"After repeated efforts to get striking workers to leave GM's premises in PE, Mr Bob White, GM's managing director, issued an instruction that workers participating in the strike must vacate the premises by 3.45pm on Wednesday," the statement read.

"At approximately 3.50pm Mr B A Oberholster, the company's plant protection manager, was directed to repeat the instruction to the employees concerned. This he did by addressing them in the cafeteria where they were assembled."

Those instructions were again ignored.

At approximately 10.15pm Mr Oberholster reissued the instruction and told the employees that if they continued to ignore his instructions they would be dismissed.

The employees were given a further 15 minutes to enable them to comply, GM said.

This they failed to do and Mr Oberholster, acting on the instructions of the managing director, notified the employees that they were dismissed.

Employees at the company's Aloes complex were handled in a similar manner by the plant protection officer at Aloes and at all times on the instructions of Mr White.

Line clean-up operations are under way, but some of the men indicated they wanted to attend the mass meeting of strikers in Schauderville. They had been allowed to go.

Normal production is scheduled for Monday.

Mr Les Kettledas, regional secretary of the National Automobile and Allied Workers' Union, accused GM management of "misrepresenting" him by saying in a statement yesterday that workers intended to resume work as from the early shift today.

"I said there was a possibility of the people returning to work."

Workers get togethe



Mr FREDDIE SAULS (bespectacled, arms folded), national secretary of the Nat... mobile and Allied Workers' Union, is lost in thought at today's meeting of Gene... strikers in Schauderville, Port Elizabeth.



A section of the crowd of workers, many with clenched fists raised in the air, ... meeting.

Pictures by Ja...

Govt pay rises 'outstrip CPI'

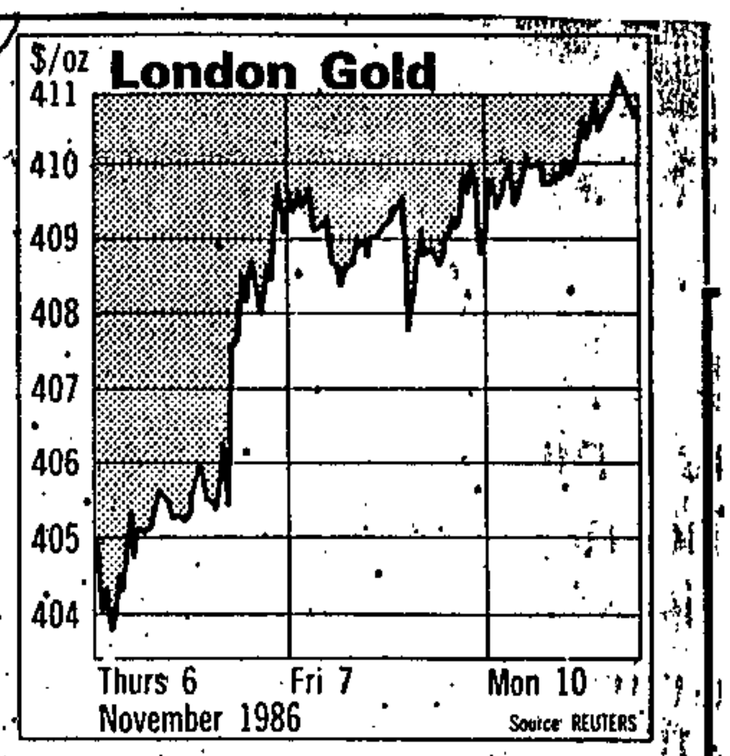
Economics Reporter

PUBLIC servants have enjoyed pay increases higher than the inflation rate over the past 10 years, an Assocom survey indicates.

The survey, taken among all races, says the average monthly earnings of central government employees increased to R1 138 in 1986 from R265 in 1976. This gives an average annual earnings increase of 15,4% compared with an average rise of 13,7% in the consumer price index (CPI) over the same period.

Over the last five years the differential is even greater, with earnings increasing 18% a year against a rise of 14,5% a year in the CPI.

The number of people employed by central government has increased to 397 227 this year from 295 462 in 1976.



Although international markets displayed relative calmness, gold made further advances yesterday.

It closed at $410,75 in London after a morning fixing of $408,25 yesterday. The New York market pushed the price up to $411,9 in early trading after an opening of $410,5.

Firings add to woes of hard-hit Putco

SIPHO NGCOBO and
NORMAN SHEPHERD

PUTCO, already hard-hit by a boycott of its bus services in Soweto, was dealt another blow yesterday when its Durban South transport services were disrupted, cutting shifts by about 40% after the dismissal of 145 drivers.

Company spokesman Pat Rogers said the firings were a disciplinary action against most of the 320 Durban South drivers for driving without collecting fares on October 24.

Rogers said they appeared unwilling to give reasons for not collecting fares. The bus services affected were Umlazi, KwaMakhutha and Umbumbulu.

An examination of waybills indicated that about 290 drivers were involved. A total of 145 had already been found guilty and discharged but had the right to appeal.

"Action is continuing against the others and may be taken in absentia on evidence available if any driver fails to appear," said Rogers.

Meanwhile, the Soweto boycott of the company's buses continued yesterday.

Putco has said it is considering Azapo's demands, including a freeze on the 17,5% fare hikes. The company also said, however, that unless government increased transport subsidies it could not afford to freeze or cut bus fares.

"We are running up operating losses each month," said Putco assistant MD Vic Coetzee.

The company is still battling to overcome a deficit situation, reporting R6m losses this year and last. Riot damage alone cost Putco R20m in the last financial year.

Competition, Coetzee said, was stiff. On average there was little difference between cash bus fares and black taxi fares — and taxis offered the convenience of taking people direct to their homes.

However, government-subsidised season tickets for buses were sold at discounts and offered regular commuters huge savings in comparison with taxi fares, especially over long distances (subsidised up to 80%).

Of the 17,5% fare increase introduced on November 1, Coetzee said: "If you don't put up fares, you go out of business. We are sympathetic but cannot do much unless government pays higher subsidies."

Yesterday, scores of commuters were seen scrambling for taxis in Soweto and others waited in long queues at taxi ranks. Some people were even said to have sought alternative accommodation in town.

Thousands of taxi and private car passengers were delayed in road-blocks manned by security forces in Soweto.

Management to face 'toughest year' of wage bargaining in '87

The Argus Correspondent

JOHANNESBURG — Wage bargaining next year is likely to be the toughest yet, says an industrial relations consultant, Mr Andrew Levy.

Speaking about the outlook for wage bargaining next year at a conference in Johannesburg, Mr Levy said workers were looking to their unions to make good the ravages inflation had inflicted on their earnings.

He predicted that:

● Pressure would be exerted on employers by unions seeking national wage rates and enterprise-level bargaining. He believed the Congress of South African Trade Unions had set a minimum wage objective of about R3,50 an hour.

● There would be increased industrial action related to wage talks, which would take the form of go-slows or overtime bans rather than full work stoppages. This year 50 percent of strikes were sparked by wage disputes.

Industrial action occurred in 40 percent of wage talks this year, an increase of between six and eight percent.

"With any wage claim there is now a bigger chance that industrial action of some sort will follow," he said.

● May Day would be a public holiday and most employers would be presented with a fait accompli in this regard. He believed demands that June 16 be declared a holiday were not as well-supported as May Day demands.

...ar of the year.

...roached on the issue of the dismissals it ... contacted.

Sats workers promised raise

GERALD REILLY

RETIRING Transport Minister Hendrik Schoeman has promised SA Transport Services (Sats) workers their loyalty will be rewarded with a pay hike.

However, he committed to say when and how much. This, with all other public sector workers' increases, would be settled at Cabinet level shortly before the Budget next March, he said.

Schoeman said he was happy that in his last days as the head of Sats he was able to assure his workers about a pay rise.

Other public sector staff association sources said they had never doubted they would get increases from April 1 next year, but it was good to hear from Schoeman that their expectations would be realised.

However, it was the "how much" issue that was troubling state and parastatal workers, they said.

Agriculture in for income boost

GERALD REILLY

GROSS agricultural income for the 1986-7 season could soar above R10bn, agricultural authorities say.

SA Agricultural Union economist Koos du Toit told *Business Day* the industry was set for what could be a record season after soaking rains over large parts of the country's farming areas.

Official estimates place last year's gross income from farming at R9,9bn and net income at R1,3bn.

The huge gap between gross and net income was accounted for by interest payments farmers had to make to service their vast debt of close to R11,5bn, and the still-soaring prices of farming inputs.

It is estimated maize farmers will spend close to R1,5bn on planting and growing their crop — and if favourable conditions continue 12m/t will be harvested from about 4-million hectares.

It would be a mixed blessing.

A crop of this size would mean a 6-million to 7-million ton surplus, creating an export problem.

With maize prices on world markets at rock bottom because of a surplus, heavy losses would be unavoidable. These would have to be carried by farmers.

National Maize Producers Organisation economist Kit le Clus said an above-average farming year would stop the economic rot in many Platteland towns.

Because of repeated droughts many Platteland businesses had closed because of lack of farming buying power.

Meat Board assistant GM F R Tomlinson said with good rains in the ranching areas farmers would hold back stock to fatten them, and to build up drought-depleted breeding herds.

The result would be shrinking of supply, and consequent higher prices.

AIRLINE MOVEMENTS

Monday Air Schedule
Johannesburg to Cape Town

Dep	Arr	Flight
0710	1040	SA301
0730	0935	SA303
0930	1135	SA307

East London to Johannesburg

0700	0930	SA400
0955	1115	SA401
1050	1450	SA403
1635	1755	SA409
1925	1955	

Johannesburg to Gaborone

0730	0840	BP200
1400	1510	SA100
1810	1920	BP300

Gaborone to Johannesburg

0730	0835	BP301
1600	1705	SA101
1635	1740	BP201

...ditional depreciation on revalued assets ...This additional depreciation ...

Wage-bargaining set to hot up in '87

WAGE increases determined through collective bargaining in the past two years have outstripped those set unilaterally by employers.

But they are, nevertheless, dismal when compared with consumer price index increases, and employers can, thus, expect 1987 to be the toughest year yet for wage-bargaining.

This was the message delivered by Andrew Levy at a conference hosted by his industrial relations consultancy last week.

While average wage increases for 1985 and 1986 were 12,3% and 11,3% respectively, average settlements obtained by unions were 13,69% and 15,47%, according to a survey he conducted recently.

Nevertheless, he says, workers will be looking to their organisations next year to make good the ravages of what they regard as mismanagement of the economy. At the same time, employers have failed to prepare themselves adequately for the revolution in collective bargaining this decade.

While actual wages will remain the priority, and will continue as the most regular trigger of strike action, unions are also beginning to give greater priority to other issues.

One which should not be underestimated, he says, is the Congress of SA Trade Unions' (Cosatu) drive towards enterprise-level, as opposed to plant-level, bargaining — a prediction borne out by last week's strike at Sappi's Springs and Port Elizabeth plants.

Cosatu is aiming at even broader targets, as evidenced by the establishment of shop stewards councils within groups such as Barlow Rand and Premier.

Demands for more leave and fewer hours of work will continue to be part of union demands. Demands regarding ordinary annual leave, working hours, and premium rates for shift and overtime work will probably not be pursued with much vigour, leaving previous trends undisturbed.

ALAN FINE

But there will be intense pressure over holidays with ideological significance — particularly May Day and June 16 — and the extension of already established practices such as maternity leave and time off for union duties.

Man-days lost through strike action related to wage claims will continue to rise. Tactics such as overtime bans and working to rule are spreading. So are the newer phenomena of national company strikes and sympathy strikes.

Levy also predicts, perhaps a little prematurely, that the dissolution of the Trade Union Council of SA will result in a number of unions, such as those in the textile, transport, furniture and leather industries, looking for new homes where "a far more robust view of wage-bargaining" pertains.

Employers, meanwhile, have rarely used these negotiations to demand changes of their own. In only a quarter of the settlements surveyed did employers make any counter-demands, and in only 15,8% of cases were they met.

And none came came anywhere close to productivity bargaining which, in Levy's view, is an area employers must begin to address soon.

He concludes: "The ability to sustain wage increases at all, let alone at the level demanded by trade unions, will be determined by the level of mutual co-operation achieved. Currently there is no evidence of such co-operation. There can be few still so naive as to doubt the conflict between labour and capital, or to believe that such co-operation would be freely given or easily forthcoming, particularly in our divided society.

"Nevertheless . . . much as the parties may deplore one another, and yearn for the freedom from their respectively perceived millstones, this cannot be. The ideology is simplistic, the reality is not."

Farmer says he's feeding unpaid workers

By Adele Baleta

More than 60 migrant workers have been left without food or pay for the past six weeks by their employer at a Kroonstad construction site, claims a Free State farmer who says he is now supporting them.

The migrant workers are living in a compound on the farm "Mizpah" owned by Mr Lucas van der Merwe, who rented out a caravan site and the compound to the construction company.

Their employer, Mr James Potgieter, the owner of J J Construction, was contracted by the Post Office to lay down 280 km of piping for a new telephone cable system from Bloemfontein to Parys.

Mr Potgieter said he contacted Mr van der Merwe yesterday and he agreed to feed the workers until they were paid.

Mr van der Merwe said: "I have had to feed the men on mealie meal for the past two weeks so I may as well carry on. I can't leave them to starve. You can't live on maize alone and so in exchange for some shovel work around the farm, I am supplying the men with three solid meals a day".

Mr van der Merwe's stepson, Mr Casper Labuschagne said: "We have a major catastrophe on our hands. The workers, who were given UIF cards on Saturday, are enraged and have threatened to burn cars, caravans and the J J contruction office on the farm if they are not paid."

Mr Potgieter denied that he had abandoned his employees: "I have had a cash flow problem and attempts to get a loan from the bank failed.

"I was told to liquidate my assests but I refuse to do this. I have property which I will not give up. I am penniless and if I give up everything I will walk out with nothing except the pants I've got on," he said. "I have never not paid my men, and I will not leave them unpaid," he said.

Mr van der Merwe said he would continue to help the workers as long as the matter was settled soon.

BUSDAY 12/11/86

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Pay talks: Sats men confident

GERALD REILLY

REPRESENTATIVES of Sats trade unions came away from a meeting with retiring Transport Minister Hendrik Schoeman yesterday confident of "reasonable" pay increases from the start of the new financial year.

However, the extent of the rises will be decided on by Cabinet at the same time as increases for other public sector workers.

Schoeman said after yesterday's meeting that Sats management and the trade unions were engaged in negotiations on the rationalisation of salaries, including the consolidation of allowances and working hours.

He added that the issue of shorter working hours was also discussed, as were "salary increase procedures".

It is understood that labour academic Nic Wiehahn submitted a report to Schoeman yesterday on new negotiating machinery for Sats workers.

The recommendations are believed to include salary negotiating machinery which would be similar to Industrial Council procedures.

Railway workers have for years been dissatisfied with the current system, in which all public sector workers get the same increase, and which excludes effective direct negotiations.

They want the right to bargain directly with the Transport Minister, and to have recourse to other procedures should they be dissatisfied with his decision.

It is expected that the Wiehahn committee recommendations will go some way towards eliminating this grievance.

P W 'less effective'

BUSDAY 12/11/86

Business Day Reporter

WHITE voters think President P W Botha is now less effective than he used to be, the latest Research Surveys Omnichek Poll says.

In a poll of 1 300 men and women in all major urban centres, 60% approved of his performance — down from 67% in a similar sample in August.

The lower figure represented the first fall since these polls were started in 1984. Approval of his leadership had been steadily increasing and even leapt 20% from August 1985.

The decline in approval was about the same for both official language groups but was most marked among those aged between 18 and 24 (down 23%).

Only 45% of single women said Botha was doing a good job.

Although he still has the respect of people aged 50 and older, their approval of his leadership has fallen from 76% to 66%.

AIRLINE MOVEMENTS



NUM rejects latest Gold Fields offer

THE National Union of Mineworkers (NUM) yesterday rejected an offer made by the Chamber of Mines on behalf of workers in recognised bargaining units on some mines in the Gold Fields group — leaving the way open for a possible second round of strikes against the group.

The talks follow a wage strike by about 25 000 miners two weeks ago.

Gold Fields has offered the NUM the same deal on income security for incapacitated workers agreed with other chamber mines recently. But it declined to offer improvements on actual wages.

ALAN FINE

The chamber said: "The wage levels at the mines which remained in dispute with the NUM compared favourably with and, in some cases, exceeded the wage levels on mines which had settled with the union on October 27, 1986."

Although Gold Fields withdrew from the chamber negotiations in June, it implemented a wage adjustment in August.

However, the NUM has begun official proceedings to have the "unilateral increase" declared an unfair labour practice on the grounds that it was intended to subvert the union's position and it was disadvantageous to workers in the lower job categories.

BUSDAY 12/11/86

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It is expected that the Wiehahn committee recommendations will go some way towards eliminating this grievance.

Councils discuss held policemen

THE East Rand Urban Councils Association (Eruca) met in Vosloorus yesterday to discuss the fate of the 115 council police arrested in Katlehong on October 30.

The policemen were arrested on a protest march for increased salaries.

Many of them, recruits from the homelands claimed they were earning about R200 a month. They were demanding a 100% increase.

A spokesman for the police said they were being held under emergency regulations.

SOPHIE TEMA

Katlehong residents claimed the policemen had stoned vehicles and set up barricades of burning tyres.

An Eruca spokesman confirmed yesterday that among other issues the organisation would discuss the policemen's demands and detention.

A statement was expected today.

NUM plans taking strike ballots

THE National Union of Mineworkers (NUM) plans to begin conducting strike ballots at seven Gold Fields mines and Rand Mines' Douglas colliery complex this week, as soon as the companies agree to a request for balloting facilities.

The move follows the union's rejection of a Chamber of Mines offer on its members' behalf yesterday. A Rand Mines spokesman says the request has already been granted, while Gold Fields was considering its response yesterday.

The two groups have offered to implement an agreement on income security for incapacitated workers already agreed with other chamber mines, but have refused to revise their wage rates.

Gold Fields says that, following an adjustment in August, its rates are similar to those on other mines. The NUM contests this. Rand Mines says it implemented lower percentage increases because its basic wages are already the highest in the industry for 95% of its workers.

An NUM spokesman yesterday predicted workers would choose to strike.

Workers stream into GM plant to beat deadline

Own Correspondent

PORT ELIZABETH — The 21-day-old strike at General Motors appeared to be collapsing today as strikers streamed back to work in the face of a "work or be fired" ultimatum from the company.

GM's director of personnel and public affairs, Mr George Stegmann, said that while it was not possible to give an accurate tally of the numbers of returning workers, he confirmed that "large numbers have returned and others are continuing to stream in".

He said a 9 am deadline had been set for workers wishing to return. Anyone who did not return to the plant by 9 am would be considered as dismissed.

It was expected that normal production would resume some time today, he added.

After police action yesterday, when picketing strikers were dispersed by police using quirts and dogs, and 16 strikers were arrested, only a small group of strikers monitored the factory gates today.

Returning workers who had previously surrendered their General Motors ID badges had their names checked by General Motors security personnel at the gates and after their badges were returned to them they were allowed to enter the plant.

There was also a growing group of more than 100 work-seekers queueing outside one of the gates.

Police maintained a close watch and there were no incidents of intimidation such as occurred yesterday when workers wanting to enter the plant were manhandled and threatened.

Union sources were not available for comment this morning but it was believed they have called a meeting of strikers later this afternoon to discuss developments.

Police remove 300 workers from hospital

Police removed about 300 dismissed workers from the J G Strijdom Hospital in Johannesburg last night after the granting of a Supreme Court order barring them from hospital premises.

The urgent application for the order was brought by the Administrator of the Transvaal, Mr Willem Cruywagen.

The workers stopped work on Monday over grievances about pay and working conditions. The deadline to resume was yesterday morning.

A spokesman for the Bureau for Information said the workers had been evicted by police after failing to heed the interdict. As far as he knew there had been no arrests.

Yesterday the director of Hospital Services, Dr van Wyk, said the workers had dismissed themselves by failing to heed the deadline to return to work.

Star reporters were asked to leave the premises.

● As the wage strike by 200 Rietfontein Hospital workers continued for the second day yesterday, the General and Allied Workers' Union (Gawu) called on hospital authorities to negotiate with it.

The union rejected the authorities' policy of negotiating with staff associations, saying most of the workers belonged to the union, not the association.

GM dismisses 219 workers

GENERAL Motors (GM) has dismissed 219 workers who failed to respond to a management ultimatum to return to work yesterday.

However, most of the 2 000 people who had been on strike for nearly three weeks were back on the job.

National Automobile and Allied Workers' Union (Naawu) regional secretary Les Kettledas said yesterday the strike "had effectively been broken by the company, assisted by the SAP".

He was referring to SAP intervention on Monday, when strikers gathered at GM's gates to block the entry of newly employed workers. The 16 people arrested during the incident have been released on bail.

Kettledas expressed regret the issues which precipitated the strike — demands for severance pay and the repayment of pension fund monies — had not been resolved without State intervention.

ALAN FINE

GM industrial relations manager Robert McIlwaine said the 219 dismissed workers were all employed at the Kempston Road plant.

The numbers back at work also exclude most of the 566 dismissed for refusing to vacate the plant two weeks ago. McIlwaine said about 300 of them had applied for re-employment. About 20 had been taken back already, while the other applications were still being processed.

He said applications from the remainder of that group would still be considered and he thought most would be taken back.

The only exceptions would be those

● To Page 2

GM dismisses 219 workers over ultimatum

whom GM was satisfied were involved in "acts of intimidation or violence or who associated themselves with such acts". McIlwaine declined to say how many would be affected adding: "We are still assessing evidence."

The matters in dispute are still to be referred to arbitration as soon as the union and the company have agreed on the identity of an arbitrator and his terms of reference.

● From Page 1

And yesterday, the Industrial Court handed down an interim interdict restraining Naawu from inciting GM employees to strike and trying to prevent people from applying for employment with the company, or from remaining in the company's employment.

NUM gets facilities

ALAN FINE

THE Gold Fields Group yesterday agreed to provide strike-balloting facilities to the National Union of Mineworkers (NUM) at three gold mines which, it said, were party to the ongoing wage dispute between the two.

Gold Fields has however refused to do so at four other mines.

The NUM announced on Wednesday it planned to canvass the views of members on Gold Fields' refusal to offer wage increases beyond those already applying.

A company statement said the managements of Deelkraal, Libanon and West Driefontein were prepared to provide ballot boxes and suitable venues for polling, and to release certain union members to man the stations.

The NUM has, however, also asked for similar facilities at East Driefontein, Venterspost, Doornfontein and Kloof. In May, at the beginning of this year's wage talks between the NUM and the Chamber of Mines, some of the union's recognition claims were disputed. The matter was then shelved, as it would only become material in the event of strike balloting.

The NUM could not be reached for comment.

129 lose jobs: Mawu may take action

The Metal and Allied Workers Union says it is considering taking legal action against Raylite Batteries Pty Ltd in Benoni following the dismissal of 129 workers on October 15.

Organiser Mr David Raseshu said problems arose after Kruger Day when wage-paid staff, who do not usually have the day off, refused to work.

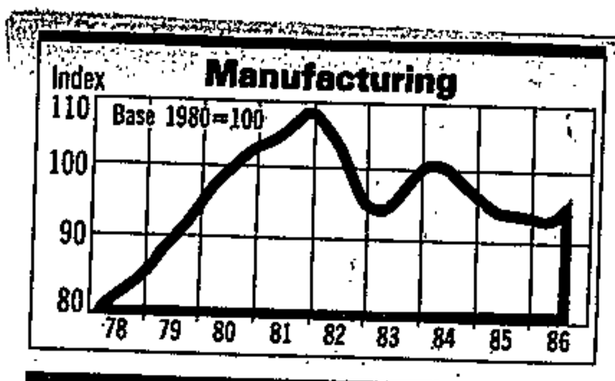
Five were later suspended after management allegations of intimidation. A company spokesman said there had been violent intimidation of workers, including an acid attack on one.

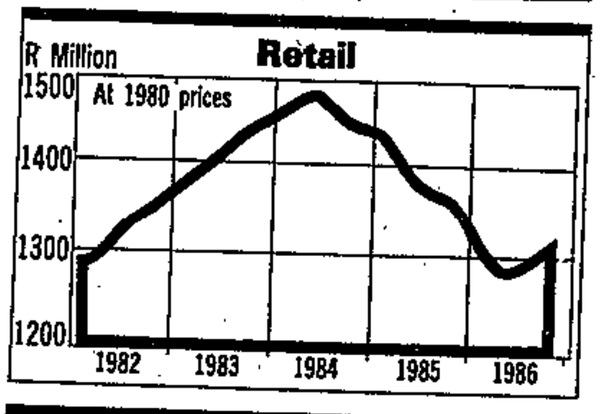
The union said talks failed to resolve differences and on October 15 about 129 workers downed tools.

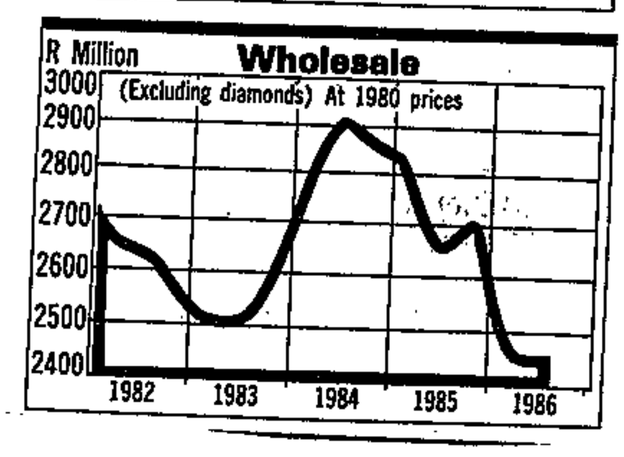
The company demanded that they return to work by 12.30 pm. Workers returned by 1 pm but were all dismissed for failing to meet the company's ultimatum.

The union has demanded a meeting with the company next week but is also considering declaring a formal dispute and going to the industrial court.

The company spokesman said negotiations were continuing.







Hospital firings: legal fight looms

SUNDAY 21/9/86 355

A LEGAL battle is looming between the Transvaal Provincial Administration (TPA) and the SA Black Muncipal and Allied Workers Union (Sabmawu) over the sacking of more than 250 workers at J G Strijdom Hospital.

The Sabmawu leadership has already taken the matter up with its legal representatives.

A union spokesman said that almost the entire remaining black hospital staff — numbering over 300 — had downed tools in solidarity with the sacked workers and demanded that a list of grievances about racial discrimination and remuneration be addressed by the authorities.

Despite apparently worsening relations between workers and hospital officials, the officials have reported that all is normal and that the rest of the workers have now returned to work.

The dismissed workers were locked in a meeting at Johannesburg's Khotso House for most of yesterday, discussing new strategies.

SIPHO NGCOBO

It is alleged that some of the workers were seriously injured at the hospital on Tuesday when police arrested them for breaching a court order evicting them from the hospital after they had "slept-in" on Monday night.

Sabmawu and its lawyers are also looking at the issue of injured workers.

Hospital Services Director Dr Hennie van Wyk said the strikers lost their jobs after "dismissing themselves" by failing to report for duty on Monday.

He further said his department did not recognise any outside representative of workers, such as a union, and said grievances were dealt with by a staff committee chosen by staff members themselves.

and television ...

LABOUR BEAT

355

THE Building Construction and Allied Workers Union has reached a wage agreement with Anglo Alpha's Western Transvaal group.

In terms of the agreement, BCAWU members at the company will receive a R90 across-the-board wage increase. Other packages contained in the agreement include a 10-day educational leave; 24-hour insurance cover and a new arrangement for pension fund contributions.

BCAWU has also signed recognition agreements with two companies in the Western Transvaal.

The companies are Dee Kuter Construction and Blajohn Building Supplies.

• More than 2 000 Standard Telephone Cables workers, who were involved in a work stoppage, have returned to work after the company improved its wage offer.

Bonus package

Management has agreed to a minimum rate of R3 an hour and improved service bonus package.

The improved service bonus package means that workers who have been with the company for between one and 10 years will receive increases ranging from R16 to R35 a month.

The package follows negotiations between management and the Electrical and Allied Workers Trade Union of SA, Metal and Allied Workers Union and Engineering and Allied Workers Union.

However, the unions are dissatisfied with the package.

Eawtu sa general secretary, Mr Tommy Oliphant, told the *Sowetan* his union was not satisfied with management's final offer.

• The fate of 122 Metal and Allied Workers Union workers, dismissed after a work stoppage at Benoni's Raylight Batteries, will be known next Tuesday.

The 122 workers were dismissed last month after they downed tools over the demand that management rescind its decision to suspend four workers. The four had allegedly been accused by management of intimidation.

The union is to challenge the dismissals at a hearing next week.

• The Municipal and General Workers Union of SA has elected a new Transvaal executive committee.

The executive members are Miss Dorothy Motumatsi (president), Mr Wilson Mpaliso (vice-president), Mr Zola Sikhele (secretary), Mr Shadrack Moholo (assistant secretary), Mr Joshua Borias (treasurer), and Mr Baxter Mbuthuma (regional organiser).

The union, formed in 1980, is an affiliate of the Congress of SA Trade Unions.

By LEN MASEKO

100 laid off by Gencor

A decision by Escom to reduce coal supplies to its Camden power station has resulted in the retrenchment of 100 Gencor mine employees near Ermelo.

In a statement issued yesterday Gencor said Escom had reduced its demand for coal from the Usutu Coal Mines. Usutu, which employs about 1 900 people, will reduce its production from 50 000 tons a month to 30 000 tons.

Escom said the economic recession had led to a reduced demand for electricity.

Every effort would be made to find alternative employment within the Gencor Group for those affected but this could not be guaranteed, Gencor said.

Wages soar

spa industry recovery

By DEREK TOMMEY
Finance Editor

THE long-awaited upturn in business activity in the manufacturing sector, the country's biggest employer, is under way.

Economic indicators published this week show that output of manufactured goods is rising strongly — though from a low base.

The figures also show that wages and salaries in manufacturing have starting rising at a faster pace than inflation.

This is putting millions of extra rands into factory workers' pockets and boosting their standard of living for the first time for several years.

This increase in purchasing power is reflected in the retail sales figures which have been rising steadily since March.

However, the economic indicators are disappointing in one respect. They show only a small increase in the number of people in employment.

While this situation should change in time, it does reflect the move in manufacturing to mechanise and reduce the number of unskilled workers employed.

Marking the recovery in the manufacturing sector was the sharp rise in production in September. Figures issued by Central Statistical Services show the physical volume output index jumped 2,9 percent to 103,3.

This is the highest level reached by the index since the end of 1984, and indicates an increase in manufacturing output of 9,2 percent since March this year.

Retailers have been saying they do not know where the money is coming from to finance the unexpected increase in spending they are experiencing.

They need look no further than the latest wage figures for the manufacturing sector.

These show that as production increased so did wages. The average monthly wage of blacks in manufacturing rose by R27 or 5,7 percent in nine months to June this year.

But in the next three months to September it jumped R88 or 17,8 percent to R583, resulting in an overall increase in average monthly black wages in the 12 months ended September of R125 or 24,6 percent.

Wages of coloured people employed in manufacturing showed a similar trend. In the nine months to June the average monthly wage rose R49 or 9,9 percent to R567.

In the next three months it rose R75 or 11,1 percent to R632 — bringing the increase for the 12 months to R116 or 22,5 percent.

The average monthly wage of whites in manufacturing has tended to grow more steadily.

The average increase in the nine months ended June was R141 or 7,7 percent to R1 966. In the next three months the average wage rose by R147 or 7,5 percent to R2 113, making the total increase for the 12 months period R288 or 7,5 percent.

As a result of these wage increases, manufacturing industry's wage bill rose to R1 261,9-million in September. This was R129,9-million (11,5 percent) higher than in June and R238,9-million or 19,8 percent higher than in September last year.

Among reasons given for the growth in manufacturing sector's pay packets since June are greater overtime payments, increased rewards for stint workers and, according to employers and trade unionists, a general increase in basic wage rates.

The increase in earnings understandably has rubbed off on the retail trade. Retail sales have been rising steadily since March's low point, Government figures show.

Preliminary figures show that in October the volume of goods sold was 6 percent higher than in March and the amount of money of money going through the stores was about 19 percent higher.

The boom in mineral production has been a major factor in the upturn in manufacturing. In the three months ended August South Africa's mineral production was worth R7,6-billion, an increase of 17,2 percent on the same three months last year.

The devaluation of the rand has played an important role in the increase in mineral sales. But economists also expect it to play just as important a role in further stimulating the manufacturing sector.

The low rand is expected to greatly increase exports of manufactured goods and also again to turn manufacturers' attention to making import replacements.

Until the rand's decline there was considered little scope for enlarging the import replacement industry. But now increased attention is being paid to this area of manufacturing and substantial developments are expected here during 1987.

BCAWU to fight sackings

By DAN DHLAMINI

THE dismissal of nine workers from the Renza Kitchen factory has sparked off a row between management and the Council of Unions of SA-affiliated Building, Construction and Allied Workers' Union.

The nine workers, mostly coloured men from Promosa township, were allegedly fired from the Potchefstroom-based company for joining the BCAWU.

According to Cusa's Western Transvaal spokesman Tseko Maumakoe, Renza Kitchen originally fired 11 workers, whose stop-order forms were brought to the attention of the management. Maumakoe said two of the workers, Boy Speelman and Isaac de Bruyn, were re-employed.

The workers who were dismissed are Alfred Watson, Samuel Armse, Abel van der Linde, Sibasteen Petersen, Marius Louw, Jeffrey Makawas, Urakiel Refulo, William Stevens and Piet van Koller.

Maumakoe said the BCAWU represented more than 50% of the workers at Renza Kitchen before the dismissals.

He said Cusa viewed management's action as "pure victimisation" and the failure of Renza Kitchen manager Leeuw Smith to give reasons for the dismissals proved beyond doubt that he was a "union basher".

Smith confirmed that nine workers had been fired.

However, he denied that they were fired because they joined the BCAWU.

"These workers were dismissed on merit and it is part of the retrenchment system," he said.

Leeuw said he did not know of BCAWU's existence in his factory.

He said he was only aware of the Renza union of which all the workers automatically became members.

"I am challenging BCAWU to provide facts which would prove that it was of any advantage to my employees."

He said most of the BCAWU members in his factory had denounced their membership and had not been active in the union's activities.

Pay dispute not solved

THE strike by about 500 workers at Johannesburg's J G Strijdom Hospital continued yesterday, a hospital source said.

The hospital itself will not comment on the strike and referred inquiries to a Pretoria government health spokesman whose office said he would be out the entire day.

The workers, all members of the South African Black Municipal and Allied Workers' Union, are demanding pay increases and better working conditions.

On Monday workers gathered outside J G Strijdom to chant and sing songs. A Supreme Court order prohibits the strikers from entering or remaining in the hospital without written official permission.

Tasks usually carried out by the workers — kitchen duties, dish washing and unloading food supplies and the like — are being carried out by other staff members. — Sapa.

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Sowetan
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Ccawusa strike still on

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MEDIATION efforts between CNA Limited and the Commercial, Catering and Allied Workers' Union in Johannesburg remained deadlocked yesterday, a CNA spokesman said on Monday.

The company issued a statement saying talks had failed to resolve the wage dispute between the parties.

Almost 600 union members have been on strike at various outlets in the past three weeks.

The union is demanding a R105 a month increase for its members. CNA has told the union its final offer is an increase of R85 a month.

— SAPA/RN.

NUM prepares wage strike ballots

JOHANNESBURG — The National Union of Mineworkers (NUM) hopes to hold wage strike ballots for thousands of its members at seven Gold Fields-owned mines from today, a union spokesman said.

The spokesman was reacting to an Industrial Court ruling on Monday, which ordered Gold Fields to reverse its decision to refuse the union ballot facilities at four out of seven gold mines.

The mines where the union had asked for facilities are Kloof, Libanon, East Driefontein, West Driefontein, Deelkraal, Ventersdorp and Doornfontein.

Gold Fields had given balloting permission at Deelkraal, Libanon and West Driefontein, which it said were the only ones officially part of the dispute.

Gold Fields said last night it was aware of the court's decision and was considering a course of action.

Describing the court ruling as a "major victory," the NUM spokesman said the mining company had been ordered to, among other things, permit the union meeting facilities to discuss issues which formed the subject of the strike ballot.

The company had also been ordered to pay the costs of the applicants.

The NUM decided on a strike ballot at Gold Fields after rejecting an undisclosed company offer. — Sapa

Deadlock in CNA dispute

ALMOST 600 Commercial, Catering and Allied Workers' Union members were still on a wage strike yesterday and the deadlock situation remained unchanged, a CNA spokesman, Mr Martin Falon, said yesterday.

Earlier this week the company issued a statement saying talks had failed to resolve the wage dispute between the parties.

The union members have been on strike at various outlets in Johannesburg, Pretoria and Durban for the past three weeks.

The union is demanding a R105 a month increase for its members.

CNA has told the union its final offer is an increase of R85 a month — Sapa.

one fraud and all theft counts), and to a R150 000 to Aberdare.

SABC lay-off plan: union acts

ALAN FINE

THE Media Workers' Association of SA (Mwasa) has asked the SABC for access to its current financial records in its efforts to minimise the effects of the planned lay-offs of 80 people employed at TV2 and TV3.

Mwasa national treasurer Thami Mazwai said problems arose in September when about 80 workers, including 66 Mwasa members, were issued with notices of retrenchment. SABC later withdrew the notices pending talks with the association.

Last week it was agreed that Mwasa could nominate an auditor to examine the SABC's 1985 financial statement. But still at issue is the amount of information on the SABC's current financial situation which will be made available.

party among the black community and women of all races — should be

2. Redeemable cumulative preference shares — [illegible] No. 8 of 13% per annum on the issue price, equivalent to 6,50 cents per share.

CONSUMERS / AFSLAERS 646-5432

Private passenger transport companies pay workers less

Industrial Staff

WAGES and salaries paid by private passenger transport companies have more than halved in real terms since 1980, government figures show.

The average monthly wage in August 1986 was R671 compared with R685 in July. In real terms, based on constant 1980 prices, the August figure becomes R288 — only 43% of the cash figure.

At R1 550, average white wages in August were more than double those of any other race group. In real terms, however, whites earned only R666.

Average coloured wages of R691 became R294 in real terms, Asians' R539 became R230, and blacks' R567 became R251.

All transport sectors carried fewer passengers between June and August 1986.

'Higher living standards to avoid disaster'

Wages must rise to aid economy—Kantor

By AUDREY D'ANGELO
Deputy Financial Editor

WAGES and salaries must rise to revive the economy through increased spending, University of Cape Town professor of economics Brian Kantor said yesterday.

Stressing the need for rising standards of living in this country if disaster is to be avoided, Kantor explained in an interview: "Paying people more will not be inflationary.

"Labour is a commodity like any other and wage inflation has lagged behind other types of inflation, which is an indefensible position."

He said he expected to see higher pay rises soon as employers felt the need to protect their labour resources.

"If the recovery is to gather momentum, wages must rise.

Margins under pressure

"It is true that margins will come under pressure as a result, but sales volumes will improve and that means recovery for the economy."

Kantor has just returned from three months overseas, visiting Hong Kong, Canada, the US and Britain.

He gave lectures in which he explained the long-term harm sanctions would do to SA by limiting growth and encouraging the emigration of people with badly-needed skills.

He said yesterday that though the future of Hong Kong was uncertain, skilled people were not leaving in such numbers as from SA because they were not prevented by exchange controls



Brian Kantor

from investing money elsewhere.

"Here, exchange controls encourage emigration and the loss of skills.

"In Hong Kong, the absence of such controls encourages the commitment of skills.

"People there believe they can get rich quickly and they can protect themselves against the danger that the Red Chinese will take their wealth when Britain relinquishes control of the colony.

"The capital markets have become international and savers in advanced countries are enjoying the freedom to put their money whereever it will earn the highest return.

"This is the case in Britain, where in 1979 the Thatcher government removed exchange controls.

"The same situation exists in the US and Western Europe.

"It is a development of tremendous importance and we lose out very badly through not being able to take part."

Kantor believes that it was a mistake for SA to impose exchange controls on foreigners.

"The commercial exchange rate would probably have fallen lower.

"But then SA would have been able to deal with its economic problems much more freely than it has been able to do.

Step up gold production

"By imposing exchange controls SA gave itself a serious debt problem, which has prevented the authorities from relieving the deflationary pressures of higher prices for fear of what it would do to export surpluses and what it would mean for the capacity to repay the debt which is outstanding."

His solution now is to step up gold production, without worrying about extending the lives of the mines, and use this to repay debt at market-related prices.

This, he said, would "clear the decks" for the development of the South African economy.

"We must raise living standards now, not worry about conserving resources for the 21st Century, if we are to have a multiracial democracy and not a multiracial autocracy."

Germans oppose

30/11/86 CITYPRESS

106 dismissed

355

CP Correspondent

THE Paper, Wood and Allied Workers' Union has called on other Congress of SA Trade Union affiliates in East London to put pressure on a local cabinet making firm to reinstate 106 dismissed workers.

Ruthwood Cabinets fired the workers early last week over a union recognition dispute.

PWAWU officials had attempted to see management to negotiate recognition.

However, a union spokesperson charged that the manager had chased the officials away. When workers sent a delegation to see the manager to ask why he would not speak to their union, he fired them all.

PWAWU intends to take legal action to force Ruthwood to reinstate the workers, and to negotiate with the union.

Nurses stop work in pay protest

Mercury Reporter

SENIOR spokesmen for the privately-run Shifa Hospital in Durban yesterday declined to comment on allegations by the hospital's nursing and domestic staff about low wages and poor working conditions.

Dr Farouk Motala, a director of the hospital, which is owned by a group of Indian doctors, told the Mercury it was 'hospital policy not to discuss anything with the Press over the telephone'.

The superintendent, Dr Solly Motala, could not be reached for comment yesterday.

The nursing and domestic staff at the hospital in Sydenham stopped work for two hours on Friday in protest against what they claim to be low wages and poor working conditions.

They submitted a petition to the superintendent on Monday requesting urgent consideration of their grievances.

Lost linen

The nurses claimed they did not receive their annual increment in July this year although, when 15 of their colleagues were retrenched earlier this year, it was said that the staff cut was made so that enough money would be saved for the pay rise.

The nurses also claimed that they had missed out on the September/October pay rise which all nurses in State hospitals received.

They alleged they were forced to pay R5 every month for lost linen, regardless of whether they were responsible for the loss or not.

'If we don't pay we are confronted by the matron,' said one member of the nursing staff.

'We are expected to pay for any treatment we receive at the hospital, although one of the conditions of employment is that we receive free hospitalisation,' they said.

Eviction order on hospital staff finalised

An interim order, granted last month for the eviction of about 300 dismissed workers from the J G Strijdom Hospital premises, was finalised by a Rand Supreme Court judge yesterday.

The interim order was made on November 18 and more than 300 workers were ordered to leave the hospital premises and not to interfere with other employees.

They were also ordered not to be on the premises without written permission.

The urgent application was brought by the Administrator of the Transvaal.

Yesterday about 400 workers arrived at the court. Those that could not get into the courtroom sat in the foyer.

Rustenburg miners to get wage increases

Workers at the Rustenburg Platinum Mines are to get wage increases of between 3,8 and 5,6 percent and a number of leave benefits, the Federated Mining Union said.

The increases, negotiated in July, will be back-dated to October.

Maternity leave will be for 26 weeks and 56 days a year, accumulated to a maximum of 112 days, with leave for injuries sustained in mine accidents, the union said.

The union said that both staff members and non-members would benefit from the wage and leave packages.

CAPT Times 12/12/86 (355)

'Public service pay rises' will maintain upturn

Deputy Financial Editor

UNLESS substantial pay rises are given to public servants to stimulate consumer demand ahead of a general election, any upturn in the economy now is likely to peter out soon.

This is the opinion of the director of the Stellenbosch Bureau for Economic Research, Ockie Stuart, based on recent research.

He said in an interview yesterday that he did not believe the upswing had begun yet, although leading indicators had started to take a turn for the better in June.

And his feeling, based on consumer research, was that any rise in consumer spending might fall off in January and February.

"So many people are unemployed and there is less disposable income.

Substantial pay rise

"I do not think consumers are in a frame of mind to embark on large-scale credit buying."

However, public servants would probably get a substantial pay rise, particularly if a general election were planned for early in the year.

In that case, it was possible that consumer spending would rise sufficiently for an upturn to be sustained.

Stuart said the BER had forecast an inflation rate of 15% for the coming year, but "it may be a little bit higher".

This forecast was based on the assumption that the economy would grow steadily throughout the year and on the fact that the rand had strengthened in the past few months.

Stuart was commenting on a suggestion in the December Trends, written by BER economist Sterrenberg Pretorius, that although an upswing might be in the offing it had not yet begun and might still be months away.

Plessey asks union for cut-price wages

ASK trade unionists to agree to reduced wages and you will be laughed off the premises.

But when Plessey managing director John Temple made the suggestion as part of an employment-boosting export plan he was greeted with less than scepticism by the trade unions.

Dr Temple says: "Exports present a substantial opportunity for South African businessmen. But we must be realistic in our pricing. With the co-operation of the unions, it might well be possible to agree on reduced wage rates for specific export projects."

Competitive

Dr Temple says certain telecommunications components can be exported provided that pricing is competitive.

"I am afraid to say that right now we have not budgeted for a single cent of revenue for this type of export next year. This is because we have priced ourselves out of the business. Under my scheme, we could take on part-time staff to fulfil specific orders. These people would benefit because they are now out of work.

Cottage

"Some components could be made at home at piece rates — as has happened in the Far East where 'cottage' industries have sprouted to provide an income for everyone."

He has consulted a "very active" union, which "saw dangers and problems. But they agreed to further discussions."

The unions would monitor export projects and take part in thge pricing structure.

Partners

Dr Temple says: "They will be partners. Representatives of the unions could accompany export mission teams to investigate markets and agree how to dstribute income.

"Orders of between R3-million and R4-million a year could be obtained on high value-added components for which all raw materials are available in SA. This could supply short-term employment to between 100 and 150 people."

Dr Temple does not wish to jeopardise wages of employees, nor does Plessey want to ask the unions to compromise their position.

"But our concern is for the unemployed people. They would welcome the opportunity of temporary work. I believe the greatest social responsibility for both companies and unions is to give employment."

The special export projects would make little or no profit for the companies concerned, but would help Plessey to gain a foothold in the market and increase employment opportunities.

By Udo Rypstra

'Far-reaching' housing, social implications

CMA Times 16/12/86

70% city dwellers black in year 2000

By AUDREY D'ANGELO
Deputy Financial Editor

IN 14 years' time, 70% of city dwellers in SA will be black, according to Sanlam's December economic survey. There are expected to be 20,7m urban blacks by the year 2000 compared with 8,5m in 1980.

This rate of growth — about 600 000 a year — will have "far-reaching implications" for the provision of housing, education and jobs.

There will also be growing demands on public services. This will "further underscore the need for privatization".

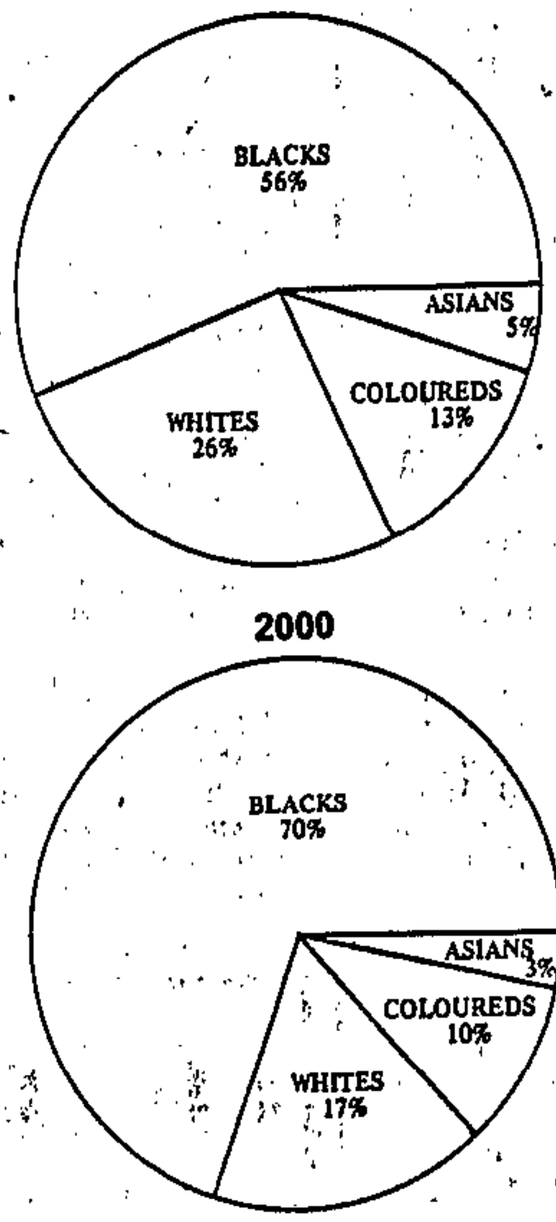
And an average of 144 000 houses a year will have to be built for black families. To achieve this, unconventional building methods will have to be used to a growing extent.

The survey points out that the accompanying redistribution of income could have a detrimental effect on the country's savings effort.

But, it says, "if this process were to be accompanied by a drop in the cost of labour in relation to that of capital, which should encourage the use of labour-intensive production techniques, it need not necessarily place upward pressure on interest rates."

It points out that a growing black urban population will mean more demand for basic, less sophisticated, goods and services which will boost local manufacturing industries including food, clothing, textiles, furniture and drinks.

SOUTH AFRICA'S URBAN POPULATION:
Percentage composition



Source: Institute for Futures Research, Stellenbosch

"We firmly believe that inward industrialization, which is closely linked to the process of urbanization, will in future have an extremely important bearing on employment.

"This matter will be highlighted to an increasing extent, since the growing movement of the population to the urban areas will make unemployment even more noticeable.

"However, it is abundantly clear that a multitude of laws, regulations and ordinances are seriously hampering the informal sector and the establishment and development of small business undertakings.

"We therefore regard it as vital that regulations and practices having an unnecessarily restrictive effect on black entrepreneurship, in particular, be scrapped as quickly as possible."

Discussing the economy in the short term, the survey forecasts a mildly stimulatory budget.

Pointing out that real salaries and wages have been dropping for the past two years, it says that tax cuts and lower short-term interest rates are "necessary to stop economic growth from coming to a halt".

Sanlam says that merely granting generous salary increases, without a corresponding increase in productivity, would not solve the problem but would push up the inflation rate.

"We consequently expect the next budget to be fairly stimulating, with markedly higher expenditure on projects related to the social structure."

He then served in wel-

Minimum wages

Dispatch Reporter

EAST LONDON — The Department of Manpower has drawn attention to a new order in terms of the Labour Relations Act which lays down minimum wages for cleaning staff.

A spokesman for the department said yesterday the order, which became effective on December 1, applied to firms cleaning buildings.

The minimum pay laid down for cleaning staff is R51,52c a week.

FIN MAIL 26/12/86

LABOUR LAW

355

Changing the rules

Sweeping changes to existing procedures for resolving labour disputes, adjustments to the unfair labour practice definition, and several major innovations are proposed in the draft Labour Relations Amendment Bill, published in the *Government Gazette* last Friday.

The draft Bill is the product of the Department of Manpower's deliberations on the 1984 report of the National Manpower Commission (NMC). This investigated the levels of collective bargaining, the registration of trade unions and employer organisations and the Industrial Court, as well as input it has received on various labour-related issues from the Economic Advisory Council and other bodies. Farm workers, domestic servants and State employees are excluded from the draft Bill's provisions. In line with previous practice, the department has invited all parties interested in submitting comments on the Bill to do so by February 6 next year.

The key features of the draft Bill are proposals providing for:

☐ The establishment of a special labour court, manned by Supreme Court judges, which will, among other things, consider appeals against decisions of the Industrial Court;

☐ Appeals against decisions of the special labour court on questions of law to be heard by the Appellate division;

☐ A tightening up of the definition of an unfair labour practice;

☐ The introduction into the law of a new concept of "unfair dismissal;" and

☐ New and simplified procedure governing applications for and the workings of conciliation boards.

Changes proposed for conciliation boards (CBs) are likely to have the greatest impact on labour relations as they make provision for dispute resolution to be speeded up considerably.

In essence, the draft Bill proposes that the Minister of Manpower should no longer be able to exercise any discretion over the appointment and terms of reference of CBs. The issue has been the subject of a great deal of controversy. Instead, it says that all CB applications should in future be handled by local divisions of the Manpower Department whose sole concern should be to ensure that boards meet the technical requirements of the Labour Relations Act (LRA), and that it should be left to the disputing parties to determine what the board's terms of reference should be.

Provision is, however, made for the Director General of Manpower to set the terms of reference if the parties cannot reach consensus within seven days of the establishment of a CB.

If parties fail to resolve their dispute at CB level, and the point at issue concerns an alleged unfair labour practice, or an unfair dismissal, the Bill provides that either side can refer the matter directly to the Industrial Court or the special labour court.

The intention behind the proposals is to bring the procedures pertaining to CBs into line with the dispute-settling procedures applied by industrial councils. As such they are likely to be welcomed.

The draft proposals about what should be regarded as unfair dismissals go a long way towards codifying decisions handed down by the Industrial Court on this issue in the past few years. According to the Bill, a dismissal will be regarded as unfair if:

☐ A worker's employment is terminated without a valid and fair reason;

☐ An employer retrenches employees without first giving them reasonable notice, consulting with the employees or their trade union, or if the selection of employees to be retrenched is "not reasonable;"

☐ An employer has not given employees a fair opportunity to state their case prior to their dismissal; or

☐ Agreed procedures had not been followed.

While retaining the present unfair labour practice definition, the draft Bill also stipulates that certain practices should be regarded as unfair. These include practices by which:

☐ A trade union uses misleading methods to canvass members;

☐ There has been a failure by any party to observe the provisions of the LRA;

☐ Employers replace employees with other workers on less favourable conditions of employment;

☐ A union or union federation supports a product boycott of a company if it is not directly involved in the dispute;

☐ Employees are discriminated against on the grounds of race, sex or religion; or

☐ Employers unreasonably fail or refuse to negotiate with a representative trade union.

Legal strikes and lock-outs, any practices agreed upon by unions and companies (provided the agreement has not been in force for longer than three years), and selective re-employment of dismissed workers (provided objective criteria are applied), will not be deemed to be unfair labour practices. ■

WAGES— 1987

JAN. —— DECEMBER

Cosatu's 200-year-old war cry

By MONO BADELA

THE 710 000-strong Congress of SA Trade Unions (Cosatu) kicks off its Living Wage Campaign on Sunday with a demand even Ronald Reagan must support — "no taxation without representation".

The slogan, coined more than two centuries ago as the basis for the American War of Independence, is one of many demands Cosatu will put to bosses and President PW Botha's government as part of its campaign.

"We demand that no PAYE ("pay as you earn" tax) should be deducted from our wages," Cosatu general secretary Jay Naidoo said yesterday when announcing the start of the campaign.

"We have never been consulted about taxes and are not represented in the parliament which levies the taxes — why should we pay them?"

Naidoo said tax revenue was being used to subsidise crop failures for farmers and the apartheid infrastructure. As much as R7,5-billion was being used "for an illegal war against oppressed people" and R2,75-million had been spent on the tricameral parliament and other constitutional "reforms".

Naidoo said the last few years had seen "the most concerted and cold-blooded attack on workers' standards of living".

"In most sectors, bosses have kept wages well below the rate of inflation and resisted worker demands for a greater slice of the profits. Average price increases are 12,4 per cent; average wage increases are 11,6 per cent — workers are thus getting poorer every day, with less money in their pockets, less food in their cupboards, and increased hardship and degradation in the townships."

At the same time, bosses were making massive profits despite the economic gloom.

Naidoo called on companies to open their books for inspection because "we want to see how every cent is spent".

Cosatu's campaign will focus on the following demands:

- A living wage and jobs for all.
- A 40-hour week without loss of pay, and a ban on overtime.
- March 21, May 1 and June 16 as paid holidays.
- Abolition of tax deductions.
- A minimum of six months' paid maternity leave for mothers.
- An end to the hostel and migrant labour systems, and provision of decent housing for all.
- The right to decent education, including acceptance of the concept of People's Education.

Cosatu will hold a rally at Soweto's Jabulani Amphitheatre from 10am on Sunday — the first step in "a process of mass mobilisation for a living wage", according to Naidoo. May Day and June 16 are other highpoints of mobilisation for the campaign.

Several other rallies have been banned, and the federation has been denied facilities. Naidoo said Cosatu is preparing to challenge these restrictions.



Campaigning for a 'living wage'

ALAN FINE

B Day 20/3/87

THE Congress of South African Trade Unions (Cosatu) this week stepped up its "living wage" campaign by publishing a special edition of *Cosatu News* focusing on the issue.

The campaign is top of Cosatu's agenda this year. With industrial action over wages on the increase anyway, it is well to examine it.

The demands are for a living wage, a 40-hour week, May Day, June 16 and Sharpeville day as paid holidays, no PAYE deductions, at least six months maternity leave, decent housing near work and an end to the hostel system and decent education and training.

In some ways the demands focus on bread and butter issues to a surprising extent, given Cosatu's highly political reputation. But there is an important political dimension to the apparently economistic demands. And the obviously political demands have a definite purpose, too.

The living wage demand is intended as a challenge to the capitalist system, or at least SA's.

It is saying: "Can capitalism provide for a decent standard of living for our members? If not, a socialist alternative must be devised."

And indeed, many articles go on to talk about the attributes of socialism and "worker control". What is not clear is exactly what is meant by these concepts. It is fair to say that Cosatu has not definitively formulated them.

At the very least, Cosatu is talking about working towards a social democracy. This includes diminishing the the area of management prerogative, so as to increase worker influence over their working lives.

But Cosatu could also be talking about a radical form of socialism, or any economic system in between. The point is that these issues are, and will continue to be for a long time hence, matters of intensive debate within the organisation. And the direction this debate takes will be significantly influenced by the fortunes of unions and their members, and responses to campaigns such as this one.

Much space in *Cosatu News* is devoted to examining and criticising the concentration of wealth and power in the hands of a few large corporations, a la Robin MacGregor's "Who Owns Whom".

It looks at the effect of monopolies on the economy, and also reiterates the view that unions need to organise along similar lines so as to counter them.

It uses the threats of action against Anglo-linked companies during the OK Bazaars strike as an example. It implicitly rejects assertions about the independent management of subsidiary companies advanced when they are drawn into disputes.

Another article employs the Keynsian argument that higher wages will benefit the economy by enlarging local markets. Only shortsighted greed prevents business from seeing this, it avers.

It would seem that, with corporate profits on the increase again, Cosatu has timed its campaign well. Union-negotiated wage settlements so far this year have, in fact, been far above initial management expectations.

Unions in the retail, chemical and paper sectors, particularly, have consistently achieved increases of more than 20% for their lower paid members.

The two biggest sets of annual wage negotiations in SA — in the mining and metal industries — are still in their preliminary stages. But they will attract more attention this year than usual.

Cosatu has not specified what constitutes a living wage. On occasion, unions have entered negotiations merely demanding a "living wage," so immediately asking management to take a position.

In some sectors demands have been for a minimum monthly wage of more than R800, with some settlements above R600. In contrast, the National Union of Mineworkers' (NUM) 55% demand to the Chamber of Mines represents a minimum cash wage of about R300.

As regards the other demands, there have been few union advances on shorter working hours. But more companies are agreeing to maternity leave. And the vast majority have agreed to paid leave on May Day and June 16 without much resistance. Sharpeville day has hardly been an issue. It falls on a Saturday this year — tomorrow.

300 000 SET FOR INDUSTRIAL ACTION

EMPLOYERS in the mining and metal industries are bracing themselves for two strikes involving about 300 000 workers as two trade unions announce wage action dates this week.

The National Union of Mineworkers and the National Union of Metalworkers of South Africa conducted strike ballots last week and said they would announce later this week when the strikes would begin after their members voted "overwhelmingly" in favour of taking industrial action.

The ballots involved workers in the Steel Engineering Industries Federation of South Africa (Seifsa) and the Chamber of Mines.

NUM's assistant general secretary, Mr Marcel Golding, said the check of the ballot began at the weekend and an overwhelming number of its 200 000 members voted yes in the ballot which ended on Friday.

The votes were cast at 35 gold and coal mines. The decision to ballot was taken after NUM rejected increases of between 17 and 23 percent offered by the Chamber of Mines.

Numsa, with a paid membership of 80 000 in the metal industry, decided on the ballot after a wage deadlock with Seifsa.

By THEMBA MOLEFE

Numsa rejected an offer of between 39 cents and 72 cent hourly increases as the bottom rate for artisans. It demanded a R4 hourly minimum across the board R1 increases, paid maternity leave, May 1 and June 16 as paid holidays and an end to tax deductions.

Numsa's spokesman said the ballot also involved non-union members at 500 factories and this meant that more than 100 000 workers in the industry took part in the wage ballot.

35 SPM 3/9/87.

We 'retreated' with discipline, unity — NUM

By Zenaide Vendeiro

The disciplined and united way in which members of the National Union of Mineworkers (NUM) "retreated" from their three-week wage strike was a great achievement and allowed the union to move ahead with its campaign for a living wage, NUM education officer Mr Kgalema Motlanthe said yesterday.

Addressing a meeting at the University of the Witwatersrand, he said the retreat was "ample proof of the sense of purpose that prevails in the union and an expression of faith in its ultimate victory".

The word "retreat" was used because the union considered its return to work a "a retreat, not defeat".

The NUM official said the Chamber of Mines — working with the State — had been intent on destroying the union and was prepared to incur immense losses to achieve this. "It was prepared to dismiss every worker on strike.

"The union was faced with very narrow options — either order a retreat or continue on strike for a further two or three weeks and risk the dismissal of the entire membership."

Members had been in favour of continuing with the strike, but it was felt this was not in the union's best interests, he said.

Once the decision was taken to retreat, the union was faced with the new challenge of organising it in "a disciplined fashion and as a single entity".

This it managed to do, which was in itself a great achievement, he said.

Mr Motlanthe said that, despite agreement having been reached, the Chamber was "bent on destroying the union" and was still dismissing NUM members.

By re-employing strikers on a selective basis, the Chamber was getting rid of "ringleaders" identified during the strike.

He said "mine security are no different from the SADF. They are combat units armed to the teeth."

Mine compounds were "like concentration camps", built with only one entrance. During the strike, these entrances had been closed off with barbed wire, trapping workers inside the compounds while mine security fired teargas canisters at them.

Mr Motlanthe said scab labour used to weaken the strike had come from mines where the union was not well-organised. The union planned to rectify this weakness before the "next round" of wage talks.

MINE STRIKE

OVER



NUM's general secretary, Mr Cyril Ramaphosa, after the meeting yesterday that resolved the 20-day mineworkers' strike.

But no new offer on wages

By THEMBA MOLEFE

THE wage strike by more than 300 000 mineworkers at 45 gold and coal mines throughout South Africa is over and workers are expected to be back at work on affected mines by tonight.

Chamber of Mines president, Mr Naas Steenkamp told about 50 local and foreign journalists at the Chamber's Hollard Street, Johannesburg, head office that the National Union of Mineworkers had accepted management's offer of improved death benefits and other concessions — but not increased wages.

The settlement came in the wake of the death of two miners at the Kinross Gold Mine on Friday, bringing to nine the total number of workers to die since the strike began on August 9.

Mr Steenkamp said mine bosses had learnt a lot during the strike and praised Num for "its skill and determination".

Mr Steenkamp said the settlement was reached on improved fringe benefits only. The Chamber did not make a new offer on wage demands.

The Num had originally demanded a 30 percent increase which it modified to 27 percent when it met the Chamber a week ago when both parties met for the first time since the workers downed tools.

Offer

The union accepted the employers' offer of improved death benefits. The mine bosses will now give workers R1,40 for every R100 earned and the benefits will be spread over a three year period instead of four.

Workers are now to contribute 45 cents per R100 instead of the current R1 per R100.

This means mining houses have conceded 10 percent in fringe benefits, according to Mr Steenkamp.

The chamber said it sympathised with the families of the dead mineworkers.

"The cost of the strike has been high. Most tragically there has been loss of life and we share in the sorrow of the bereaved families. Others have been injured and wounded and we extend our sympathies to them," Mr Steenkamp said.

He said the cost must,

• To Page 4

'Strike a lesson for Chamber'



● From Page 1

of course, be measured in terms of strains imposed on the management-worker relationship, the strife between strikers and non-strikers, the disturbing incidence of violence, intimidation and murder, loss of jobs and wages sacrificed.

On the question of whether the about 30 000 workers who had been dismissed since the strike began for failing to heed return-to-work deadlines, Mr Steenkamp said individual mining houses would decide on their fate.

Anglo American Corporation, the biggest employer in the Chamber, has been the hardest hit and has dismissed thousands of striking Num members.

Spokesman Mr Bobby Godsell declined to comment yesterday and referred reporters to the chamber.

Meanwhile the National Union of Mineworkers has said it does not regard the settlement as a defeat for the union or a victory for the Chamber of Mines.

Addressing journalists at a Johannesburg hotel, Num general secretary, Mr Cyril Ramaphosa, said the strike was a lesson for the Chamber, which had miscalculated by thinking the action would last for only 48 hours.

The Chamber had also not anticipated that as many as 340 000 workers would go out on strike.

"The Num, together with Cosatu, would strengthen its living wage campaign in 1988," he said and added that workers started going back to work at 9pm last night at most mines.

Mayor's warning

THE mayor of Dobsonville, Mr Steve Nkatlo, has told council employees to take residents' complaints seriously.

Addressing a meeting held in the township yesterday, Mr Nkatlo said he would do everything in his power to instill a sense of responsibility in the council's employees.

"The council cannot exist without the people and it looks like the council staff is not aware that they are employees of the people," he said.

The meeting also heard complaints about high electricity bills, which Mr Nkatlo said they would be investigated.

He said another meeting would be called where top Escom officials would explain electricity tariffs to the residents.

MALL'S
DISCOUNTERS
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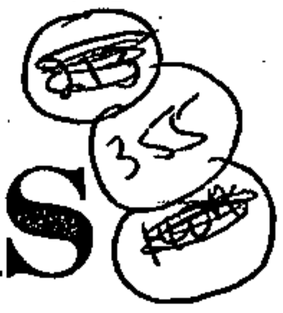
TELEPHONE (011) 23-8879, 23-7906

Mines, strikers continue talks



DD 18/2/87

JOHANNESBURG — The National Union of Mineworkers (NUM) and Anglo American met for three hours yesterday and will continue discussions today on ways of eliminating violence on strike-bound mines.

Anglo's Bobby Godsell described the discussions as "constructive". NUM's general secretary, Mr Cyril Ramaphosa, however said, he did not wish to characterise the talks as positive until and unless they were successfully concluded.

The discussions were adjourned to allow Anglo to consider a number of NUM proposals tabled at themeeting.

Mr Ramaphosa said the union was willing to accept Anglo's proposals, and communicate them to strike committees, provided the company accepted the union's suggestions.

He said the company's proposals were insufficient, but believed adoption of the entire package would help restore calm on Anglo's mine's.

Anglo has proposed that all hostels should function normally under management control; there should be normal access to hostels for workers, management and union officials; there should be normal access to shafts and plants with areas designated for peaceful picketing, should the union request this; and force or the threat of force should not be used by management, the union, or union members to prevent workers from striking peacefully or workng normally.

The NUM told Anglo that mine security personnel should stop maintaining a visible presence. They should be removed from hostel areas and cease patrolling. In addition, Anglo should agree not to call in the SAP under any circumstances.

Further, the union said charges laid against scores of strikers in the past week should be withdrawn.

"If the company withdraws these charges we will believe Anglo is not in collusion with the State against us," Mr Ramaphosa said. Another 53 Western Deep Levels miners are facing public violence charges.

The NUM further proposed the mines should be opened to the media so the media can assess where violence originates, Anglo should reverse its decision to charge strikers for food and accommodation, and workers disabled in strike violence should be compensated from a fund which should be established by Anglo.

It said workers allegedly being detained in mine security barracks should be released.

Finally, the union recommended that, should an agreement be reached, an independent arbitrator should be appointed to investigate any alleged breaches.

THE WEEKLY MAIL

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kilometres outside the city.

Western Cape ... I've tried to contribute a little to ... for ...

Quarter million workers vote to strike

By SEFAKO NYAKA

MORE than 280 000 workers in the metal and mining industries have voted to go on strike to resolve wage disputes in the industries.

But whether the workers will go ahead with the strikes will be decided at two crucial meetings at the weekend and early next week.

The National Union of Metalworkers of SA (Numsa) is expected to hold report-back meetings at the weekend.

And officials of the National Union of Mineworkers (NUM) meet on Monday to discuss the pending strike.

The union is almost certain to call a special congress to decide whether to go on strike or not.

NUM strike ballot results show that over 80 percent of the more than 200 000 union members employed at 27 goldmines and 18 collieries covered by the Chamber of Mines agreement, favoured strike action to resolve the dispute with the chamber.

The NUM and the chamber deadlocked over:

- A 30 percent wage increase across the board
- A five year death benefit pay-out
- Danger pay
- Thirty days paid leave.
- June 16 as a paid holiday.

The chamber has in the meantime gone ahead with introducing the final package offered to the union when they deadlocked at the Conciliation Board on June 30.

The package includes an increase of between 17 and 23 percent on all but three of the goldmines and between 15 and 23;4 percent on coalmines.

At the same time over 70 percent of the 85 000 Numsa members at 500 factories also voted in favour of a strike.

Numsa, incorporating the Metal and Allied Workers' Union, deadlocked with Seifsa over national wage negotiations two weeks ago.

Fifteeen other unions in the metal council which negotiated with Seifsa agreed to accept the employers' increase offer of between 39 cents and hour and 72 cents per hour for artisans.

Mawu also demanded paid holidays on May 1 and June 16, which Seifsa rejected.

Other demands were for an end to Pay As You Earn deductions, a 40-hour week with no loss of pay, job security, improved maternity and paternity leave and trade union rights.

Meanwhile several strikes are looming in the chemical industry after wage talks with the 30 000-strong Chemical Workers' Industrial Union (CWIU) deadlocked this week.

ANC trio shot in Swaziland

THREE suspected African National Congress members — two men and a woman — were shot dead by three whites yesterday as they were travelling by taxi from Matsapa Airport to Mbabane.

An informed Swazi police source said it had been learned that the woman and a male colleague had met the third man, who had come off a flight at 2pm yesterday, and taken a taxi.

Shortly afterwards a BMW car which had been trailing the taxi, overtook them on a country road and forced the taxi to stop.

Three white men jumped out of the car and fired shots at the occupants of the taxi, killing the two men in the back seat. The woman tried to run away but was also shot dead.

Roadblocks have been set up on major roads leading to South Africa. — Sapa.

* THE CONTENTS OF THIS NEWSPAPER HAVE BEEN RESTRICTED IN TERMS OF THE EMERGEN

Move to break deadlock on pay

By Mike Siluma

The National Union of Mineworkers (NUM) has applied for a conciliation board to resolve its dispute with the Chamber of Mines, NUM assistant general secretary, Mr Marcel Golding, said today.

Talks between the NUM and the chamber broke down on Sunday after two days when agreement could not be reached on issues including wages and working conditions.

The NUM has rejected an offer of a 12 percent across-the-board increase for coal mines and raises of between 16,9 percent and 12 percent for gold mineworkers.

Its demands included pay increases of between 40 and 55 percent, the abolition of deferred pay, danger pay, a halt to PAYE deductions from workers' pay packets from July 1 and a reduction in hours of work.

Meanwhile, talks between the white Council of Mining Unions (CMU) and the chamber remain deadlocked. The CMU has already decided on a strike should the chamber fail to revise its offer to their satisfaction.

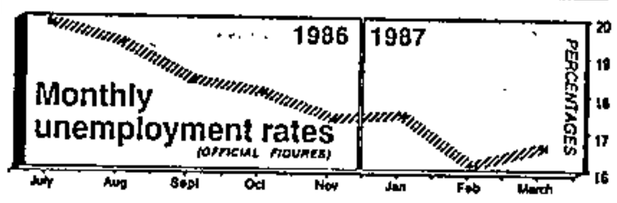
Chamber spokesman, Mr Peter Bunkell, said the situation remained unchanged since last week when talks between the parties collapsed.

The chamber offer to the CMU includes pay increases of between 13 and 14 percent. The CMU demands a 20 percent raise for its 26 000 members.

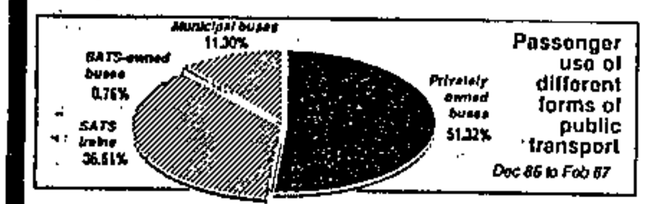
W/Mail 14-20/8/87

BUSINESS BAROMETER

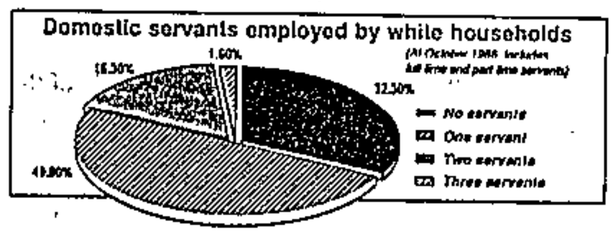
GENERAL INDICATORS



UNEMPLOYMENT
Unemployment reached 19,5 percent in March, according to the Central Statistics Office's expanded definition of unemployment, which includes underemployed people. The unemployment rate in March was slightly up on February's figure of 19,2 percent. More women than men are out of work: 23,2 percent compared with 12,8 percent in March.



PASSENGER TRANSPORT
The number of passengers transported by private undertakings (such as bus companies Putco and Tollgate) was 63 026 000 in May this year, up 1,5 percent on April but down 12,9 percent on May last year. The net profit for private passenger transport firms for the quarter ended March this year was R28,9 million, compared with a loss of R12,4 million in the same period in 1986.



DOMESTIC WORKERS' WAGES
Average wages of domestic servants in white households has shown huge increases in real terms since 1973. But this increase is from a very low base. According to a Central Statistics Service survey, the average cash wage for a full time black woman domestic servant on the Witwatersrand was R32,86 in 1975. By October 1986 it was R139,65. To this figure should be added payments in kind for food, lodging and other goods totalling about R86. By contrast average cash wages for black woman domestic workers in East London in 1986 were R104 a month.

GOLD PRODUCTION
The amount of gold produced in South Africa in the first six months of this year was 4,1 percent lower than in the same period last year: A total of 9,9 million ounces. Chamber of Mines figures show that gold output in June was 5,4 percent lower than in June 1986 but 6,7 percent higher than in May this year.

INDUSTRIAL RELATIONS

MINE ACCIDENTS
Eight hundred people died in mine accidents last year compared with 706 in 1985, according to the annual report of the Department of Mineral and Energy Affairs. Of last year's deaths, 702 were in gold mines and 66 in coal mines. This gives a death rate for 1986 of 1,27 per thousand workers in gold and 0,55 in coal mines. The department says the Kinross mine disaster dominated the mine accident scene last year, and without it the death rate might have been lower than in 1985. The accident rate in all mines in 1986 was 16,3 per thousand workers, down from the previous year's figure of 19,6.

ENGINEERING WAGE RATES
Wage increases for workers in the civil engineering industry have not kept pace with inflation. The Central Statistics Office weighted average wage rate index for this industry was 13,6 percent higher in the quarter ended May this year than in the same period last year. Artisans' wages went up by 10,3 percent over this period.

FINANCIAL INDICATORS

Johannesburg Stock Exchange Indices

JSE Indexes	3/7/87	WEEK AGO	% CHANGE
All Market Index	2669	2689	— 0,7
All Gold Index	2359	2459	— 4
Industrial Index	2216	2205	— 0,5

Short-term Interest rates

	6/7/87	WEEK AGO	YEAR AGO
Three-month bankers acceptances	8,75%	8,8%	11,0%
Prime overdraft rate	12,5%	12,5%	14,5%

Gold Price

6/7/87	WEEK AGO	% CHANGE
461,2	473,40	— 2,6

Selling price: Major currencies against rand

	6/7/87	WEEK AGO	% CHANGE
US dollars	47,36	48,13	- 0,6
Pounds Sterling	332,25	327,45	+ 0,7
Deutsche Mark	0,8981	0,9059	+ 0,4
Yen	,7465	,7500	+ 2,0
Swiss Franc	0,7276	0,7265	+ 0,1
Financial Rand	,2875	,3050	- 5,7

US Dollar against major currencies

	6/7/87	WEEK AGO	% CHANGE
Dm	1,8955	1,8848	+ 0,6
Sterling	157,50	1,5730	+0,1
Yen	151,48	151,50	+0,9
SwFr	157,60	156,20	+ 0,01

Source: First National Bank

THE ECONOMY

More than half the miners earn below poverty datum line

By PHILLIP VAN NIEKERK and JEAN LEGER

About 85 percent of black workers on the country's gold mines — those in grades one to four — earn wages below or near the poverty datum line.

The Bureau of Market Research at the University of South Africa calculated that the "minimum living level" for an average family was R419 per month in February 1987. At this time, the Chamber of Mines's minimum wage for underground workers in grade four was R365 per month.

More than half the workers — those in grades one to three — earn substantially below this.

The minimum living level includes only the barest necessities and is defined by the bureau as the "lowest sum possible" for a household to subsist.

For a century, the Chamber of Mines has unilaterally determined the wages of black miners.

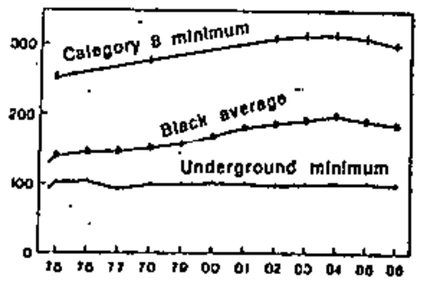
From the 1890s the real wages of black miners declined steadily until 1970 when the minimum for an underground worker was R10,40 a month.

Even when the wages soared in the early seventies —rising in real terms by 300 percent between 1970 and 1975, following the freeing of the gold price — it was the chamber which set the increases.

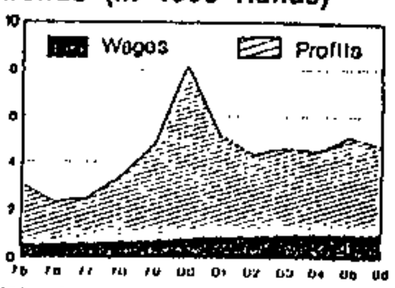
However, since 1975 the real wage has only increased by a third, according to figures assembled by the Labour Research Service, a Cape Town-based economic research group.

The average real wage of black gold mine workers has declined since the National Union of Mineworkers started wage bargaining with the Chamber of Mines in 1983.

In 1983 the average wage was R286 per month, rising to R427 in 1986 (the figure for 1987 is not yet available). Deflating for the consumer price index, the 1986 wage was equivalent to R278 — a net decrease of three percent.



Gold mines: real wage trends (in 1980 Rands)



Black wages to total profits

Clearly, one of the tasks of the National Union of Mineworkers is to achieve a structural transformation of the remuneration of black miners from poverty wages to wages commensurate with what miners earn in other countries.

In almost all major mining countries — Western and Eastern bloc — miners earn far more than workers in manufacturing.

In Poland miners earn twice as much as manufacturing workers, in Australia they earn 64 percent more, in the Soviet Union 55 percent, in Canada 43 percent, in the United States 32 percent and in the United Kingdom 20 percent more.

But in South Africa — where the mines are the deepest, hottest and among the most dangerous in the world — miners only receive 73 percent of the earnings of industrial workers.

There is no doubt that, on the whole, the mining industry — whose profitability has certainly not diminished this year — can pay substantially increased wages.

In 1986, shareholders of gold mines earned R2 545-million in dividends — more than the total earnings of the 485 000 black miners who received R2 484-million.

This is only 15 percent of every ounce of gold sold. Total pre-tax profits, on the other hand, equalled 51 percent.

This included R2 416-million which was reinvested on behalf of shareholders as capital expenditure to yield yet more profits in the future.

A further R3 366-million went to the South African state in the form of tax. Incidentally, it is the state, in the form of decreased taxes, which would foot the bill for any increase paid to miners.

For every extra rand miners earn, on the basis of 1986 figures, the government would receive 57 cents less in taxes. Shareholder dividends would only decrease by 43 cents.

The fact that the NUM has been unable to dent the structural poverty of miners reflects the need to command the support of a substantial portion of the three-quarter-million miners before it can force the chamber's hand.

The union has won improvements for workers on issues such as unfair dismissals, safety and improved working conditions which have not required industry-wide industrial action.

Though it is still too early to tell, the 1987 strike could represent the most substantial challenge ever to the "chamber prerogative" which has kept the majority of miners in a state of poverty since the turn of the

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Rent defaulters' houses are sold

Sowetan 9/7/87

THE Katlehong Town Council yesterday sold eight houses belonging to people who have failed to pay their rent in an auction sale held at the Alberton Magistrate's Court.

The council became the first in South Africa to take such a harsh step against rent defaulters.

The houses are part of 50 which were initially advertised in May for sale on June 9.

When scores of homeseekers assembled on that date at the Alberton Magistrate's Court to take advantage of the sale, they were told that Katlehong mayor, Mr Thami Siluma, had ordered the postponement of the sale.

This was to give the families a chance of paying off their rent and service arrears.

At least two other houses were reportedly sold, but the town clerk of Katlehong, Mr Fanie Mare said they were sold by private companies which were owed money. Some were properties of dead people and some of divorced families.

Mr Mare said the families owed the council thousands of rands in service and rental charges. The Katlehong council has reported that it was owed R5 831 943 by residents for rent and service charges.

Meanwhile, the council has advertised more than 50 other houses during the past two weeks.

Bleak future in metal industry

335 Sowetan 9/7/87

ABOUT 20 000 workers in the metal industry lost their jobs in the first quarter of 1986 and employees say the future looks bleak despite the Government's attempt to improve expenditure in the industry.

According to the employer organisation, the Steel Engineering Industries Federation, the employee total in the industry is estimated at 330 000 as compared with an employment peak of 454 000 at the end of 1981.

"Although there was an increase in the production output towards the end of 1986 and the beginning of 1987 there was no significant impact on the increase in employment," says Seifsa.

It says there is a scarcity of skilled artisans in the heavy engineering and construction industries while an oversupply of skilled artisans exists in the basic metal sector.

Seifsa says sanctions, the high inflation rate, instability in the labour relations area, unrest and politicly instability will hamper the recovery which began in mid-1986.

Kante han

Wage talks for 350 000 workers start today

Wage negotiations in the metal and engineering industry, which, together with those in the mining and catering sectors, feature prominently on the industrial relations agenda, begin today. The talks are unlikely to be any less difficult for some of the unions than they were last year, when the metal industry accounted for the third largest number of strikes to hit industry, reports MIKE SILUMA.

Annual wage negotiations affecting about 350 000 workers in the crucial metal and engineering industry begin in Johannesburg today against a background of continued economic recession and tough demands by some unions.

After those affecting the mining industry, annual pay talks in the metal industry involve the largest number of workers in industry.

And, as in the past four years, the talks are likely to be made difficult by the economic slump, which saw the loss of 6 000 jobs in the metal industry in the past year.

Unions taking part in talks with the employer body, the Steel and Engineering Industries Federation of South Africa (Seifsa), are the Metal and Allied Workers' Union (Mawu); its fellow International Metalworkers Federation (IMF) affiliates (representing mainly unskilled and semi-skilled workers); the Confederation of Metal and Building Unions' (CMBU) cluster of unions; the Mine Workers' Union; and the SA Iron, Steel and Allied Industries Union (negotiating for a predominantly skilled workforce).

An analysis of demands tabled by the various unions shows that, as is the case with their counterparts in other sectors of the economy, unions representing mainly black workers place the recognition of June 16 and May 1 high on the agenda, after wages.

Unions representing the skilled, largely white, workforce have put forth demands focusing only on wages and working conditions.

The more than 50 000-strong Mawu, which is the industry's largest and most militant union, has, in addition to other demands, called for a halt to PAYE deductions from its members' pay packets.

Mawu has also demanded that in the event of a legal wage strike, employers be prohibited from dismissing workers participating in such action.

Also, there should be no job loss as a result of sanctions. If necessary, profits should absorb the effects of sanctions, says Mawu, which has declined to sign the main agreement for the past four years.

Its other demands, which are largely supported by the IMF unions include:

- A basic minimum rate of R4 an hour.
- A guaranteed across-the-board rise of R1 an hour.
- The recognition of May 1 and June 16 as paid holidays.
- The reduction of the working week to 40 hours, without loss of pay.
- Improved overtime rates.
- Six months paid maternity leave, plus 14 days paid paternity leave.

The CMBU demands include a minimum wage rate ranging from R3,30 to R6,97 an hour, and guaranteed minimum personal increases of between 53c and R1,15 an hour.

The SAISAIU has asked for hourly minimum rates of between R3 and R7, and personal increases of between 53c and R1,19. The respective MWU figures are R3,30 to R6,97, plus 53c to R1,15.

Other demands concern improvements in overtime and holiday leave conditions, as well as higher employer contributions to group pension and provident funds.

355 Star 10/3/87

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Pay-hike calls for 330 000 employees

Metal workers table demands for wage talks

ALAN FINE

THE 15 trade unions party to the metal industry Industrial Council this week tabled their demands for the 1987 wage negotiations.

After mining, these negotiations are seen as the most important on the industrial relations calendar. Their outcome affects 330 000 workers employed by 8 600 companies.

The SA Co-ordinating Committee (SACC) of the International Metalworkers' Federation — representing four unions of mainly black unskilled and semi-skilled workers — have demanded a R4 minimum hourly wage. The present minimum is R2,22.

It proposes a minimum rate of R8,89 in the top grade, compared with the R5,81 now. The SACC has also demanded minimum personal increases ranging from R1 to R2,22; a reduction in the working week from 45 to 40 hours; improved maternity benefits; paid leave on May 1 and June 16; and the introduction of paternity leave and higher overtime rates.

The Metal and Allied Workers Union (Mawu), a member of the SACC, has made additional demands, including a ban on the dismissal of lawfully striking workers; that there should be no lay-offs due to sanctions; and that no PAYE deductions should be made by employers.

The latter is becoming a regular demand by Congress of SA Trade Union (Cosatu) affiliates, although it has not been carried through. It is described by them as a political statement.

The other major union grouping in the industrial council — the Confederation of Metal and Building Union (CMBU), which represents nine artisan unions — has proposed minimum rates ranging from R3,30 to R6,97 and guaranteed minimum personal increases of 53c to R1,15.

It also demands improved leave bonusses; an extra week's annual leave after four years service; and increased employer pension fund contributions.

Both groupings say ongoing talks over job grading, and wage and negotiating structures must be completed before any agreement is signed. Wage negotiations are due to begin on March 10.

Steel and Engineering Industries Federation of SA (Seifsa) director Sam van Coller declined to comment on the union demands.

Metal wage talks deadlock

By SEFAKO NYAKA

WAGE talks in the metal industry have deadlocked — opening the way for a legal strike by the 150 000 members of the six South African unions affiliated to the International Metalworkers' Federation (IMF).

According to Metal and Allied Workers' Union (Mawu) national organiser Bernie Fanaroff, the IMF's negotiating caucus has declared a dispute with the employers' association, Seifsa.

But before legal strike action can be taken, the Industrial Council's executive committee will meet to discuss other ways of settling the dispute.

The council executive might consider one of three options; reopening dispute meetings between Seifsa and the IMF, calling for mediation or voluntary arbitration.

The IMF has declared a dispute with Seifsa on company level bargaining and minimum wages.

Seifsa has stuck to its offer of a minimum wage of R2,59 at the bottom grades going up to R6,49 at the top.

The increase represents a 10,5 percent increase — which is way below the inflation rate.

For the past five years the unions have accepted offers at less than the inflation rate.

Seifsa has also refused to adjust the industry's wage curve which is heavily weighted against semi-skilled and unskilled workers.

The unions have meanwhile demanded the setting up of a subcommittee to investigate a shorter working week.

They have argued that reduced working hours will lead to the creation of more jobs in the industry.

The unions are also looking at the revision of the present job grading system in the industry and have demanded higher overtime and public holiday rates which will tie into the issue of job creation.

355 15-21/5/87

Big 'yes' in wage strike vote

Sowetan 10/7/87

By THEMBA MOLEFE

THE majority of the 80 000 members of the National Union of Metalworkers of SA have voted "yes" in the wage strike ballot conducted at 500 plants throughout the country this week.

Numsa officials at various centres on the Reef, the Highveld and in the Vaal were still counting votes by late yesterday.

A spokesman for the Highveld region said 5 786 workers at nine plants had given the nod to the strike. In the Vaal an official said most of the 14 000 ballot papers from 32 plants had also given the green light to the action.

Pretoria region officials said more than 90 percent of workers voted in favour of a strike.

The response from other centres around the country was still being awaited at the time of going to press last night.

Union officials have said the ballot also included non-members of Numsa and this could mean up to 100 000 workers in the metal

● To Page 15

Strike vote

● From Page 1

industry would be involved in the legal strike.

The ballot decision was taken after the collapse of wage talks between Numsa and employers in the Steel Engineering Industries Federation of South Africa.

Other unions in the country have accepted the employers' increases of between 39 cents and 72 cents an hour at the bottom rate for artisans.

Numsa demanded a new minimum of R4 an hour and an across-the-board increase of R1 an hour, an end to income tax deductions and the recognition of May 1 and June 16 as paid holidays.

Union officials said the strike could begin after the Cosatu annual congress which starts on July 15.

The strike by the 130 000-strong Numsa, could be the biggest yet in the metal industry.

● The National Union of Mineworkers begins counting the votes tomorrow after it also conducted a wage strike ballot among its 200 000 members in 35 gold mines and collieries this week.

Metalworkers in favour of strike action

355

SPM

13/7/87

By Mike Siluma

More than 80 000 metalworkers throughout the country are poised to go on a legal strike in the next 24 hours to force industry employers to improve their annual pay offer, a National Union of Metalworkers' (Numsa) spokesman said today.

The spokesman said 94,8 percent of members who took part in last week's strike ballot voted for strike action. In addition, about 90 percent of the 4 000 non-members taking part in the ballot voted in favour.

Numsa officials met at the weekend to decide on a course of action in the light of the results.

DEMANDS TABLED

The union decided on a ballot after rejecting an employer offer of increases ranging between 39c and 72c.

They instead tabled demands including a new basic hourly minimum rate of R4, plus an across-the-board R1 an hour increase, a halt to income tax deductions from members' pay packets and the recognition of May 1 and June 16 as paid holidays.

The executive of the National Union of Mineworkers (NUM) meets today to consider the results of a strike ballot among 200 000 members affected by the present wage dispute with the Chamber of Mines, according to a spokesman.

AGREEMENT REACHED

NUM demands included a 30 percent across-the-board increase, as opposed to an employer offer of raises ranging between 16 percent and 23,4 percent, depending on the nature and profitability of a mine.

The Commercial, Catering and Allied Workers' Union (Ccawusa) and Checkers have reached a wage agreement which will raise the minimum wage for about 7 000 workers by an average of R200 a month.

The agreement, reached after three months of negotiations, will, according to Ccawusa, also guarantee an across-the-board R110 increase, with R60 being granted this month, and the rest next January.

Ccawusa said in terms of the new minimum wage agreed with the company, the minimum wage of the lower paid workers would be raised from R210 a month to R410.

Numsa stoppage now illegal

Govt and union set for strike clash

By Mike Siluma

A major confrontation is looming between the country's second largest union, the National Union of Metalworkers (Numsa), and the State after a government decision which, in effect, outlaws today's wage strike by at least 80 000 metalworkers.

But it is feared that the government's decision, announced late yesterday, may have come too late to prevent strike action altogether. Numsa decided at the weekend to down tools from today after members voted overwhelmingly for industrial action.

At the centre of the dispute is the decision by the Minister of Manpower, Mr Pietie du Plessis, to extend an expired wage agreement until Friday — which effectively makes any strike illegal.

Numsa workers voted to go on strike after the union failed to reach a new wage agreement with the industry.

Numsa has accused the government of failing to comply with provisions of the Labour Relations Act. It said it would ask the Minister to refrain from extending the old agreement today and threatened Supreme Court action if the call were ignored.

"There is overwhelming support among our members for strike action and we believe there is much support among workers in other unions who are unhappy with proposals for a new agreement. We believe the employers have asked the Minister to do this to make the strike unlawful," said a Numsa spokesman.

But the director of the Steel and Engineering Industries Federation (Seifsa), Mr Sam van Coller, said it was "absolutely normal" for an old agreement to be extended until a new one was gazetted.

He would not comment on the Minister's action in view of possible legal action by Numsa.

He added that the Minister had made it clear for some time that he regarded the agreement as sufficiently representative to be extented to all parties.

Numsa, which is the largest single union sitting on the industrial council, is the only one of 15 unions which has refused to sign the new agreement which, it says, fails to enable members to keep up with the cost of living.

Two plants hit by strike

MIDDELBURG — Two large eastern highveld metal plants were today affected by strike action by the National Union of Metalworkers.

Ferro-Metals in Witbank had a complete stayaway, with most of the black workers at Middelburg Steel and Alloys not arriving for the early shift.

At Highveld Steel and Vanadium, with the country's biggest single Numsa membership, all employees reported for work. — Own Correspondent.

Bleak horizon — but some bright spots



WOMEN IN THE NEWS (from left): HELEN JOSEPH: Anti-apartheid activist and writer . . . her autobiography published in London last year is already sold out. VIOLET MOTLHASEDI: First president of the new South African Domestic Workers' Union. EMMA MASHIN INI: Founder and past leader of a major SA trade union who recently received a top position in the Church of the Province of South Africa. DESIRE DU PLESSIS: Set a national and All-Africa high jump record last year and is rated fifth in the world. EUNICE NTUL First woman home in the JSE marathon. ELLEN KUZWAYO: first black winner of the CNA Literary Award last year for her book "Call Me Woman". NADINE GORDIMER: Narrowly missed the Nobel Prize for literature last year — but the honours never stoppe flowing for her.

Women showed mettle in 1986

Women's Page Editor Marika Sboros reviews the activities of some of South Africa's women in 1986.

For women in South Africa, 1986 was a year with a few bright spots on a troubled horizon.

One good way to end the year was the breakthrough proposal by the government to amend existing labour legislation to make discrimination on the basis of race, religion — and sex — in the workplace an unfair labour practice.

The worst way to end it was the making of a martyr in the tragic form of Capetonian Emily Patel (16), who was stabbed to death with a sharp instrument while being transported in a police van with 17 male prisoners to Caledon Prison.

Emily had been fined R20 for disturbing the peace and could not pay it. Two Boland policemen have been suspended pending a departmental inquiry.

The mind boggles at the sending of a female anywhere in a truck full of male prisoners.

One wonders if her senseless death was not the logical extension of a dangerous attitude that regards women as worthless chattels.

Attempts at unity among women continued to prove impossible because of increasing polarisation and a proliferation of women's groups on both sides of the political spectrum.

An advertisement was seen on television titled "Women for a Brighter South Africa", in a year in which South Africa's hopes for peaceful change grew dimmer with each Casspir rolling into the townships and each child detained.

The organisation lucky enough to start off with enough funds to pay for such expensive television advertising, Women For South Africa, was launched in Pretoria in August. Its members were exhorted to "hang up your aprons, get stuck in and pull the country straight" — in a year in which South Africa tottered down an increasingly crooked path towards violence and repression.

The SABC in its wisdom felt that the launch of Women For South Africa warranted more television coverage than the many other gatherings of women throughout the year. So no one should have been at all surprised at the presence of a representative of the Government's Bureau for Information right up there on the platform at the launch.

This led the Black Sash to warn women's organisations committed to justice, peace and reconciliation to be wary in dealings with the bureau, "lest they be trapped into accepting favours which this Government department should not be offering".

But there was a spirit of endurance that would not be denied among this country's women. They continued to make their voices heard and refused to give up the fight for justice and equality, in spite of facing overwhelming odds.

The National Assembly of Women was launched in August and ran into early trouble with the apparent excision of members of the powerful Federation of South African Women.

Once those teething troubles were soothed, the meeting probed the question of whether the fight against sexism was subordinate to the broader struggle for liberation. The answer was that they were inextricably linked.

The lot of this country's domestic workers, most of whom are black women, came under the spotlight with the formation of the South African Domestic Workers' Union (Sadwu).

Headed by Mrs Violet Motlhasedi, a Sandton domestic, Sadwu pledged to fight for a better deal for its 50 000 members, who make up the most vulnerable and exploited workforce in the country.

Anti-apartheid activist Mrs Helen Joseph was in the news again with the first edition of her autobiography, "Side by Side", published in London and already sold out. It will be published in the United States, Holland and West Germany this year.

Mrs Joseph was denied a passport in December to travel to the United States to accept the Rothko Chapel Award for human rights with UDF leader Mrs Albertina Sisulu. This move conferred on her another kind of honour, said well-known South African writer Nadine Gordimer: "Recognition that, at 81, this woman is still a formidable opponent."

Last year saw British beauty queen Miss Mandy Shires choose to live here, while Black Sash worker Mrs Annica van Gylswyck was expelled.

An order was made for the expulsion of respected trade unionist Mrs Chris Bonner. Thousands of East Rand chemical industry workers were involved in work stoppages to protest against the order, which expired before it could be served on Mrs Bonner, Transvaal branch secretary of the Chemical Workers' Industrial Union.

Representation is presently being mustered at the highest levels by trade unionists and big business to allow Mrs Bonner to continue putting her formidable negotiating skills to further good use in this country.

Miss Moira Tuck took on the might of the SABC over a long-standing dispute after she was fired from her position as producer of the "Prime Time" television programme.

She went to the industrial court and won, proving that the little woman is a force with which to be reckoned.

The Women's Bureau, representing many diverse women's interest groups, tried (and failed) to get the Government to review existing abortion legislation, considered by experts in the field to be woefully inadequate.

The plea to have women at least participating in events leading to these momentous decisions taken on their behalf also fell on deaf ears.

Miss Jaqueline de la Cruz said she "would have been surprised" if she had not won the Miss Hillbrow beauty contest.

"I knew exactly what kind of girl the judges were looking for — me," said the confident, raven-haired Capetonian. "I entered the competition for fun, not to prove I could do it because I am black."

And running away with success was Randburg domestic worker Mrs Eunice Ntuli, who took up jogging to lose weight and came first in the women's section of the Johannesburg Stock Exchange marathon, winning a prize to London.

Fewer jobs, less pay

PRETORIA. — Employment levels have not only been reduced in a number of industries, but remaining employees' salaries have shrunk in real terms, according to a Central Statistics report released in Pretoria yesterday.

Employment levels in the wholesale, retail and motor trades, the control boards and hotels have all decreased from the third quarter 1985 to the same period last year.

The percentage shrinkage in manpower was respectively 1,4%, 1,1%, 2,4%, 8,3% and 0,2%.

Though the average salary in all the industries were increased in this period, real income fell.

Disparities

Measured at constant 1980 prices, the average wholesale trade salary fell from R471 to R459, the retail trade's from R257 to R256, the motor trade's from R409 to R380 and the hotels' from R185 to R173.

Control board employees enjoyed an increase in real income from R730 to R746 however.

The average black employee's real income also increased except in the motor and hotel trades.

Average salaries at current prices increased from the R921 to R1 064 in the wholesale trade, from R502 to R592 in the retail trade, from R798 tp R880 in the motor trade, from R1 432 to R1 735 at the control boards, and from R358 to R400 at hotels.

These figures were based on gross salaries, including overtime, allowances, commission and bonuses.

There are however still significant disparities in blacks' and whites' salaries in a range of industries, the report shows. — Sapa

Black-white wage gap remains big

SIGNIFICANT disparities in blacks' and whites' salaries in a range of industries still exist, a Central Statistics report shows.

White officials at the control boards earned an average salary of R2 374 a month late last year, while blacks earned R443. Whites in the motor trade earned R1 556 (against R384). White hotel employees earned an average of R901 (R263). In the retail trade whites earned R968 (R366), while in the w sector, whites were paid R1 933 a month

Income for coloured and Asian people r between these levels. — Sapa.

Fewer jobs and lower real wages for most workers

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Whites in the motor trade earned R1 556 against blacks' R384.

White hotel employees earned an average of R901 against blacks' R263.

In the retail trade, whites earned R968 against blacks' R366, while in the wholesale sector, whites were paid R1 933 a month compared with R413 for blacks.

Coloureds and Asians' incomes ranged between these levels, with Asians earning more than coloureds in all the categories. —Sapa

Unionists want their jobs back

More than 100 former J G Strijdom Hospital workers crowded into the Rand Supreme Court yesterday when four of their colleagues brought an urgent application against the hospital authorities.

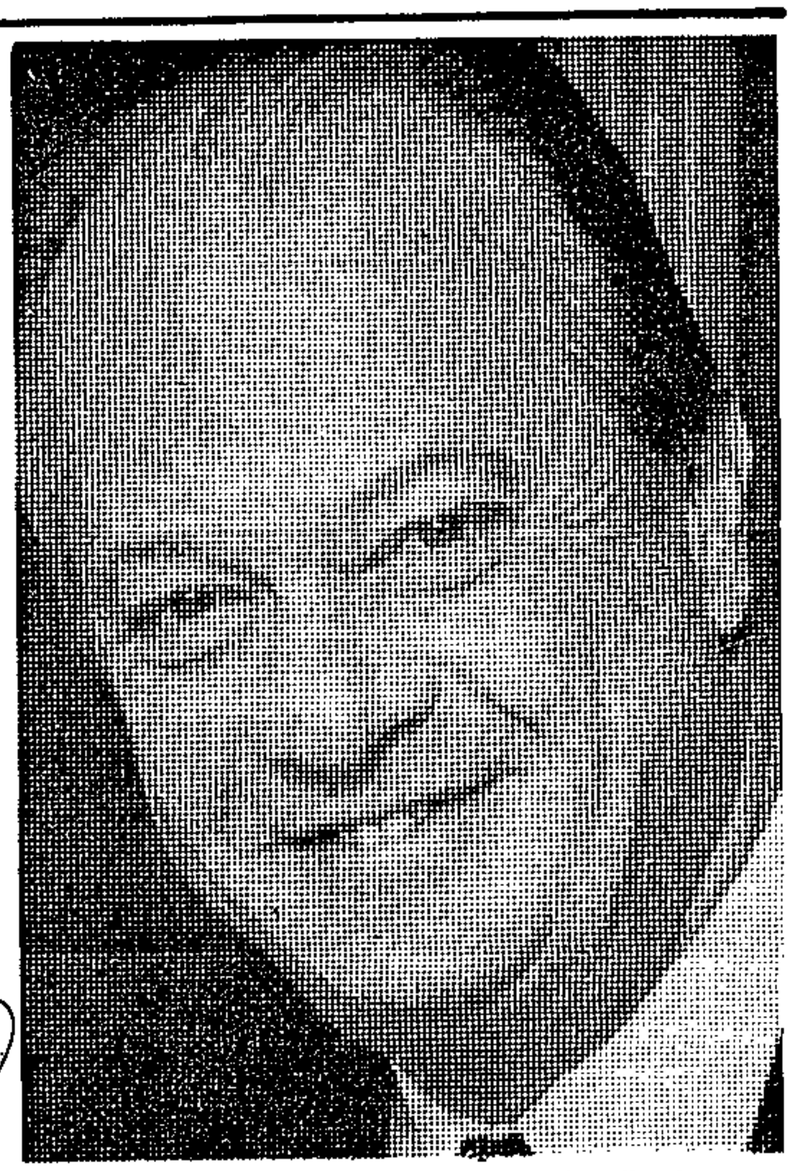
Mrs Emily Moyo, Mrs Ellen Molutsi, Mrs Kesia Mofokeng and Mrs Maria Sanboon — members of the South African Black Municipal Workers' Union — are asking the court to declare their dismissal last November unlawful and to order their reinstatement.

The application stood down and is expected to be heard tomorrow.

About 500 workers were dismissed from the hospital last year after striking.

FOCUS

OK reacts to 'starvation wages' claim



Mr GORDON Hood . . . OK's managing director.

OK Bazaars management yesterday countered striking unionists' allegations of "starvation wages" by saying the average pay for those OK workers at supervisor level and lower was more than R480 a month.

A Commercial Catering and Allied Workers' Union spokesman said the figures were designed to hoodwink the public who had offered the strikers "tremendous support".

As the strike by thousands of Ccawusa members entered its fourth week, Mr Richard Blackwell, OK's personnel director, said OK was issuing figures in response to "some very misleading figures" published by the union.

"In general, wages for 24 000 people is a very complex affair," Mr Blackwell said.

He added: "Up until now we have avoided publishing details for various reasons but will give the following facts:

- Six percent of our staff earn less than R300 per month but this figure includes part timers and temporaries;
- The average wage for all staff from supervisor level down is R489 a month; and
- The R85 we have already offered would put every full time employee well above the R300 a month mark."

The average wage increased by 15 percent after inflation over the last three years, Mr Blackwell said.

The figures excluded all other staff benefits such as staff discounts, pension, medical aid, he added.

Mr Salim Vally, spokesman for Ccawusa, rejected the figures.

He said: "We reject these figures as being incorrect and aimed at hoodwinking the public — at misleading the public, especially since we are receiving tremendous support from the public in various ways.

Reasonable

"OK actions during the course of the strike will not be lost on any reasonable person," the spokesman said.

"In fact, OK is hiding behind the emergency regulations as newspapers are not reporting half of what is happening to our members and the various forms of persecution and intimidation they face every day during the strike.

"OK's record shows they are far from being the benevolent 'people's company' they make themselves out to be," Mr Vally claimed.

Public support continued, Mr Vally said, adding that a few white shoppers had congratulated Ccawusa pickets outside stores.

SA Press Association

An elderly woman slipped R100 into a picket's pocket as he stood outside an OK shop in Yeoville, Johannesburg, and told him to take the money to the union office, he said.

Pickets would continue in accordance with the law.

Those taking part were thoroughly briefed and very disciplined, he said.

The total number of outlets where Ccawusa members were on strike was 117, with almost 7 000 workers out, Mr Blackwell said.

More than 200 workers returned to work at two outlets yesterday, but two more stores joined the strike. Mr Blackwell declined to name the shops.

Strikers reject management's offer of R85 a month. They demand a minimum wage of R450 a month and an across-the-board increase of R160.

No talks on the wage issue itself were planned for today, Mr Blackwell said.

Mr Vally said the union was waiting for OK to approach them for talks.

Allegations

The union spokesman made a number of allegations against individual OK shops;

- He alleged OK security workers at Mark Park, Vereeniging, were demanding that strikers entering the premises submit to strip searches.

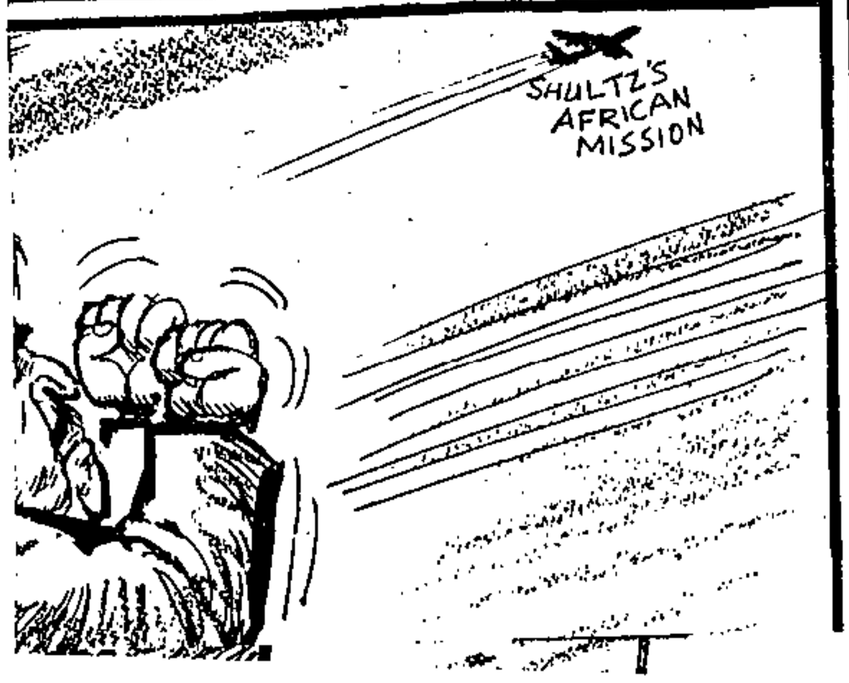
The union ordered strikers to sit in the staff canteen at their shop.

- A powder was sprinkled on the floor of the room where the workers met, causing "severe irritation", he alleged.

A worker was treated for pharyngitis (inflammation of the throat).

- The lines of a number of public telephones in staff canteens were also cut, he said.
- A Ccawusa shop steward was fired at by a white civilian outside the Eloff Street, Johannesburg, branch on Saturday morning, Mr Vally alleged.

He was not hurt.



Lest we forget...

THE *Sowetan* today remembers journalists around the country who are in detention:

- **Zwelakhe Sisulu, Editor of the the *New Nation*, who has been in detention under the emergency regulations for 32 days;**
- **Mxolisi Jackson Fuzile, *Veritas News Agency*, who has**

OK lifts veil on wage levels

ALAN FINE and
DIANNA GAMES

IN A BREAK from normal company policy, the OK Bazaars yesterday released some details about wage levels in the company.

The move, said OK personnel director Richard Blackwell, is a response to some "very misleading figures" published by the Commercial, Catering and Allied Workers' Union (Ccawusa) during the wage strike spanning three-and-a-half weeks.

The union has alleged that the average OK wage is R265 a month.

But the OK says only 6% of workers earn less than R300 a month and this figure includes part-time and temporary employees. The average monthly wage for all staff from supervisor level down is R489.

It adds that the R85 increase the company has offered "would put every full-time employee well above the R300 per month mark", and that the average wage at the OK has increased in real terms by 15% over the last three years.

The figures exclude all other staff benefits such as discounts, pension and medical aid, it says.

Meanwhile, a potential uproar between the OK and Jazz Stores over the use of the latter's packets at OK stores has apparently been resolved after talks between the two companies.

STAR
87 355
13/4/87

Private sector salaries fall way behind

While staggering increases have been revealed in salaries of Government and public administration workers — they have nearly doubled since 1983 — at least three million private sector workers have struggled, and failed, to keep their pay ahead of inflation.

This has emerged in the latest figures from Central Statistical Services (CSS) in Pretoria.

These showed that pay for 1 130 000 workers in central Government, provincial administrations, local authorities, statutory bodies, governments of national states, universities and technikons rose dramatically from 1983 to 1986.

In 1983, the salary and wage bill for 1 045 755 workers was R7,56 billion. For the first nine months of last year, the payout rocketed to R9,45 billion, and annualised to cover the year as a whole, topped R12,5 billion.

A total of 1 045 755 workers were employed in the public service at the end of 1983. By the end of the third quarter last year, the number had climbed by 81 937 to 1 127 692.

The number of whites rose by 22 102 to 389 957, showing that on the plus side there was a fair degree of much-needed job creation, especially for blacks.

RETRENCHMENTS

Against this, there were substantial increases in pay for white workers at a time when the private sector was economising by holding pay hikes to a minimum and cutting the wage bill by retrenchment wherever possible.

White public sector workers were paid R4,79 billion in 1983, but this leapt to an annualised R7,2 billion in 1986.

Coloureds' total pay rose from R663 million in 1983 to an annualised R1,26 billion last year; Asians from R261 million to R470 million and blacks from R1,84 billion to R3,4 billion.

The Progressive Federal Party's spokesman on finance, Mr Harry Swartz, has been quoted as saying the figures illustrated clearly that the Government's rationalisation programme had failed.

The duplication as a result of Government's "own" and "general affairs" policies, and the increased staff complements involved, was part of the whole problem, he said.

It was reported yesterday that the Public Servants' Association had angrily rejected a suggestion by the Afrikaanse Handelsinstituut that salaries of State and mining workers be frozen for three years to curb inflation. — Sapa.

Civil service to push for 15% rise

Cape Times 14/1/87 355

Own Correspondent

JOHANNESBURG. — Representatives of the Public Servants Association (PSA) are to press for blanket pay increases of up to 15% at a scheduled meeting in two weeks time with Minister responsible for the Commission for Administration in the Office of the State President, Alwyn Schlebusch.

If agreed to, the increases will be introduced from April, boosting the civil service wage bill by R1,5 billion to R11,5 billion — accounting for almost a third of total state expenditure.

The PSA is to also ask for the ceiling to be raised substantially on the low interest loans offered to civil servants for property purchases. The present ceiling for this 100% subsidy — estimated to have cost taxpayers at least R200m last year — is R50 000.

Consumer spending

Government sources indicated yesterday that the pay demands will almost certainly be met — as an obvious sweetener to an important component of the electorate in advance of the forthcoming election.

Opposition spokesmen said yesterday they had no quarrel with civil servants getting pay rises, but demanded that government should say how taxpayers would have to pay for it.

Economists predicted yesterday that civil service pay increments in April could provide the necessary fillip to get consumer spending to the levels needed to fuel economic growth.

They also warned that it could add a further twist to the inflation spiral, now hovering around an annualized 20%.

Election 'sweetener' likely

Civil servants want R1,5bn pay increases

CHRIS CAIRNCROSS

REPRESENTATIVES of the Public Servants Association (PSA) are to press for blanket pay increases of up to 15% at a meeting in two weeks' time with Alwyn Schlebusch, Minister responsible for the Commission for Administration in the President's office.

If agreed to, the increases will be introduced from April, boosting the civil service wage bill by R1,5bn to R11,5bn — which would account for almost a third of total State expenditure.

The PSA will also ask for a substantial rise in the ceiling on the low-interest soft loans to civil servants for property purchases. The present ceiling for this 100% subsidy, estimated to have cost taxpayers at least R200m last year, is R50 000.



● SCHWARZ



● SCHLEBUSCH

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Opposition spokesmen said yesterday they had no quarrel with civil servants

● To Page 2

PSA pushes for pay hikes

● From Page 1

getting pay rises.

But, at the same time, they demanded that government should indicate clearly how taxpayers were going to shoulder this extra burden.

PFP finance spokesman Harry Schwarz said government should not announce any pay increases prior to the election.

He added that the Part Appropriation Bill (mini-Budget) to be tabled in Parliament this session as a stop gap — with the main Budget delayed to August — was not the right place to announce these increases, particularly as the manner of financing them will patently be ignored.

Schwarz said government could not blame people for seeing any pay rises as a political ploy — and for treating them as such.

He again called on government not to delay tabling the main Budget, adding there was more than enough time to deal with it before Parliament rose towards the end of March.

PFP MP for Edenvale Brian Goodall commented that the burgeoning size of the State's wage bill clearly demonstrated SA was now saddled with a bureaucracy that was far too costly to maintain.

The State's expenditure now represented 30% of SA's gross domestic expenditure, amounting to a vast movement of resources from the private to the public sector — to the detriment of the long-term health of the economy.

He believed the mini-Budget would be a farce, with government intent on presenting only good news to the electorate, and likely to demonstrate a marked reluctance to deal with any of the structural problems facing the economy.

Sats staff to demand 15% pay increases

GERALD REILLY

THE Federal Council of Sats staff associations will demand 15% across the board pay hikes from April at a meeting with Transport Minister Eli Louw next month.

The council represents six white railway unions, two coloured unions and one Indian and one black union — a total of about 230 000 workers.

Council chairman Jimmy Zurich told *Business Day* railway workers' incomes were running 34% behind the CPI.

"We asked for a 25% increase in August 1984. This was refused. We got no rises in 1985, and in January last year we were given 10% with all other public sector workers."

Against this background, Zurich added, the 15% demand was moderate. If a 15% rise was agreed to, Sats would have to increase its salary bill by R400m to about R3,5bn.

Economists warn the only way to find this kind of money would be to increase railway tariffs.

36 new companies sign Sullivan Code of ethics

In November last year, there were 184 signatories to the Sullivan Code of ethics, of which 36 were new, the signatories' 10th annual report said.

The report said only five of the signatories were non-United States companies.

A total of 33 signatories withdrew — 29 were no longer in South Africa, two were dropped for non-payment and one had to report to the Canadian Government.

Another company withdrew as it had merged with another signatory.

The principles, aimed at eliminating racial discrimination, were laid down by the Rev Leon Sullivan in 1977.

Sullivan companies comprise approximately one percent of the economically active South African labour force, the report said.

Signatories are asked to pay their employees at least 30 percent above the minimal living level (MLL) established by the University of South Africa and the household subsistance level (HSL) established by the University of Port Elizabeth.

In the 10th report all the signatories reported paying 30 percent above the MLL, which averaged about R350 last year.

The signatories reported that on average their lowest-paid employees received 60 percent above the MLL, while six signatories paid wages of more than twice the MLL.

All the signatories said their facilities were desegregated.

Signatories also contributed a total of R25 million to further the education of blacks, coloureds and Asians who were not their employees. This is more than double than the amount paid out for the same purpose last year. — Sapa

Govt decides pay rises next month

GERALD REILLY

THE Cabinet will decide on the extent of public sector salary increases early in February, according to Pretoria sources.

A major factor in the determination will be the 461 000 whites employed in central government and other parts of the public sector who, with their immediate families, constitute a massive, mainly conservative, voter block.

The announcement will be made by Finance Minister Barend du Plessis in his part appropriation mini-Budget speech later in February.

Last week, the Posts and Telegraphs Association met Telecommunications Minister Stoffel Botha to demand increases to match the 20% rise in the CPI.

Transport Minister Eli Louw will soon have to respond to a demand for 15% increases from the Federal Council of Sats Trade Unions.

Next week, the Public Servants Association (PSA) will submit its case for 12%-15% increases to Minister of State in the President's Office Alwyn Schlebusch.

Teachers have also stepped up pressure for increases. The Federal Council of Teachers Associations will have a meeting with Education and Culture Minister Piet Clase soon days to approve increases in line with the CPI rise.

Teachers last received a rise(26%) in 1984.

Meanwhile, Federal Council of Sats Trade Unions chairman Jimmy Zurich said public sector demands were being made against a background of the 30%-plus increases politicians awarded themselves last year.

Sats' staff has been slashed by a huge 66 000 since the start of the staff pruning campaign in 1983. Sats management has been warned by the Artisan Staff Association (ASA) it may have gone too far in its drive to reduce worker numbers. A Sats spokesman said the aim remained a smaller, better-paid staff.

SA's most pressing economic problem is continuing high inflation. As part of the debate on this crucial issue, *Business Day* has commissioned several prominent economists to explain the causes of inflation and give their suggested solutions. This is the second in the series

Government must lead to curb the price/wage spiral in SA



CLOETE ... "Product markets are to a considerable degree imperfectly competitive"

JOHAN CLOETE/Former chief economist at Barclays

THE South African economy has been experiencing cost push inflation in the form of a continuous price/wage spiral ever since production and living costs were sharply raised under the impact of the substantial fuel price increases in 1973/74.

It is true that at times — such as during the 1980/81 boom — conditions of excess demand engendered by the sharp rise in the gold price pushed the underlying price/wage spiral upward, while on other occasions (as during the 1981/83 recession), a contraction in demand exerted downward pressure on this spiral.

For the greater part of the past 12 years or so, however, the economy has operated with surplus production capacity — i.e., in conditions of insufficient demand where there could not have been upward pressure on the general price level because of too much demand.

Thus, the continuous increase in prices since 1973/74 must be mainly attributed to a price/wage spiral which, once it had been firmly established, continued to feed on itself, with producers and firms constantly raising their prices in response to prior wage cost increases and on expectations that wage and other costs would continue to increase in the future and with employees also demanding constant wage increases in reaction to prior price increases and to compensate them for expected continued further inflation.

Conditions in the South African economy are, of course, very conducive to the generation of a price/wage spiral. Product markets are to a considerable degree imperfectly competitive, which means that producers and suppliers react to wage and other cost increases by raising prices in the first instance and rather cut down on output and employment to support their higher prices and protect profit margins.

In the labour markets, too, conditions are conducive to wage demands that exceed labour productivity increases.

The structural shortage of skilled labour, together with strong upward pressure on black wages, accompanied by a low level of productivity, are important factors in this respect, making for wage increases that exceed productivity growth.

Furthermore, a large part of wage and price formation in the economy takes place in the public sector and is thus subject to discretionary decisions partly based on political considerations and not on the competitive forces of demand and supply.

This means, in effect, that prices and wages are to a considerable extent under the influence of government's price and wage policy at all times.

The excessive inflation rate prevalent since 1973/74 has, of course, had to be financed and a continuous excessive increase in the money supply (mainly in the form of bank credit extended to the private sector) has, in fact, been forthcoming during the period.

This has, however, been mainly a case of the price/wage spiral — i.e., of prior increases in prices and wages, causing the excessive increases in the money supply rather than the other way round.

There are only two ways (or a mixture of the two) in which a price/wage spiral can be reversed once it has taken firm root and expectations that it will continue in the future have been generated, thereby inducing both employers and employees to automatically "index" their budgets, forward planning and their wage contracts to the current rate of inflation plus something extra.

One way is to depress demand and thus sales by means of restrictive monetary and fiscal measures, thereby generating production cutbacks, unemployment and business insolvencies, which force both employers and employees to moderate their price increases and their wage demands.

Thus, to bring the strong price/wage spiral already underway under control by applying restrictive monetary or fiscal measures would mean the imposition of a recession on the economy which will probably have to be severe and prolonged in the face of the strength of this spiral.

The medicine of deep and prolonged recession and the large-scale unemployment which would accompany such a recession, however, could not and still cannot be administered in the case of SA because of the likely disastrous social and political consequences of such a policy in the circumstances prevailing in this country.

For this reason, the monetary authorities were forced to abandon their recent attempt to bring inflation under control through the imposition of record high interest rates on the economy with the underlying price/wage spiral still largely intact.

In the absence of enforcing the necessary price and wage discipline through recession and unemployment, the only other way of reversing a firmly rooted price/wage spiral is for the fiscal and monetary authorities to persuade the country's main price and wage makers that it will be in their own best longer-term interests to practise such discipline themselves.

They must be persuaded and shown that, by moderating their annual price and wage increases of their own accord, the constant increases in wage costs (the main cost element) would be reduced at the same time.

This, in turn, would mean that price increases can be moderated and thus the inflation rate can be brought down without "real" sales and profits and "real" wage incomes and employment having to be depressed by recession.

And since wage and price increases under government direction play such an important role in price and wage formation overall, it is crucial that such a process self-discipline should be [illegible] by government in the first [illegible].

Disciplined wage and price-setting behaviour by [illegible] (which also implies discipline [illegible] government expenditure) strongly encourage su[illegible] in the private sector as well.

Moreover, as wage incomes [illegible] erated in the public sector [illegible] tute such a substantial part of [illegible] demand in the economy, [illegible] tion in public sector wage [illegible] creases would force the [illegible] sector to moderate their price [illegible] creases.

To be successful, a policy to [illegible] verse the price/wage spiral [illegible] require that a definite target be [illegible] for the level to which the [illegible] rate — and thus also the rate [illegible] increase — in average [illegible] wages are to be reduced in [illegible] year ahead.

In this respect, the [illegible] Bank has recently taken a [illegible] cant step forward in setting a [illegible] nite target for monetary g[illegible] But this does not go far enough.

The money supply target [illegible] to be supported by definite [illegible] publicly announced, for the rate [illegible] increase in government [illegible] tered wages and prices, in gover[illegible] ment expenditure and in real [illegible].

In this way, monetary and [illegible] measures and wage and price [illegible] straint will be reinforcing [illegible] other, thereby greatly [illegible] the chances of achieving the [illegible] tion and growth targets [illegible] upon.

With government [illegible] committed to such a set of [illegible] economic and anti-[illegible] policy would not only gain in [illegible] bility (thereby influencing [illegible] tionary expectations in the [illegible] direction) but the fiscal and [illegible] tary authorities are also likely [illegible] apply the policy measures [illegible] to achieve the targets set [illegible] greater resolution than they [illegible] shown in the application of [illegible] over the past 12 years (no [illegible] inflationary policy — [illegible] monetary, fiscal or prices and [illegible] comes policy — will work if it [illegible] not properly applied).

Moreover, decision-makers [illegible] the private sector would also [illegible] provided with a clearer picture [illegible] the macro-economic situation [illegible] is likely to prevail in the [illegible] ahead and of the price and [illegible] behaviour which they will need [illegible] observe if growth is to be [illegible] guarded.

They can align their budgets [illegible] their wage and price decisions [illegible] cordingly, which would [illegible] the policy measures of the [illegible] ties and also improve the [illegible] of the growth and inflation [illegible] set being achieved.

> "No anti-inflationary policy will work if it is not properly applied"

Industrial parks aim to create jobs, but . . .

Trade unions set to fight waiving of work standards

THE proposed exemption of "free enterprise zones" from minimum labour standards is destined to lead to conflict with the trade union movement.

SA's leading trade union grouping, the Congress of SA Trade Unions (Cosatu), has expressed opposition to the removal of minimum wages and protective measures for these zones, which are also known as industrial parks.

Private sector bodies involved in setting up industrial parks are to meet Competition Board chairman Steph Naude tomorrow to discuss the application of the Temporary Removal of Restrictions on Economic Activities Act.

LINDA ENSOR

The Act was promulgated early last year and empowers the President to temporarily lift restrictions on business. Exemptions from deductions for the Workmen's Compensation Fund and the Unemployment Insurance Fund, as well as from Industrial Council agreements, fall within the Act's ambit.

Representatives of the Small Business Development Corporation (SBDC), the Urban Foundation and Job Creation, a project jointly funded by the National African Federation of Chambers of Commerce and the Barlow Rand Foundation, will meet Naude.

Industrial parks bring together small businessmen in a concentrated area and are intended to train entrepreneurs and to create jobs. The SBDC has nine such parks in various centres, with a total of 300 rentable units and an approximate workforce of 1 200.

Cosatu education officer Alec Erwin said the union movement was opposed to the abolition of minimum wages and of health and safety regulations, especially in metropolitan areas.

"We will oppose it very strongly. All these parks will be doing will be creating profits for a few people at unlivable wages." He did not think the schemes would significantly contribute to solving the problem of unemployment, which, he said, could only be tackled by stemming the outflow of capital and increasing investment.

But those involved in the projects say minimum wages and excessively high standards for buildings, machinery, health and safety inhibit job creation. It is better, they argue, for someone to be employed at low wages than to be unemployed.

"In a situation of high unemployment one must decide how high a premium one must place on normal wages in a development situation," one said.

SBDC MD Ben Vosloo says application of the Act will in many respects merely be legalising a de facto situation, in which local authorities have agreed to waive, for example, the need for licences. Negotiations with industrial councils have also secured exemptions from agreements in some areas.

There was agreement by those involved in the industrial parks that, rather than simply scrapping existing standards, authorities should introduce more appropriate regulations.

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As part of the debate on continuing high inflation in SA, *Business Day* has commissioned the views of several prominent economists on the causes and their suggested solutions. This is the third article in the series

The race to get in front in the wage battle must stop



□ **GEERT L DE WET is Professor and head of the Department of Economics at the University of Pretoria**

GEERT L de WET

MY VIEW on inflation in South Africa is based on an extensive study which I conducted last year at the RAU, in co-operation with some colleagues and students of mine for the AHI.

We covered the literature and empirical studies, abroad and locally, before preceding to analyse the situation in SA.

World-wide inflation escalated between the mid-Sixties and the beginning of the Eighties, since when it has been declining, but — in contrast to our main trading partners — SA is still faced with an inflation rate which pushes upwards.

Those countries that succeeded in bringing down inflation had to go beyond monetary and fiscal discipline. The US and Britain have been remarkably successful in bringing down inflation by, *inter alia*, turning away from socialism and socialistic practices towards a free market.

They also applied some measure of monetary and fiscal discipline, but have not been completely successful in this respect. What about SA?

Excess demand factors, including undue monetary expansion in general and money creating financing of the Treasury deficit in particular, have played a role in causing inflation over many decades in SA.

However, empirical research showed that the inflationary influence of these factors is of a cyclical nature. No matter how strong and how persistent the inflationary impact of these forces may be in one period, it invariably subsides in a subsequent period and eventually becomes deflationary.

If it were only for these factors, which are traditionally counteracted by monetary and fiscal measures, inflation in SA could not have departed on a long-term upward trend ever since the middle-Sixties.

Yet other forces are present in causing such a trend. Starting at well below 5% in the mid-Sixties, the rate touched 20% in 1986. Along the way the rate accelerated and decelerated in cyclical fashion, as the cyclical causes revived and faded alternatively, but the upward trend was unmistakably present.

Empirical research showed that there are factors which propel inflation upwards, even when demand factors are deflationary.

First, there are cost-push factors. Wage-per-unit-output, which is nothing else but the inverse of a crude productivity measure, moved horizontally between 1910 and 1965, but ever since 1965 it has shot steeply upwards, although cyclical accelerations and decelerations have still occurred. Import prices have also shown a similar pattern ever since 1965.

Behind them lie foreign inflation and especially a chronic, weakening rand. Although the rand has weakened considerably over the last two years, the downward trend has already been noticeable over the last two decades.

Both these cost-factors are normally influenced by inflation, but both also contain exogenous elements which have driven them continuously upward. In fact, it is important to note that once inflation is underway there is very little sense in talking about causes and symptoms.

What is a symptom from one angle turns out to be a cause from another angle, and vice versa.

The distinction between underlying, initiating and propagating forces is much more useful, and in this context even endogenous variables become causal factors insofar as they propagate inflation.

This holds, of course, also for excess demand factors, such as government expenditure and monetary expansion.

A second set of upward-trend factors comprises market disturbances and intrusions when the normal decentralised price-forming and production process under competitive conditions is absent. They form underlying, initiating and propagating forces.

In this respect prices, controlled through special legislation — such as electricity tariffs, postal tariffs, transport tariffs, the steel price, the petrol price and the whole set of agricultural prices controlled by the marketing boards — have played a major role in the upward inflationary trend.

Empirical research shows that over the past two decades these prices have caused a continuous set of shocks.

In almost every year some of them increased by much more than the rate of inflation, ensuring that the upward trend in the general price level has been sustained without interruption since they are all important prices, each of which cause cost increases over a wide front.

Even the shocks caused by GST increases become inflationary when viewed as part of this set of price shocks. Under normal market conditions, these prices would not have been able to cause inflation, but being controlled the way they are they form a set of factors which constitute initiating and propagating forces.

Also part of market disturbances is the wide range of mono and oligopolistic conditions. There is no evidence that bigger concentrations cause more inflation than smaller ones, but empirical research shows that all of them keep prices from declining during recessions and cause prices to rise, especially towards the end of a recovery phase.

Import tariffs and import control show no continuous rising pattern, but certainly distort the market and form part of the underlying inflation-friendly structure.

The third upward trend cause ties up with the first. When wage-per-unit-output is studied in different sectors, one finds a continuous race between all sectors, private and public, to get on top.

This is certainly one of the major reasons why overall productivity is continuously declining.

The dualistic nature of the South African economy may also cause structural inflation, but it is almost impossible to test this empirically due to a lack of data.

Now — how should inflation be curtailed? First, monetary and fiscal discipline is necessary to prevent excess demand forces from causing cyclical increases in the general price level.

Excess demand — and especially government expenditure and monetary expansion — may very well become chronic inflationary elements if left unattended.

Yet one could not deal with the structural element — the upward trend — through monetary and fiscal discipline, simply because such discipline will not touch upon the structural causes unless you want to halt all action through killing the entire economy.

Monetary and fiscal discipline means that the budget should be balanced and, to the extent that it is not, the deficit should not be financed by the Reserve Bank or the monetary banking sector, but by genuine long-term loans.

If one wishes to go further, one is asking the monetary authority to start to tamper with interest rates and the money supply, which are normal market variables and should be left alone.

No human being could know better than the market what interest rates and the rate of money growth should be.

Furthermore, for political and technical reasons, the Reserve Bank will in any case not be able to keep continuous control over the money supply, while it can be shown that, even if it could, that will not stop inflation if the other causes are not addressed. Space does not permit to dwell further on this point.

How should the upward trend forces be removed? Over the long-run the only solution is privatisation and deregulation, so that all prices, wages and rates are determined through decentralised bargaining in the market.

Over the short-run those prices, wages and rates that are already controlled should be controlled by way of market simulation and not the way they have been controlled up to now.

Agricultural prices and the other prices referred to above are important examples. In some cases — such as the maize price, transport tariffs, the petrol price and electricity prices — important progress has been made recently.

The race between the various sectors to get in front in the wage battle should also be halted.

The wrong way to do it would be for government to freeze wages. The right way would be for the various employee organisations and the employers to get around the table, face up to the consequences of this race and to find a way to halt it.

There are a few possible ways to to do it, but space once again does not permit to elaborate on it.

If we don't act, inflation may soften somewhat in 1987, but over the medium-term it will go up and in the long-term it will be heading for 30% and higher.

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MINING LABOUR 23/1/87

Setback for NUM

Attempts by the National Union of Mineworkers (NUM) to force a showdown with Gold Fields of SA (GFSA) over the mining house's wages and wage policies have run aground once again.

NUM has been in dispute with GFSA for some months over two issues. One arises out of last year's Chamber of Mines wage negotiations. The other concerns GFSA's decision to implement wage increases on its mines in August last year without consulting the union.

In November the union temporarily gained the upper hand when it secured the blessing of the Industrial Court (IC) to conduct strike ballots at seven GFSA gold mines.

NUM went to the IC after GFSA agreed to its request to hold ballots at the Deelkraal, Libanon and West Driefontein mines — where NUM is recognised — but refused similar facilities at the Kloof, Venterspost, Doornfontein and East Driefontein mines which do not recognise the union.

Last week, however, NUM had a setback when the Supreme Court upheld an appeal by Kloof against the IC's decision. NUM was ordered to pay costs.

Second time

It was the second time within weeks that NUM's efforts to reach the point where its members can stage a legal strike on GFSA mines had been blocked at Supreme Court level.

In mid-December last year, as a result of the suspension of the IC's ruling because of the appeal, four NUM members employed at Kloof brought an urgent application in the Supreme Court.

They asked Kloof for an assurance that plans to hold ballots in mine hostels would not be interfered with. The matter was rejected by the Supreme Court on the grounds that it was not urgent.

The major issue of contention in the Supreme Court appeal was whether a union has the right to enter and use an employers' property to hold meetings and strike ballots. NUM raised several points in support of its argument that it does have that right.

These included: that a union or its members cannot take part in a legal strike unless a ballot has been held; that a union may not delegate the power to take a ballot; and that an employer may not victimise an employee who belongs to a trade union or takes part in union activities either within or outside working hours.

These arguments failed to sway the court. "The fact that the union has a right and a duty to conduct a proper strike ballot does not mean that the legislature intended to give it the right to hold the ballot on the employer's property, or that it intended to place a duty upon the employer to permit the union to do the acts on its property," the court found.

NUM, which regards GFSA as its major employer antagonist, is hardly likely to let matters rest there.

But one thing must becoming increasingly clear to the union: unlike Gencor, against which it mounted a highly successful campaign in 1985, GFSA is proving a tough nut to crack. ■

Sanlam pessimistic over prospects

Pay demands are fuelling SA inflation

BUSDAY 27/1/87

WAGE demands have become a core element contributing to structural inflation in SA, says Sanlam in its January economic report.

It warns that the public will have to realise anew that it is contributing to this cost spiral, especially if it demands more for the same levels of production.

"Wage discipline is of the utmost importance if we wish to rid our economic system of this (inflationary) cancer."

Although SA's inflation rate could ease over the next year, Sanlam remains pessimistic about longer term prospects, identifying wage inflation as a core problem.

Sanlam notes that labour remuneration represents close on 60% of the total production of goods and services in the economy.

Any changes in this remuneration would, therefore, have a significant effect on the underlying costs per unit of production.

Business Day Reporters

Former Wits Professor of Business Economics Roger Gidlow says in the Bank of Lisbon's latest *Economic Focus* that SA needs to broaden its export base if a meaningful upswing in the economy is to be sustained.

He says, however, that manufactured exports are unlikely to be the source of sustained growth. Rather, it is in the mining industry that SA has a comparative advantage.

"In the context of sanctions, the country can be expected to become more dependent on mining exports. Given these circumstances it would be unfortunate if any economic distortions in the economy prevent the underlying comparative advantages of the mining industry from being fully exploited, even if these advantages are concentrated in specific sectors of mining."

Argus 28/1/87

Public servants negotiate for 10-18% pay rises

The Argus Correspondent

PRETORIA. — A delegation from the Public Servants' Association met members of the Cabinet in Cape Town yesterday to negotiate for a salary increase of between 10 and 18 percent, according to PSA President Dr Colin Cameron.

But while the Ministers listened sympathetically, they did not commit themselves to a move which could boost the State's annual wage bill by as much as R1,5-billion to almost R12-billion.

Dr Cameron and his delegation met Mr Alwyn Schlebusch and Finance Minister Mr Barend du Plessis yesterday.

Dr Cameron has emphasised that public servants want salary increases which are on a par with those granted in the private sector, which has received between 10 and 18 percent.

Inflation had meant that the living standards of the average public servant had dropped markedly in recent months, he said.

Good salary increases were also needed to maintain an efficient corps of workers in the public sector.

MARKET TRENDS

However, Dr Cameron said, a simple, universal adjustment of salaries would not be ideal. Increases in the private sector had been varied and this pattern must be followed in the public service.

"Each professional group must be evaluated and adjusted according to market trends."

Dr Cameron said the PSA group had been well received in Cape Town. "However, the Ministers did not commit themselves."

The possible raising of the R50 000 ceiling on public service housing subsidies and civil servants' pensions were also on the agenda at yesterday's discussions.

Opposition spokesmen have expressed fears that the National Party will grant particularly generous pay increases this year to garner support for the general election.

Estimated 1,5 m state employ

PSA and Govt ne

By Michael Chester

The pay trends of no fewer than 1 556 000 government employees may be at stake as the Public Servants' Association (PSA) enters negotiations with the Government over wage demands for across-the-board increases of 15 percent for the civil service.

The PSA team enters the talks as representatives of a mere 150 000 white workers engaged by central government. But that shows only the tip of an iceberg.

By tradition, any new pay scales that may emerge will automatically be passed on to another 230 000 central government employees drawn from other race groups in central government. Increases normally also filter through to public servants at provincial administration level — with an influence that goes down to municipal level.

The PSA estimates that no fewer than 830 000 government employees will be involved in the direct impact of the general pay adjustments that will be under discussion.

In turn, the final decision will have an indirect influence on pay trends over the entire public sector — whose overall labour force numbers above 1,5 million, when the total is swollen by counting everyone in public service, from nurses in provincial hospitals to postal workers and meter maids to university professors.

Whatever the outcome of the PSA talks, it will generate renewed controversy over the cost and efficiency of the civil service, a sour point with taxpayers, who end the day footing the bill.

That, of course, is aside from inevitable cynical suspicions that any decision on pay increases may be intended as a political sweetener ahead of the approaching general election.

The temptation to buy votes with salary increases, at the expense of rekindling inflation, has already been noted by the Bureau for Economic Research at Stellenbosch University.

(The BER commented: "Perhaps indirect stimulation of the economy, via tax relief, will accomplish more by winning the support of not only the public but also the private sector.")

What has jolted the PSA, however, was the advice recently handed to the Government by Mr Lawrence McCrystal, chairman of the Board of Trade, to impose price and income restraints in a new bid to counter inflation — advice that is bound to be on the minds of negotiators at the pay talks.

Civil service reaction to advice from the Afrikaanse Handelsinstituut to clamp a three-year freeze on salaries and wages of State employees, along with mining company employees, as an anti-inflationary mechanism, can be best described as horror.

Dr Colin Cameron, president of the PSA, remains convinced he can deliver persuasive arguments that the pay scales of public servants have lagged far behind the wages spiral in the private sector and that increases are crucial.

An independent source of support on that score alone is PE Corporate Services, the Johannesburg consultancy which monitors pay trends in the private sector.

Where agreement comes to a sharp halt, however, is discus sion about the justification for the mushroom expansion in the size of the public sector.

"Public servants have a sound platform for arguments that they deserve reasonable increases," says Miss Naomi Brehm, manager of PE salary surveys. "But it is vital that a simultaneous examination is made of the horrendous growth of the public sector labour force."

Miss Brehm has compiled statistics showing that the average basic salaries of white workers in the private sector increased by 232 percent over the 10-year span from mid-1976 to mid-1986 — but even then lagged behind an inflation spiral that bounded 255 percent higher.

Black workers on average saw their pay packets swell by 357 percent, Asians by 294 percent and coloureds by 259 percent.

Over the identical 10 years, according to the PSA, central government employees had general salary adjustments — applicable to workers of all race groups — that trailed behind with raises that amounted to only 117,5 percent.

Moreover, Mr C H J van Rensburg, deputy manager of the PSA, believes the wage gap between the private and public sector threatens to grow even wider on information that 44 percent of employers in the private sector intend to hoist wages by between 10 and 12,5 percent in the current year and that 42 percent of them are braced to thicken pay packets by between 12,5 and 18 percent.

PE Corporate Services has conducted its own salaries survey which agrees, in general terms, with the figures.

"PSA demands for increases of around 15 percent look quite reasonable in view of the rate of inflation," says Miss Brehm. "Even that will fail to match the inevitable rises in the consumer price index.

"There's a lot of mythology about the value of widescale

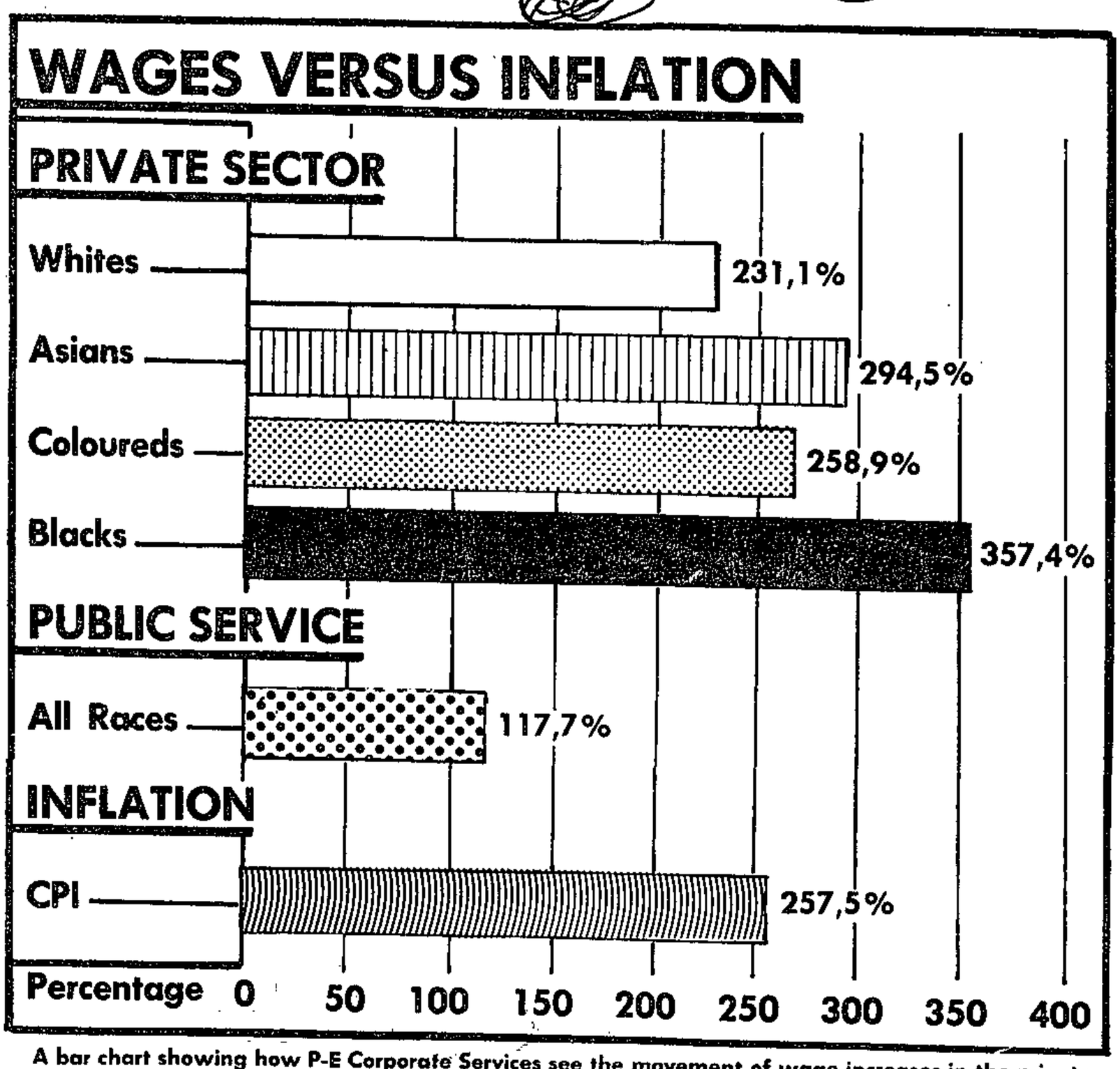
PAY GUIDES IN PRIVATE SECTOR AND PUBLIC SERVICE

JOB DESCRIPTION	Public Service Grade	ANNUAL RANGE Private Sector	ANNUAL RANGE Public Service
UNSKILLED — Operatives — Cleaners — Warehouse/Stores Clerk — Machine Operator	19-17	3 600-9 500	1 890-9 600
SEMI-SKILLED — Copy Typist — Typist/Secretary — Clerk/Clerical Supervisor — Bookkeeper — Technical Assistant	18-14	7 700-19 000	5 400-14 130
SKILLED — Programmer — Warehouse Supervisor — Artisan — Draughtsmen — Technician — Chemist — Geologist — Journalist	16-10 15-13	15 000-34 000	10 368-30 918
MIDDLE MANAGEMENT — Accountant — Internal Auditor — Systems Analyst — D P Manager — Economist — Admin Manager — Workshop Manager — Engineer	13-8	22 000-55 000	16 983-41 820
SENIOR EXECUTIVE Head of Function Medium size Co Turnover: R20-R50 million pa	7-6	45 000-77 000	42 000-55 200
TOP MANAGEMENT General Manager	5-2	50 000-130 000	56 000-62 205
TOP EXECUTIVE DIRECTOR Managing Director Medium size Co Turnover: R20-R50 million pa	Director General	130 000	62 205-105 000

How wage levels compare according to approximate job brackets, with private sector estimates compiled by P-E Corporate Services and public sector figures prepared by the PSA.

ees wait for outcome as . . .

gotiate wage rises



A bar chart showing how P-E Corporate Services see the movement of wage increases in the private sector over the past 10 years and how the Public Servants' Association argues that increases for employees in the public sector have fallen behind.

BASIC SALARY INCREASES

PERIOD	Whites	Asians	Blacks	Coloureds	Public Service all race groups	CPI
'76 to '77	7,3	17,1	16,7	13,2	10,0	10,6
'77 to '78	8,2	10,5	28,1	13,9	5,0	9,2
'78 to '79	10,9	12,4	13,2	14,5	7,6	13,5
'79 to '80	16,4	17,1	13,8	18,2	10,3	14,6
'80 to '81	15,6	22,1	24,6	14,3	12,0	14,5
'81 to '82	14,6	24,2	20,3	18,0	15,0	14,4
'82 to '83	12,3	12,1	13,6	12,3	—	12,8
'83 to '84	10,0	10,3	11,6	11,5	12,0	12,4
'84 to '85	9,9	10,7	12,3	10,3	—	16,4
'85 to '86	11,0	11,6	11,3	10,4	10,0	16,9

The PSA and P-E set out the year-by-year track record of general pay adjustments in the private and public sectors since 1976 and comparisons with rises in the consumer price index.

perks in the civil service. True, several of the perks are much better than in the private sector. But unless they are near the top of the tree, civil servants miss



out on such perks as company cars and entertainment allowances and many more that are almost standard in middle and senior management in the private sphere.

"And the perks tax has flattened out many of the old differentials. Moreover, a 13th cheque, which used to be a sore point, is now almost as commonplace in the private sector as in the public sector.

"Still, it is difficult to find a true assessment of pay trends inside the civil service because of the camouflage of pay increases that come about by promotions that can be shuffled around.

"Also hard to calculate is the value that can be placed on job security in the public sector in all the economic ups and downs. Look how the size of the public sector has increased in the last three or four years, while thousands of jobs have had to be axed in the private sector be cause of the recession.

"If the pay demands go through, the PSA must in turn agree to a sweeping review aimed at cutting the size of the civil service. South Africa simply cannot afford its growing army of bureaucrats."

Dr Cameron sounds more dismayed than angered by the storm about the growth of the public service labour force.

"We need to rivet attention on the effectiveness of the administration of all our national services," he replies.

"All too often, mention of the public sector raises the vision of hordes and hordes of bureaucrats. In fact, they are in a distinct small minority. There will be much more balance and less emotion if everyone remembers the invaluable roles performed by our technologists, social welfare officials, nurses, teachers ...

"The whole crux of the issue is that the pay of all of them has lagged behind the wage and salary increases seen in the private sector. Quite simply, unless pay levels in the public sector are improved and keep pace, we'll fail to retain the talent we have and attract the new talent that is essential."

"Nor should the general public believe that the jobs of civil servants are inviolate sinecures. True, not so very long ago, one had to rob a bank or commit murder to be fired from the civil service — but no more.

"Nowadays, there is instant dismissal for poor performance or misconduct.

"There is no longer room for dead wood. Two years ago, all government departments were ordered to cut down their numbers by slashing the number of advertised vacancies by half — whatever the size of establishments in the past.

"There have been efforts to close the wage gap between the private and public sector in recent years. Even so, to make allowance for relative job security, the public services follow rules that insist that while the wages in particular occupations are now related to the going rates in the labour market, they are always fixed at 15 percent below the pay for the equivalent job in the private sector.

"Nevertheless, we were closing the overall wage gap. All we seek to do now in the next round of negotiations is to maintain some sort of equilibrium".

The Association of Chambers of Commerce remains unmoved by the PSA arguments. A recent survey that it conducted found that the labour force of central government had soared from 295 462 in 1976 to 397 227 by last year.

Moreover, the survey found as it delved deep into actual wages that the average monthly earnings of employees had rocketed from R265 to R1 138, an annual rate of 15,4 percent compared with an average inflation rate of 13,7 percent over the identical 10 years.

Assocom is convinced it has found a solution to it all: the introduction of "value for money" tests on the work of civil servants and all public sector operations.

It believes all government departments should face regular special audits on both their efficiency and effectiveness.

Mr Rocky Ridgway, former Assocom president, has worked out that while every R1 in fixed capital stock contributed about 83 c to the economy every year as a national average, in government service the level sank to only 14c.

While the economic contribution of the average worker in South Africa as a whole worked out at R6 670 a year, in the public sector the average trailed behind at R5 460.



Brian Williams

Union 'will not compromise' on pay

Cape Times 29/11/84

By AUDREY D'ANGELO
Financial Editor

THE Electrical and Allied Workers Trade Union is "excited" about an offer by Plessey SA to create up to 300 temporary jobs at its Retreat factory provided the rights of workers are not compromised, its regional secretary, Brian Williams, said yesterday.

Williams said in an interview that if Plessey succeeded in obtaining an export order which would provide more work there could be a sort of partnership with the union over the project resulting in more worker participation and higher productivity.

But, he said, the union was not willing to accept a condition that workers on the project should be paid a slightly lower wage than that negotiated for the Retreat factory.

He said it could lead to a lowering of wages at other factories where the union was less strong than at Plessey.

And some firms with export business might try to divorce this from their production for the home market and offer lower wages to workers engaged on it.

Instead, he suggested, Plessey should demonstrate its sincerity in wishing to alleviate unemployment in the Western Cape by being prepared, if necessary, to accept a slight loss on this one project in view of the fact that it was achieving high profits on other work.

Williams said he believed a loss could be avoided with union help in increasing productivity, thereby reducing costs.

Any fall in the rand, which some economists predict, would also help to avoid a loss on an export order.

But it would be "reassuring to know" that the company would be prepared to make up the shortfall if it occurred, in order to demonstrate its goodwill and concern for the community, rather than offer lower wages.

Williams was replying to a statement made by the MD of Plessey SA, John Temple, that the latest wage negotiations had priced the firm out of the export market for cord and resulted in the laying off of 80 people.

Temple said there was now the possibility of two substantial export orders providing up to 300 temporary jobs, but these could be obtained only if workers would accept a wage of R2,55 an hour — slightly less than the minimum negotiated for the Retreat factory but above the national minimum of R2,29 an hour — in order to keep costs down.

Williams said negotiations had started but could not proceed until Temple's return from an overseas trip because the two negotiators, for whom he had a high regard, had an insufficient mandate.

He said: "We are excited and willing to engage in any meaningful programme to increase employment which does not compromise the rights of workers.

"These rights are not negotiable."

Public servants' wage plea

PRETORIA—South Africa's public servants will hear whether their demand for pay rises has been met by the Government when the Budget is tabled around March.

The general manager of the Public Servants' Association (PSA), Mr Hans Olivier, said no further discussions would be held after the PSA's meeting with three ministers in Cape Town on Tuesday.

The private sector frowned on the PSA's demand for a 12% to 15% pay rise, and said this would perpetuate inflation.

Stellenbosch University's Bureau for Economic Research said public servants' demands, which would cost the country about R1 billion a year more, must be a very attractive vote-buying option for the Government. — (Sapa)

Hotel staff to get pay rise

W/M 29/1/87.

Labour Reporter

NATAL'S 8 000 hotel employees are to receive a 16% pay increase following the conclusion of a new wage agreement with employers, Mr Ronnie Kisten, president of the Natal Liquor and Catering Trades Employees' Union announced yesterday.

He said although the rise — which for some employees would represent an extra R37 a month — was not fantastic, it was the best deal the union could secure.

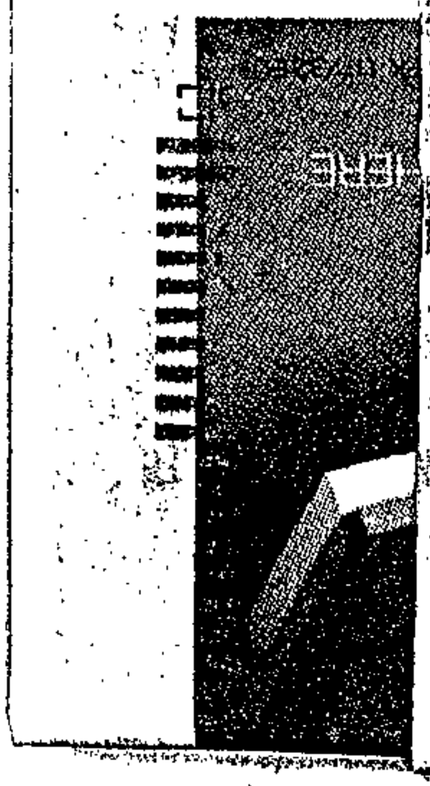
'The hotel industry is going through a bad patch and I don't think making excessive pay demands at this stage is the correct thing.

'I would rather we keep all our members in employment instead of facing the prospect of the loss of their jobs,' he said.

Mr Kisten said that in terms of the new agreement, minimum wages of general service employees — who make up the bulk of the workers in the industry — would increase from R235 a month to R272 a month, retrospective to January 1, 1987.

The agreement was reached this week following protracted negotiations between representatives of the union and the Federated Hotel Association of South Africa, Fedhasa, he said.

Mr Frank Parkington, chief wage negotiator of Fedhasa, said the agreement was concluded after 'many months of hard negotiations'.



PSA pay rise could cost R750-m

29/11/87 Star 35

By Michael Chester

Economists calculated today that if the Public Servants' Association succeeded with its demands for pay increases of 15 percent for civil servants, it would boost the costs of central government by R750 million a year and the annual labour bill to R5 500 million.

The president of the PSA, Dr Colin Cameron, has insisted that general salary adjustments of about 15 percent were vital to keep reasonable pace with increases in the private sector this year.

The Minister of Finance, Mr Barend du Plessis, was expected to announce a Cabinet decision in the March Budget.

● See Page 10M.

Supervan in a Joest seat

Pretoria Correspondent



Govt's wage bill rises to R12,6bn

GERALD PROSALENDIS
and HELENA PATTEN

WHILE public servants are demanding hefty salary increases, government's share of SA's total wage bill has risen sharply during the last seven years.

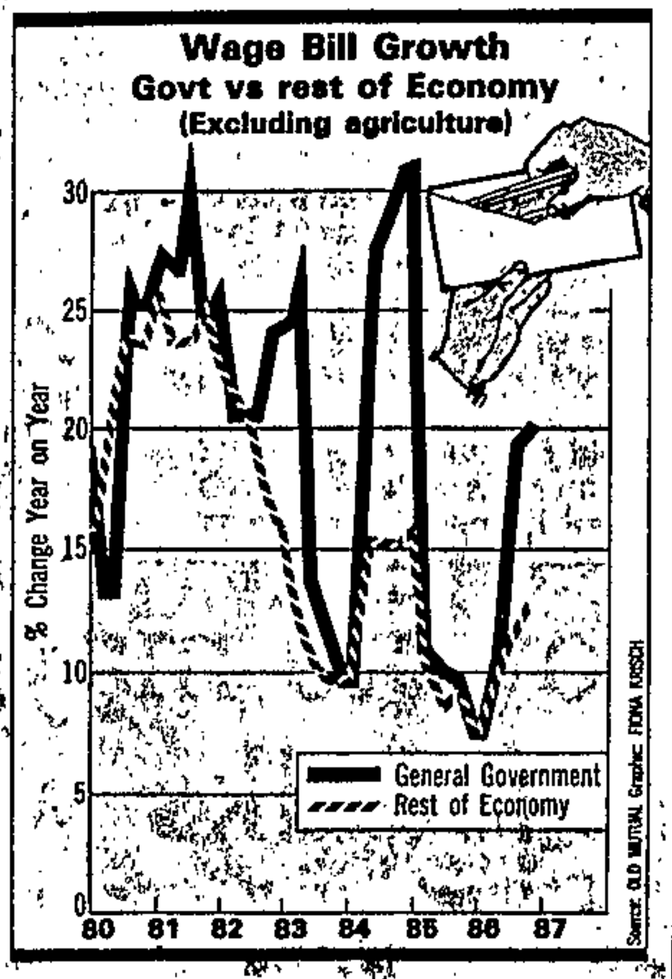
Official figures showed government's share of the country's total remuneration, which was 20,8% in 1980, had grown to 25,4% by the end of 1986.

It had increased by 190,5% to R12,6bn last year from R4,3bn in 1980. On the other hand, the increase in private sector remuneration was 124,1% to R37bn from R16,54bn in 1980, Central Statistical Services figures showed. During this period the consumer price index (CPI) increased by 144,9%.

While total private sector wages trailed behind inflation, the increase in total civil service wages outstripped the increase in the index.

Government's wage bill includes central government, provincial administrations, local authorities, state bodies, the homelands, universities, and technikons.

Part of the higher outlay on government employees results from a larger labour force. Official figures show the number of government employees has increased by 20% since 1980.



Public Servants' Association (PSA) president Colin Cameron says the higher number of government employees is largely owing to an increase in black teachers, a larger police force and army.

He says: "If these are removed from the total figure, the growth in government employees was not substantial."

Cameron says any comparison between public and private sector wages and salaries depends on the base year used.

He says: "It is true that in 1982 there were significant adjustments in public service wages and salaries that brought them up to a reasonable parity with the private sector. However, during the last 18 months the situation has deteriorated. Our projections show there is a variance between public and private sector remuneration of between 10% and 18%, depending on job category."

Economists have expressed concern over the PSA's demands of a 12%-15% increase in wages for central government employees.

An increase of this magnitude could stimulate consumption spending and result in a rerun of the 1983/1984 mini-boom. The inevitable higher level of imports would erode the current account surplus and could cause difficulties in SA meeting its foreign debt commitments.

Also, the emergence of demand-led inflation, which is absent at present, could force the monetary authorities to tighten monetary policy by raising interest rates.

Most economists agree the pay-hike would be an inappropriate way to stimulate the economy and point rather to a tax cut, the benefits of which would be felt by all.

Assocom CE Raymond Parsons says: "While we accept that public servants are entitled to seek a salary review, their claims must be evaluated within the existing government spending priorities and should not rule out some tax relief to the general taxpayer."

● To Page 2

● From Page 1

Govt wage bill now R12,6bn

w/k ARGUS 31/1/87

State wage bill triples in six years

By TOM HOOD
Business Editor

AN exploding bureaucracy has almost tripled the Government's wage bill in six years.

It soared by 193 percent from R4 300 million to R12 600 million last year.

The private-sector wage bill increased by a more modest 124,1 percent, up from R16 540 million to R37 000 million.

The State's share of the country's wage packet climbed from 20,8 percent in 1980 to 25,4 percent at the end of 1986, according to the latest Central Statistical Services report.

The number of Government employees jumped by 20 percent since 1980, while the consumer price index advanced by 145 percent. According to analysts these figures indicate that while private sector pay trailed inflation, the increase in total civil service wages outstripped inflation.

The State's wage bill includes central government, provincial administrations, local authorities, State bodies, the homelands, universities and technikons.

The president of the Public Servants' Association, Mr Colin Cameron, said the increased number of Government employees was the result of an increase in black teachers and a larger police force and army, according to a Sapa report.

"It is true that in 1982 there were significant adjustments to public sector wages and salaries that brought them up to a reasonable parity with those in the private sector.

Deteriorated

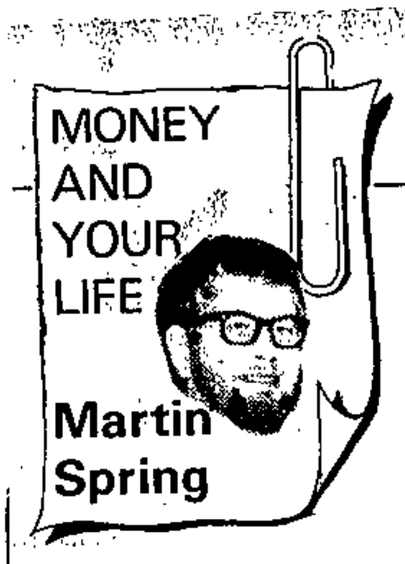
"However, during the past 18 months the situation has deteriorated. Our projections show there is a variance between public and private sector remuneration of between 10 percent and 18 percent, depending on job category," he said.

Meanwhile, economists and others have voiced their concern at the PSA's demands for pay increases of between 12 and 15 percent for central government employees.

Increases of this magnitude could lead to a mini-boom, they claim.

The chief executive of the Associated Chambers of Commerce, Mr Raymond Parsons, said: "While we accept that public servants are entitled to seek salary reviews, their claims must be evaluated within existing Government spending priorities. They should not prejudice tax relief for all

w/e Mbers 31/1/87 355



Negotiating a better, more tax-efficient pay package

WITH the beginning of a new tax year approaching, many employed people are thinking about negotiating a better and more tax-efficient remunerative package with their employers, or even changing jobs and negotiating such a package with a new employer.

It is possible to take advantage of perks-tax rules to reduce your tax without loss of benefits.

Although many people were angry about the introduction of perks tax, it has actually turned out advantageous for some, because it legalised loopholes and drew taxpayers' attention to them.

NEW INDUSTRY

A whole new tax-planning industry has developed based on exploiting such loopholes.

When negotiating a new or revised pay package, you should devise and seek to obtain one suited to your particular needs.

This shouldn't prove too difficult, as companies are increasingly adopting the so-called "cafeteria" approach which allows an employee to choose from a "menu" of benefits those which suit him best.

It is worth spending some time with staff of your company's personnel department to work out the most tax-efficient package for you.

There are some excellent computer programs available to help in this.

Employers generally favour providing part of remuneration in perks. This is because you would probably prefer receiving a tax-free perk costing the employer (say) R800, rather than R1 000 in cash on which you would be taxed at your mariganl rate.

COMPANY CAR

So the employer reduces his costs while you reduce your tax, without either party losing.

Probably the best perk around is a company car. This is because fringe-benefits tax has ben frozen on a scale equivalent to 40 percent of the old deemed value of private use - which itself was calculated conservatively.

The taxman is so outrageously generous to users of company cars at the expense of taxpayers generally, that in nearly all instances employees would be fools not to demand this privilege.

CREDIT PURCHASE

If you can, get your employer to grant you the right to buy the car at the end of its lease (if it is leased by the company and not bought outright).

If you have taken a loan (for an instalment credit purchase, for example), it will certainly pay you to try to replace it with a loan for a similar amount from your employer.

Whereas you could be paying (say) 20 percent on your present loan, if your employer would agree to charge you no more than the current official rate of interest for perks-tax purposes — now 13 percent — you could enjoy a tax-free benefit equivalent to 7 percent a year.

There are various company housing, home-loan and even rentback schemes available, and these should be investigated because they offer big tax savings.

For example, the value for tax purposes of the use of residential accommodation is based not on the value of the house or apartment, but on the amount of your salary less R20 000 a year.

If you can take a holiday in company-owned accommodation, even if it includes all meals and other facilities, the taxable value will be only R25 a person a day.

CLUB FEES

In negotiating your contract, try to get your employer to include an obligation on you to belong to clubs, answer telephone calls at home and be available for duties outside normal hours, as these will enable you legitimately to claim various tax-free expenses, such as club fees.

Finally, remember that only employees pay perks tax.

You may be able, because of the nature of your work or profession, to change your relationship from that of employee to that of an independent contractor rendering a service ... and pay no perks tax at all, although you could still be assessed, probably on a generous-to-you basis, for some private use of your business assets.

● Martin Spring is editor of Personal Finance Newsletter.

BUSINESS

Govt is paying more public sector wages

Own Correspondents

JOHANNESBURG. — While public servants are demanding hefty salary increases, government's share of SA's total wage bill has risen sharply during the last seven years.

Official figures showed government's share of the country's total remuneration, which was 20,8% in 1980, had grown to 25,4% by the end of 1986.

It had increased by 190,5% to R12,6 billion last year from R4,3 billion in 1980. The increase in private sector remuneration was 124,1% to R37 billion from R16,54 billion in 1980, Central Statistical Services figures showed. During this period the CPI increased by 144,9%.

Government's wage bill includes central government, provincial administrations, local authorities, state bodies, the homelands, universities, and technikons.

Part of the higher outlay on government employees results from a larger labour force. Official figures show the number of government employees has increased by 20% since 1980. Public Servants' Association (PSA) president Colin Cameron says the increase in employees is largely due to more black teachers, and a larger police force and army.

He says: "If these are removed from the total figure, the growth in government employees was not substantial."

Cameron says any comparison between public and private sector wages and salaries depends on the base year used.

He says: "It is true that in 1982 there were significant adjustments in public service wages and salaries that brought them up to a reasonable parity with the private sector. However, during the last 18 months the situation has deteriorated. Our projections show there is a variance between public and private sector remuneration of between 10% and 18%, depending on job category."

Economists have expressed concern over the PSA's demands of a 12%-15% increase in wages for central government employees, which could stimulate consumption spending and result in a rerun of the 1983/1984 mini-boom. The inevitable higher level of imports would erode the current account surplus and could cause difficulties in SA meeting its foreign debt commitments.

Also, the emergence of demand-led inflation, which is absent at present, could force the monetary authorities to tighten monetary policy by raising interest rates.

Most economists agree the pay-hike would be an inappropriate way to stimulate the economy and point rather to a tax cut, the benefits of which would be felt by all

P 'n P and union in wage talks

ALAN FINE

THE Commercial, Catering and Allied Workers Union (Ccawusa) and Pick 'n Pay (P 'n P) — who were involved in a large and highly publicised wage strike last year — met for the second round of their 1987 wage negotiations yesterday.

Ccawusa spokesman Jeremy Daphne says the union has demanded a "living wage". It has demanded an across-the-board R214 monthly wage increase, and various other improvements to conditions of employment, including paid leave on May Day and June 16.

The company has offered to attempt to reach the level of a living wage, as measured by the supplementary living level (SLL), over a two-year period.

Hence it has offered increases of R85 and R105 for 1987 and 1988 respectively to workers in the lower job grades. The present minimum at P 'n P is R390 a month. The company projects the SLL will be around R600 in March 1988, and the offer will take the minimum rate close to that level by then.

'Uncomfortable'

Daphne says the union is "uncomfortable" about using the SLL as the exclusive yardstick of what constitutes a living wage. He says workers also have grave reservations about negotiating for two years.

The offer for more skilled workers is R75 and R95. P 'n P has also offered to negotiate maternity, paternity and compassionate leave arrangements.

It has offered workers paid leave on May Day in exchange for working on Easter Saturday (when P 'n P has previously traditionally not traded). It has also told the union that any worker who applies for a day's leave on June 16 will be granted it.

According to Daphne and P 'n P spokesman Frans van der Walt, the company has asked the union to reconsider its wage demand before they meet again.

Public service pay rises could be backdated to April

Political Staff

PUBLIC servants could have their salary increases backdated to April 1 when they eventually get them, Government sources indicated today.

Senior officials said this was an option which would be taken into account when the salaries decision was finally taken before announcing it in the main Budget in June.

Mr Harry Schwarz, Progressive Federal Party spokesman on finance, meanwhile, is convinced the Government had all along had a secret plan to increase the salaries of public servants from April 1.

"The Government does not want the electorate to know what it is going to do before the election," he said.

"Cosmetic"

The matter of raising public servants' salaries would immediately raise the question of where the additional revenue was coming from, and this was something the Government would rather not say until after the election, Mr Schwarz said.

Yesterday's mini-budget was a cosmetic exercise aimed at creating a favourable image of the economy.

However, he said, the budget would have only minimal impact on stimulating the economy. It did "nothing, but nothing" for inflation or unemployment.

"The Minister of Finance has tossed a few crumbs to the pigeons, and the pigeons would be extremely foolish if they ate them," he said.

Mr Schwarz was certain that somewhere somebody in the public service had been told of the deal on increases.

"The Minister was trying to pull a fast one in his speech yesterday by effectively telling public servants that if they voted for the Government they would get a nice increase.

"At the same time he is trying to create the impression among the wider public that the Government does not place the public servants before everyone else. There is no doubt that public opinion is very strong on this issue.

"So it would seem that we are going into an election on May 6 knowing that public servants are getting an increase on April 1, but we don't know the extent of that increase," Mr Schwarz said.

Wages of Free State workers drop

By Susan Pleming

Labourers in the engineering field in the Orange Free State earned less last year than in 1985, while in other parts of the country labourers' wages in engineering increased, says a survey released by the Central Statistical Service (CSS) in Pretoria last week.

According to the CSS survey labourers in the Free State earned an average of R1,52 an hour at the end of last year. In November 1985 they earned R1,59 an hour.

In the Transvaal labourers earned R1,57 an hour in 1985 and one year later an average of R1,96 an hour.

Teachers react furiously to shelving of pay rises

Eve Post 10/2/87

By MICHEL DESMIDT

THE shelving of public sector pay rises until after the May 6 general election has prodded angry teachers into calling for an overhaul of the "obsolete" negotiation procedure.

The Teachers's Federal Council (TFC) has recorded its "strongest objections" to the announcement by the Minister of Finance, Mr Barend du Plessis, in yesterday's mini-budget, and the issue is receiving the urgent attention of the council's standing committee.

However, the council has ruled out any form of "work to rule" action following reports quoting TFC chairman, Mr Dudley Schroeder, that the council was reconsidering its negotiating position.

Mr Schroeder said today nothing of the sort was being contemplated. "It simply means that the standing committee will discuss the whole negotiation mechanism."

The postponement of pay hikes has left the Transvaal Teachers' Society (TTS) "disappointed and almost speechless".

The society's chairman, Professor H O Maree, said the TTS envisaged "great unhappiness" about the omission and believed that in the light of events, the total negotiation procedure for teachers was obsolete.

In an earlier statement, Mr Schroeder, who is the principal of Queen's College in Queenstown, said the announcement that pay adjustments would only be considered on June 3, when the Appropriation Bill was presented in Parliament, meant that the public sector was having to "pay a high price for the fact that an election takes place on May 6".

Mr Schroeder accused the Government of deviating from a tradition followed since 1980 of introducing pay increases on April 1.

The TFC had always assumed that a general salary adjustment would take place on April 1 and no stage was there any indication that the Government intended to act otherwise, he said.

This had been reinforced by media reports, which had created high expectations that increases would be implemented from April 1. "There is little doubt that the teachers' corps will not be happy with this announcement.

"The TFC can do nothing but record its strongest objection with the Government's decision and wants to put it unequivically that it is not acceptable as a fair arrangement.

"The standing committee of the TFC will give urgent further attention to this matter."

Mr Schroeder said public sector employees were feeling the pinch from inlflation and the high cost of living.

● See Page 7.

'Ill-advised' policy may lead to price controls

THE Minister of Finance, Barend du Plessis, said yesterday he was uneasy at the view that business profit margins had to be fully restored before meaningful price reductions could be offered.

He said such "ill-advised" policies could lead to a "vicious price-cost spiral" that could force the government to impose direct price controls.

Depress demand

At the moment, the government believed it would be folly to depress demand by unduly restrictive monetary or fiscal policies.

"Neither do we envisage a resort to the direct control of prices or incomes, but I must express my unease at the view apparently taking root in some quarters, that profit margins need to be 'fully restored' before any meaningful relief can be looked for on the score of prices.

"I would caution against the unqualified acceptance of a doctrine of this kind."

Wages and salaries had recently increased at a rate below that of inflation and this underlined the "ill-advisedness of any implied claim by other factors of production to an inherent right to the maintenance of real incomes".

Private enterprise

"To embark on such a course would naturally be to give yet another twist to one of the constituent elements in our inflation, namely a vicious price-cost spiral, with all that this would mean not only by way of its immediate and predictable repercussions, but also for the ultimate survival in our country of the private enterprise system itself, and one hardly needs to say that in those circumstances the government would be unable long to resist a populist cry for direct controls."

Mr Du Plessis said the government continued to believe in conventional financial disciplines and in a fiscal and monetary policy mix that would not stimulate excess demand.

He said the inflation rate remained at a high level and the government would have to direct its strategy at causes that could be identified. — Sapa

MONDI STRIKE IS OVER

ALAN FINE

MEMBERS of the Paper, Wood and Allied Workers' Union (Pwawu) at five Mondi Board Mill plants around SA are expected to return to work today after an eight-day, wage strike.

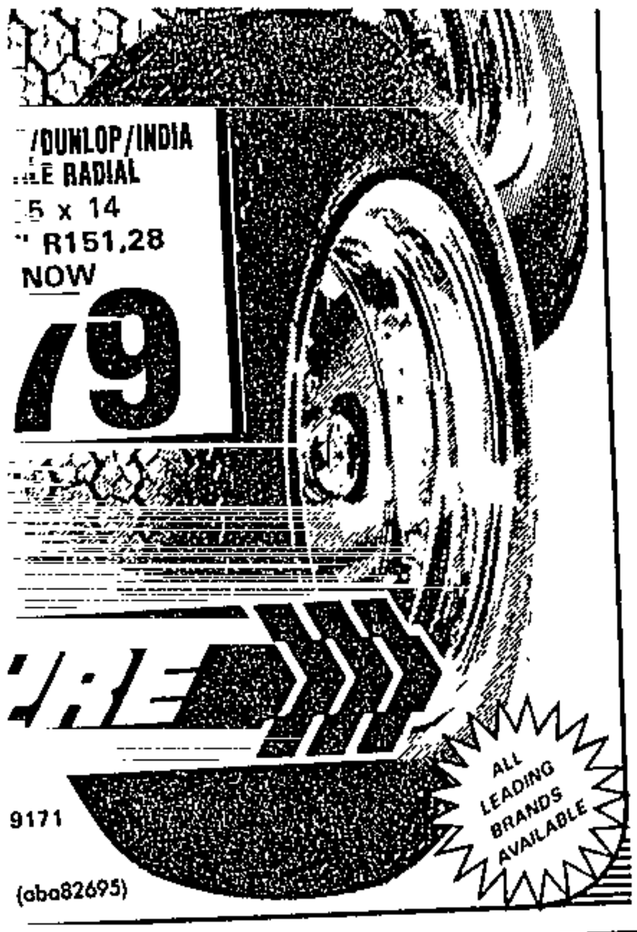
The final obstacle in the way of a settlement was resolved yesterday with a compromise accord that wage increases be backdated to mid-January. The union had demanded they be implemented from January 1, while the company wanted them to apply only from the date of agreement.

On Friday, Mondi and Pwawu agreed on a 50c an hour increase for workers in the lower job categories, with another 5c in July. This will raise the minimum hourly wage at the company to R3,15.

Skilled workers will get 65c now, plus 5c in July.

Mondi spokesman Alan Young says he is pleased the strike has been resolved and that both sides "played it according to the rules". Pwawu general secretary Jeremy Baskind declined to comment as he had not yet seen a signed copy of the agreement.

According to Young, four of the mills were expected to be in operation by 10pm yesterday, while the Bellville plant was due to start up this morning.



of emergency was 3,6. The rate ... up to 6,4 after the emergency was lifted. Since the imposition of the second emergency the rate had dropped to 2,1.

In contrast, the bureau said that the rate was as low as 1,4.

petrol-bomb attacks on a private home and a bus. The bus was severely damaged while damage in the other incidents was minimal.

No injuries or arrests were reported in any of these incidents.

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Teachers angry: No word on rises

ARGUS 11/2/87 385

Education Reporter

TEACHERS are incensed that salary increases for them were not announced in the mini-budget.

The South African Teachers' Association (Sata) warned in a statement that financial pressures on the education sector had increased rapidly.

It said there was an urgent need for a general salary adjustment and the resolving of critical imbalances "unique" to the teaching profession.

TALKS WITH MINISTERS

Sata, an affiliate of the Teachers' Federal Council (TFC), said it had held talks with Ministers on salary adjustments.

"These negotiations have taken account of the difficult economic circumstances and were the subject of a positive Press statement by the Minister of National Education on February 3."

Mr Dudley Schroeder, chairman of the TFC, said that public sector employees were experiencing a pressing backlog in increases. They had expected a general salary adjustment from April 1.

"ALMOST SPEECHLESS"

The TFC's standing committee would again urgently look into the matter.

Professor H O Maree, chairman of the Transvaal Teachers' Society (TTS), said the society was "disappointed and almost speechless".

The TTS envisaged "great unhappiness" and believed that the "total negotiation procedure for teachers is obsolete".

Killing of George pensioner: Man held

Crime Reporter

A WOUNDED man has been arrested in connection with the killing of a pensioner.

The 31-year-old man had been shot in the shoulder and police said they believed he was wounded at the time of the killing.

Mr Christiaan Koekemoer, 69, was found dead in his George home on Sunday by a relative and a neighbour who broke into the house two days after they last saw Mr Koekemoer.

Mr Koekemoer was found in his bedroom. He had been shot twice.

A gun, liquor and meat were missing from the house.

Police said today a firearm had been recovered and a man would appear in court soon.

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ECONOMY

Salaries: City workers not in the pound seats — survey

By MAGGIE ROWLEY

BLACKS in the Cape Peninsula earn the second lowest salaries out of 12 metropolitan areas in South Africa, a study by the University of South Africa's Bureau of Market Research shows.

The research into income and expenditure patterns is conducted every five years and the latest figures reflect earnings in 1985.

Areas covered are Johannesburg, the East and West Rand, Pretoria, Maritzburg, Free State Goldfields, Vaal Triangle, Durban, Bloemfontein, Port Elizabeth, Klerksdrop, Kimberly and the Cape Peninsula.

Research director at the bureau, Profesor J H Martins, said today the average income in the Peninsula was R1 061, which represented 65 percent of the average income in Soweto. It was second lowest only to Kimberly where blacks earned on average R1030.

Black men earned on average R4 990 in the Peninsula compared to R6 519 on the East and West Rand, R6 512 in Soweto, R6 177 in the Vaal Triangle. Men earned the least in Kimberley (R4 657), followed by Klerksdorp (R4 732) and Bloemfontein (R4 740).

Black women in the Peninsula were slightly better off comparatively, earning on average R3 145 compared to R4 292 in Soweto, R4 075 in Maritzburg, R4 022 in Durban. They earned the least in Klerksdorp (R2 367), with the Vaal Triangle (R2 395) and Kimberly (R2 470) in second and third places.

At R6 751, average household income among blacks in the Peninsula was the fifth lowest in the areas surveyed. In Soweto it was R9 624, followed by Pretoria (R9 359) and the East and West Rand (R8 628).

INCOMES POOLED

A comparison of the average size of black households shows that the Cape Peninsula with 6,37 persons a household is second only to Klerksdorp which has on average 6,43 people who pool and share their incomes.

The survey among coloured people shows that the average household income was R12 249 in Johannesburg, R10 358 in the Peninsula and R9 627 in Port Elizabeth.

Average income per person, including the unemployed, was 14 percent higher in Johannesburg than Cape Town and 43 percent higher than in Port Elizabeth.

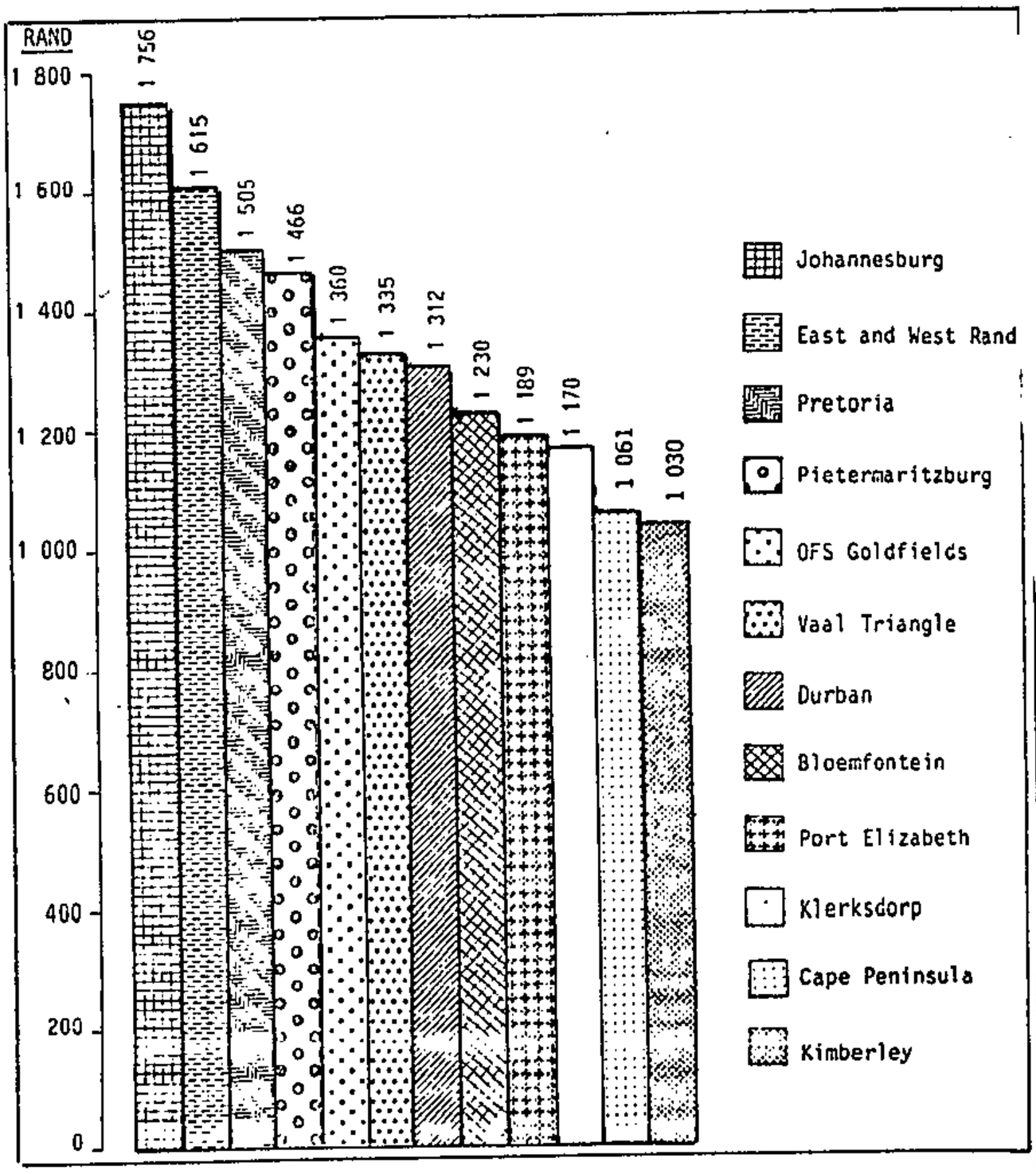
Coloured men and women in jobs earned less on average in Cape Town than in Johannesburg or Durban.

Men earned on average R6 854 in Cape Town compared to R12 412 in Johannesburg and R7 488 in Port Elizabeth while women earned an average of R4 576 compared to Johannesburg (R6 804) and Port Elizabeth (R4 839).

Professor Martins said unemployment among coloureds in the 20 to 64 age group was higher in Johannesburg and Port Elizabeth than in Cape Town where 21,3 percent of the population was unemployed in 1985.

However, of grave concern was the fact that 38 percent of coloured people aged between 20 and 24 in the Peninsula were economically inactive.

He said due to the recession and an oversupply of black labour in the Peninsula incomes had deteriorated in real terms since 1975. In 1975, the average income of a black household in the Peninsula was R7 291 in real terms while that of coloureds was R10 659.



Average income per person in black multiple households, 1985.

Pay packets will rise 14 pc

17/2/87

By Michael Chester

Pay packets for the 8 200 000 workers in the private sector will show average 1987 increases of 14 percent, the biggest advance in five years, according to a nation-wide poll among employers.

Yet P-E Corporate Services, which conducted the survey, cautioned today that the increases for most workers may still fail to keep pace with an inflation rate, which threatens to stay in orbit at 17 percent or higher.

Miss Naomi Brehm, salary surveys manager, added that benefits of the climb in pay scales would also push breadwinners into higher income tax brackets, which, despite the concessions in the mini-budget, meant steeper tax payments.

"Still, it promises to be the best round of increases since the tail-end of the 1980/81 boom and compares with an average that worked out at no better than 11,1 percent last year as living standards took a beating for the fifth year in succession," she said.

The 1987 rises promise to lift average white wages and salaries by 13,8 percent, and most black pay packets by 14,2 percent.

Stopping poaching

It was predicted that the final range would span from 11,2 percent for artisans in the service industries — such as employees in hotels and transport companies — to 17,9 percent for black hourly-paid mineworkers.

Miss Brehm also forecast far-better-than-average increases for highly-skilled specialists such as computer and financial boffins — "obviously intended as protection against inter-company poaching and to counter the brain drain by offering bigger inducements to stay in the job rather than join the exodus".

The pattern was underlined by the expectation among employers of increases running up to an average of 17,5 percent for specialists in the financial institutions, where shortages in various talents were already acute because of emigration of skilled personnel.

Year	Whites	Blacks
1981/82	14,6	20,3
1982/83	12,3	13,6
1983/84	10,0	11,6
1984/85	9,9	12,3
1985/86	11,0	11,3
1987	13,8	14,2

A table prepared by PE Corporate Services shows the nosedive in average percentage pay increases that followed the 1980/81 gold boom — and the new upward tilt.

Taking all industrial and business sectors into account, the average pay of specialists looked likely to go up by 14,3 percent — even steeper than the climb for top executives (14,1 percent).

Overall, average increases for monthly-paid general staff will be around 13,1 percent, and pay-levels of hourly-paid non-whites look set to increase by about 14,2 percent.

Sector by sector, taking all employee levels into account, these averages are forecast:

- Agriculture and forestry — 13 percent.
- Mining (gold to coal mines) — 14,2 percent.
- Manufacturers of materials (bricks and cement to plastics and petroleum) — 14,1 percent.
- Construction (house builders to civil engineering) — 14 percent.
- Industrial equipment (steel mills and foundries to electronics) — 15,2 percent.
- Manufacturers of consumer goods (domestic appliances to food and drink) — 13,9 percent.
- Sales and marketing (retailers to wholesalers) — 14,3 percent.
- Service industries (hotels to professional services) — 12,1 percent.
- Financial institutions (banks and building societies to insurance companies) — 14,4 percent.

'Inflation will offset benefits' Citizen Times 18/2/87

Hefty pay increases 'will affect all sectors'

355 16

JOHANNESBURG. — The fattest pay increases in five years are likely in all sectors and at all levels in the coming year, according to a survey by the remuneration division of P-E Corporate Services.

The survey covers all projected salary and wage increments for 1987 and was conducted among 457 companies with more than 1m employees.

It shows that the overall projected increase for all races and all categories of staff is 14,%.

'Inflation'

This is more than 20% up on last year's actual increase of 11,1%. It is also the highest projected rise since the tail-end of the mini-boom in 1982 when employees last received increases above 14%.

Manager of P-E's salary surveys, Naomi Brehm, warns however that, while there is room for cheer, the "frighteningly high inflation rate will offset most of the benefits these increases may bring".

"The downward spiral in living standards will continue."

She notes that there are two main factors which have contributed to the higher projections.

"Firstly, a revival of confidence in the economy started filtering through in the fourth quarter of last year.

"In line with this, companies projected higher increases in anticipation of a mini-boom.

"Secondly, the restructuring undertaken by most companies in the past five years because of the recession is now complete and most organizations are now carrying the bare minimum of staff to operate profitably.

"These employees have had to contend with low increases while watching inflation soar to unprecedented heights.

"Employers are now trying to compensate for the ravages of the past by offering higher increases this year", says Brehm.

The industry sector in line for the highest increases this year is industrial equipment manufacturers and suppliers with an overall projected hike of 15,2% for all categories of staff.

According to P-E, these are the first industries to be affected by an upswing and already there are signs of a revival in anticipation of increased consumer demand.

'17,5% increase'

The lowest projected increases are for service industries where an overall 12,2% has been predicted. Included here are hotels public relations companies and management consultancies.

Specialist personnel such as data processors and investment analysts in the financial institutions should do well.

According to the survey, these categories stand to enjoy a 17,5% increase in 1987. — Sapa

Star Times 2/12/82

Progress for blacks in SA wage market

355

Own Correspondent

JOHANNESBURG — Black workers have achieved real salary increases of between 20% and 22% since the 1983 recession, because of a strong union structure and less exposure to the taxman, says a major business report.

The result has been a real increase in disposable income for employed blacks, a situation aided by rent boycotts, according to Mr Mike Perry, MD of Perry and Associates, in his annual publication, "Early Warning".

By comparison, white salary increases in the period have undoubtedly been ravaged by inflation and the Receiver of Revenue, he says.

The ongoing skills shortage is only one of the factors ensuring black progress in the work place and the wages front, he says. The most recent report by the SA Institute of Race Relations estimates that SA will need 116 000 new managers by the year 2000, of which only 40 000 are expected to be white.

Pressures from the unions and overseas will further ensure their progress.

5 Day 9/2/87

Pressure on govt over pay hikes

GERALD REILLY

GOVERNMENT is being pressured into making a pre-election announcement about public sector pay increases.

The Federal Teachers Council had urgent discussions with National Education Minister F W de Klerk in Cape Town yesterday.

It is understood the council stressed widespread dissatisfaction among teachers — because they had not been told the extent of increases and because it was rumoured the increases might not be retrospective to April.

The Federal Council of Sats Trade Unions has reacted angrily to government's refusal to say whether the rises will be backdated.

The anger is shared by members of the Public Servants Association — who also saw their Minister, Alwyn Schlebusch, earlier this month.

They claim there is no reason why government cannot announce whether the rises will be retrospective.

	Orange Vaal	1 450
	OFS	1 331
	Natal	1 015
	Cape	1 003
(b)	Northern Transvaal	68
	Highveld	57
	Johannesburg	61
	Orange Vaal	32
	OFS	42
	Natal	30
	Cape	45

Figures as on 4 March 1986. Figures for 31 December 1986 are not available.

Identity documents

229. Mr D J N MALCOMESS asked the Minister of Justice:

Whether any *(a)* White, *(b)* Black, *(c)* Coloured and *(d)* Indian persons were (i) charged with, (ii) convicted of and (iii) acquitted on a charge of not being in possession of an official identity document during the latest specified year for which figures are available; if so, *(aa)* how many and *(bb)* in terms of what statutory provision in each case?

The MINISTER OF JUSTICE:

The information is not readily available in the Department.

TBVC citizens deported

239. Mr K M ANDREW asked the Minister of Home Affairs:

(a) How many citizens of (i) Ciskei, (ii) Transkei, (iii) Venda and (iv) Bophuthatswana were deported from the Republic in 1986 and *(b)* in terms of what statutory provisions were they deported in each case?

The MINISTER OF HOME AFFAIRS:

(a) (i) None.

(ii) 11.

(iii) None.

(iv) None.

(b) (i) Falls away.

(ii) Nine were deported in terms of section 43 and two in terms of section 45 of the Admission of Persons to the Republic Regulation Act, 1972 (Act 59 of 1972) as amended.

(iii) Falls away.

(iv) Falls away.

Salaries

240. Mr D J DALLING asked the Minister in the State President's Office entrusted with Administration and Broadcasting Services:

(1) In what categories has full parity been achieved in the salaries paid to officers of different race groups in the Department of Justice as at the latest specified date for which information is available;

(2) what is the total number of non-White officers in the said Department who enjoy full parity in salary;

(3) in what categories has full parity not been achieved in the salaries paid to officers of different race groups in that Department;

(4) what is the total number of non-White officers in that Department who do not enjoy full parity in salary;

(5) what progress has been made with the plan to eliminate disparity in salaries?

The MINISTER IN THE STATE PRESIDENT'S OFFICE ENTRUSTED WITH ADMINISTRATION AND BROADCASTING SERVICES:

Details as available on 1 February 1987 are as follows:

(1) *Coloured and Indian*

Estate Controller and higher ranks;
State Prosecutor and higher ranks;
Magistrate and higher ranks;
Justice Administration Clerk and higher ranks;
Court Interpreter and higher ranks;
Security Assistant and higher ranks;
Storekeeper and higher ranks;
Provisioning Administration Clerk and higher ranks;
Personnel Clerk and higher ranks;
Accounting Clerk and higher ranks;
Legal Officer and higher ranks;
Legal Administration Officer and higher ranks;
State Advocate and higher ranks;
Assistant State Attorney and higher ranks;
Assistant State Law Adviser and higher ranks;
Regional Magistrate and higher ranks;
President: Divorce Court;
Warder and higher ranks;
Registrar's Clerk and higher ranks

Black

Magistrate and higher ranks;
Court Interpreter and higher ranks;
Senior Storekeeper and higher ranks;
State Prosecutor and higher ranks;
Warrant Officer and higher ranks up to Lieutenant Colonel.

(2)	Coloured and Indian	2 827
	Black	1 161

(3) *Coloured and Indian:*

None (enjoy full salary parity).

Black

Assistant Justice Administration Clerk and higher ranks;
Sergeant;
Warder;
Storekeeper;
Provisioning Administration Clerk;
Assistant Provisioning Administration Clerk;
Accounting Clerk;
Artisan;
Musician;
Typist.

(4)	Coloured and Indian	Nil
	Black	6 752

(5) No fixed programme for the elimination of disparities in salaries simultaneously with general salary adjustments exists anymore. Elimination of disparities receives attention on a continuous basis during occupational specific maintenance investigations or when funds are made available specifically for this purpose in respect of particular groups. In the current financial year funds for this purpose were specifically made available in respect of the following groups:

Social Worker and related groups;
Educators in categories a3-B;
Paramedical personnel;
Nursing personnel

Disparities in salaries were also eliminated simultaneously with occupational specific adjustments in respect of the following groups:

Driver;
Driver/Operator;
Telephonist (Only parity for Coloureds and Indian);
Water Control Officer;
Water Care Plant Superintendent;
Fisheries Control Officer;
Foreman: General;
Manager: Camping Site;
Buildings Caretaker;
Headman: Guano Islands;
Compound/Town Manager;
Military Terrain Officer;
Shooting Rangeman;
Superintendent: Works;
Handyman;
School Caretaker;
Foreman: Forestry;
Foreman: Saw Mill;
Foreman: Cleaning Services;
Foreman: Grounds Maintenance;
Gardener.

Out of a total of 512 occupational groups full parity in salaries has been reached in respect of 304.

Railway workers want 15% pay rise

ARGUS 24/2/87

Labour Reporter

THE country's 200 000 railway workers have opened this year's wage bargaining with a demand for a 15-percent increase.

This could add about R450-million to the South African Transport Services' (Sats) wage bill.

Mr Jimmy Zurich, president of the Federal Council of Sats Staff Associations, said today that a letter asking for the increase had been sent to the Minister of Transport, Mr Eli Louw.

The demand is in the same range as the 10 to 18-percent increases for public servants requested by the Public Servants Association.

Mr Zurich said: "We are looking for 15 percent and nothing less. I do not think members will be satisfied with anything less."

R100-MILLION SURPLUS

Latest reports indicate that Sats will end the current financial year with a R100-million surplus as opposed to the R370-million loss in the 1985/86 financial year.

● The report by Professor Nic Wiehahn on collective bargaining in Sats is one of the victims of the election.

Railmen had been hoping that it would be implemented in time for this year's bargaining.

Professor Wiehahn said the report had been given to Mr Louw who had distributed it to interested parties for comment.

However, no action is expected until after the election.

MIR and CWIU to meet over pay strike

ALAN FINE

A CONCILIATION board is due to meet tomorrow and Thursday for talks between the Chemical Workers' Industrial Union (Cwiu) and the Mining and Industrial Rubber Company (MIR) over the week-old wage strike at four MIR plants.

The Cwiu said yesterday "minimal progress" was made at the first board meeting on Friday. It is demanding a R1 an hour across-the-board increase and other improvements in working conditions for the 700 workers on strike.

The union described wage levels at the company as "appalling". It says the minimum is below the household subsistence level and that women earn less than men for equivalent work.

MIR MD Vic Pretorius yesterday questioned the accuracy of some of the union claims but said it was inappropriate to comment before the board completed its work.

□ Members of the Food and Allied Workers' Union dismissed from Clover-NCD's Maritzburg plant during a strike last June have rejected a management offer to reinstate about a third of them. The workers have demanded the reinstatement of all.

Talks on govt pay continue

GERALD REILLY

INTENSIVE talks on teachers' pay hikes continued in Cape Town yesterday.

The Federal Teachers' Council is negotiating with National Education Minister F W de Klerk and Education and Culture Minister Piet Clase for increases unrelated to and greater than those to be granted to other public sector workers.

The discussions will continue today.

It is unlikely, however, that teachers will be given details of the expected increases.

Like the Public Servants' Association, the Sats trade unions and Post Office staff associations, the teachers want their increases backdated to April.

The public sector increases will be given in the June 3 main Budget by Finance Minister Barend du Plessis.

□ Public Servants' League of SA officials held talks about service disparities for coloureds yesterday with a number of senior government officials.

Council of Mining Unions demanding 20% wage hike

THE Council of Mining Unions (CMU) has tabled its proposals for the 1987 wage negotiations with the Chamber of Mines.

The CMU represents about 24 000, mainly white, mine employees. Most are members of Arrie Paulus's Mineworkers' Union and the rest belong to seven artisan unions.

A spokesman for the SA Boilermakers' Society — one of the seven — says the main CMU demand is for a 20% wage increase.

It is also proposing an additional day's annual leave for members and higher overtime and standby rates.

The spokesman says the chamber has not yet responded to the proposals but he expects the first meeting to be scheduled for early next month.

In recent years these negotiations have usually reached deadlock. However, settlement has always been reached in conciliation board talks prior to threatened industrial action occurring.

Last year, after a similar opening demand from the CMU, agreement was reached on 14% increases plus the equivalent of another 1% in better fringe benefits.

□ The National Union of Mineworkers will be formulating its demands to the chamber during its annual congress, which begins in Johannesburg today.

Overtime costs time

cl Press 1/3/87

355

By DAN DHLAMINI

A DISPUTE over the payment of overtime caused a five-and-a-half-hour work stoppage at the Concor Construction plant at Stilfontein this week.

Building, Construction and Allied Workers' Union organiser in the Western Transvaal, Adam Matela, said the entire work force downed tools on Monday, demanding that management pay them for the 20 hours overtime that they had worked.

OK wage bill up R19m

By Ruth Golembo

OK BAZAARS is counting the cost of the 10-week strike that affected 120 of its outlets and left it with an increased wage bill of R19-million a year.

OK profits for the year to March 1986 were R25-million, It achieved a 17% increase in earnings for shareholders in the half-year to September 1986.

The increased salaries come into effect in April.

Other costs likely to have been incurred by the strike are expected to bite into profits.

OK's share price has fallen from 2 000c last September to 1 450c.

The 7 120 strikers will need more than a year to make up their lost pay.

Their gains include a R50-a-month increase from April and November and a minimum wage of R400 a month.

Gordon Hood, managing director of the OK Bazaars, says business continued as usual during the strike. Loss of turnover has not been determined, but indications show no large drop in sales.

The Kwa-Mashu store near Durban was closed before Christmas. But it is a small store and the loss was not large.

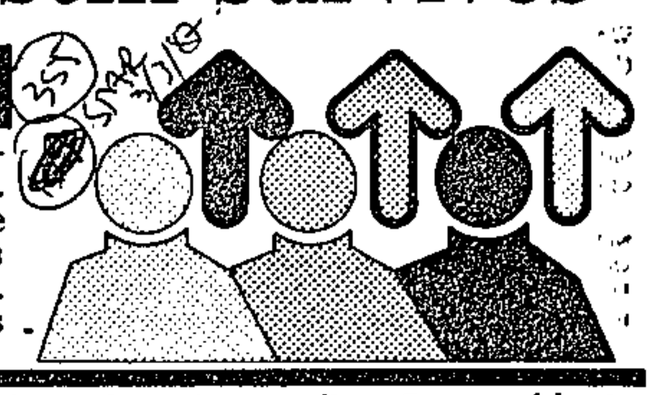
Catering and Allied Workers Union (CCAWUSA) general secretary Vivien Mtwa says the R100 wage increase is a victory for the union.

"The strike has taught the shop stewards good lessons in leadership. It has brought about unity and strengthened the union."

Equal opportunity in an industry where job reservation still survives

Building for Tomorrow

Local corporate giant Barlow Rand is setting out on the road to equal opportunity. Some of the group's 500 companies are ahead of others in this field. Rand Mines is acknowledged as one of the leaders. SHERYL RAINE reports in part 3 of this series.



Rand Mines (RM), part of the Barlows group, is one of the pioneers in the field of black advancement.

The company's Equal Opportunity Development Project began in 1983.

The project was based on economic sense — the need to maintain a flow of sufficient, competent, skilled and managerial staff to ensure future profitability.

"The mining industry is one of the toughest in which to get such an equal opportunity programme going," says Mr Don King, the RM director in charge of human resources, a job which covers 98 000 employees.

"Remember, we are the only industry which still has statutory job reservation."

An integrated approach was adopted to overcome the major barriers standing in the way of black advancement. The programme consists of four main elements:

'The mining industry is one of the toughest in which to get such an equal opportunity programme going.'

● Selection.

At first "over selection" occurred to ensure average or better performance from candidates moving into a somewhat hostile work environment where it was felt they needed to be protected from the unnecessary trauma of failure. It was vital that promotion be seen to be based on merit and competence.

● Preliminary training or bridging education at the R8 million RM Training Centre south of Johannesburg.

Training is designed to overcome socio-cultural and academic differences to prepare candidates to take full advantage of the opportunities within the company.

Courses over a period of about 16 weeks include language fluency, communication skills, assertiveness and human relations skills, study skills and self-management.

An interesting facet of this section of preparation is attendance at an "Outward Bound" leadership course in Lesotho for white and black employees from the same work environments to build a sense of camaraderie and interdependence.

● Mentorship.

This is applied to both white and black employees on a structured basis. Mentors, usually immediate supervisors or at one level above, regularly meet trainees to coach, counsel and assess progress. Each mine has a mentor co-ordinator and these meet at the Training Centre every quarter. Mentor training has also been introduced.



Rand Mines MD Don King ... understanding the workings of international business culture is vital to success.

Mentors are sometimes able to prevent problems such as white backlash and black victimisation from arising.

"Mentors can open doors for the trainee and see that there is fairness in job training. It is very easy to see that the black apprentice sweeps the filings from the floor while the white apprentice does the filing," notes Mr Gordon Chilvers, chief training officer of the Equal Opportunity Programme.

'It is very easy to see that the black apprentice sweeps the filings from the floor while the white apprentice does the filing.'

● Orientation seminars for white employees.

These consist of a semi-structured programme to inform white employees on the mines about the process of change, to influence their attitudes to black advancement and allay fears about being replaced by blacks.

The object of the seminars is to explain to white employees the economic necessity of black advancement and to shift the debate from the political to the economic arena.

The entire project is not designed as a scouting exercise to find managers. Instead it is designed to provide comprehensive skills training which will allow individuals with ability to progress to the highest rank possible.

The project is approached scientifically and there is empirical measurement of results.

While it is still too early to cry "success" from the rooftops, there are encouraging signs the programme is working.

There has been increased recruitment of black people with potential for promotion. Improvements have been noted in language fluency and human relations skills. Mentors have helped ensure fairness in on-the-job training. There has been some change in white employee attitudes towards black advancement.

'We don't believe there is an ideal approach and we need to remain sensitive to change at all times.'

In retrospect, Don King highlights some mistakes.

"An early error was to assume that if we were going to get black people to achieve, they had to appreciate the 'white man's culture'. There was an implication that black culture was somehow inferior. We now believe that to succeed, black and white employees need to understand the workings of international business culture.

"Another mistake we made was to allow some of our initial training courses to take place separated from the integrated facilities of the group training centre. At the Training Centre there is a multicultural environment in which trainees can grow all the time and experience the benefits of an integrated society.

"We don't believe there is an ideal approach and we need to remain sensitive to change at all times."

Percentage of Workers Responding Favourably to Black Advancement Questionnaire 1984

	Coal		Gold	
	Mine 1*	Mine 2	Mine 3*	Mine 4
Job Security	78	85	78	65
Economic Reality	82	93	83	75
Job Competence	87	92	84	74
Sample Size	31	25	37	7

* These mines served as controls in 1983.
Source: Rand Mines.

Percentage of Workers Responding Favourably to Black Advancement Questionnaire 1983

	Open Cast Coal Mine		Deep Level Gold Mine	
	Control	Treatment	Control	Treatment
Job Security	66	77	53	60
Economic Reality	71	81	58	78
Job Competence	73	82	49	81
Sample Size	42	94	98	98

Source: Rand Mines.

Survey gives findings on equal opportunities

The challenge of effective black advancement has been identified as a priority in terms of the growth and profitability of the Barlow Rand Group.

A manpower steering committee was asked to investigate every aspect of black advancement and recommend guidelines for consideration by the group.

An action unit carried out a survey of the black advancement scene in South Africa, involving a total of 43 companies in South Africa, Namibia and Zimbabwe.

Significant findings included:

● Most companies did not have an explicit black advancement policy although the majority felt such a policy was necessary.

● In only two companies did a clear statement of intent exist, but its communication was virtually non-existent.

● Recruitment and selection of candidates were found to be a critical component of a black advancement strategy and one of the most poorly implemented components with "gut-feel" and subjective strategies playing a significant role.

● Although all levels of people interviewed regarded bridging and preliminary training as vital, few companies had bridging programmes.

● Preparation of the environment for black advancement was identified as another vital aspect but few companies had any formal environment preparation.

● About 50 percent of all people interviewed said mentorship was critical to the success of black advancement strategies. However, virtually no mentor training was done.

● Lack of candidate support systems was identified as a serious area of weakness.

● Training and development were also identified as critical components and yet there was very little emphasis on the training of blacks at other than the skills level.

Based on this research the unit listed critical success factors and defined successful programmes for black advancement. The information has been made available to all Barlow Rand companies.

rde wilts as sanctions threaten

As Kenya denies any intention of cutting South African air ties unilaterally, eyes are again focused on tiny Cape Verde, which relies on South African Airways payment for landing rights to provide a massive proportion of its foreign income.

says that the islands' GNP grew at 5,5 percent a year on average between 1973 and 1980; this was one of the highest rates in Africa. It has made good and honest use of the aid which Russia, Portugal, Cuba and the United States all chip in.

"It's not going to go down a hole as it tends to in some other places," says a Western diplomat. The customary symbol of African privilege

The islanders have persuaded some donors to make long-term promises of both food and money. They have also won some general balance-of-payments support.

Despite the aid, and a formal adherence to the Marxist principles of the late independence leader Amilcar Cabral, Cape Verde cannot afford to turn away South African Airways. Mr Aristides Pereira, Cape Verde's president, says he is in favour of economic sanctions on South Africa: "We are for solidarity, but not for suicidal solidarity."

By suspending air services between America and South Africa, the United States will have cut the islands' income by $3,5 million (R7,3 million) this year. Since workers' remittances will also probably decline, and the Government's export-promotion policies can have no sudden effect, the coming years will be tough.

NUM wants 55% rise

The Argus Correspondent

JOHANNESBURG. — The National Union of Mineworkers (NUM) is to seek a 55-percent wage increase for its 360 000 members this year.

NUM general secretary Mr Cyril Ramaphosa yesterday gave notice of the union demand.

The Chamber of Mines would not comment on the union demand today. "We do not negotiate in public," spokesman Mr John Imrie said.

The NUM and the Congress of South African Trade Unions (Cosatu) have launched a "living wage" campaign this year.

NUM members' average pay is R345 a month. Mr Ramaphosa said he believed the mines could afford to pay their workers 55 percent more.

P 'n P ups pay R100/month

PICK 'n PAY has awarded its workers an across-the-board increase of R100 a month, effective from March 1.

Company spokesman Frans van der Walt said yesterday the increase applied to all employees earning R750 a month or less, and would run for a year.

It has been agreed that May Day and June 16 will be recognised as paid holidays. This is the first such step by a major retailer.

The lowest-paid employee will now earn R490 a month. "This goes a long way to establishing a realistic minimum wage," said Van der Walt.

The Commercial Catering and Allied Workers' Union said the increase was the highest yet awarded in retail history and sets an important precedent.

The union said the increase affected over 13 300 workers. The 25,6% increase boosts average wages to R612 per month.

— Sapa.

A leisured distance between 45 & 44

Some unusual negotiations are taking place in the metal industry, where unions are asking not for more pay, but for fewer hours. DUNCAN INNES reports



Empty stores, deserted tills ... OK workers were serious about improving living standards.

Picture: SANTU MOFOKENG, Afrapix

A SPATE of major strikes recently, such as the OK strike, indicates black workers are serious about demanding improved living standards. While most protests have been in support of the demand for a living wage, negotiations have recently begun on a separate, yet related issue: the length of the working week.

The Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries is currently discussing union demands that the working week be reduced from 45 to 44 hours. If this demand is met, it is likely to lead to demands for the working week to be reduced, not just in the metal and engineering sector, but throughout industry.

The issue is an important one, partly because it approaches the question of living standards, not from the aspect of the more orthodox demand for higher wages, but from the aspect of winning more leisure time for workers. This implies unions are not simply concerned with winning improvements for their members at work, but are also concerned with struggling more broadly to improve the conditions of their home and social lives.

The other reason this issue is important is because the union has located its demand within the context of trying to do something to tackle unemployment. When managements have asked how they are to compensate for the lost hour a week, the union reply has been that they should hire new labour to fill the gap.

These same arguments — for more leisure time and to help ease unemployment — have been used by workers overseas to win substantial improvements in their hours of work. While the norm for Britain is now a 40-hour working week — well down on South Africa's 45 hours — in the British engineering industry, workers have won a reduction to 39 hours. In West Germany it is even better, with workers working only 37 hours and currently negotiating to reduce the working week even further.

In South Africa, where there is no real tradition of negotiation around working hours, managements have reacted cautiously to union demands. While this is understandable, clearly the issue of working hours is a legitimate area of negotiation: the wage contract includes not just the amount to be paid in money or kind, but also the number of hours to be worked and the conditions under which that work is to be performed.

One of the major sources of worry for managements is that, while workers are demanding fewer hours of work, they reject any compensating reduction in wages. They are also loath to accept any link being forged between reducing working hours but increasing productivity levels. Managements would be far more sympathetic to the notion of employees working fewer hours if they knew that, through productivity improvements, employees could get through the equivalent amount of work in less time.

The unions, on the other hand, argue that if they accept either lower wages or demands for productivity increases, then their members are not in fact benefitting from working fewer hours. They are either receiving lower wages or giving more labour in return for the shorter week.

Managements' reply is that, were they to concede the demand without any compensation from workers, it will lead to an increase in costs. This is true, since the payment of a fixed quantity of rands in return for fewer hours of work means costs increase — though in this case of an hour's less work in a week the cost increase is small.

Nonetheless, managements argue that were they to pass this increase on by raising the price of their products the effect would be inflationary. While this is also true, the union argument is that with profits now recovering, dramatically in some cases, companies can afford to absorb the small increases themselves. Alternatively, managements can seek to compensate for the small cost increase by trimming costs in other areas, such as management, marketing, distribution, etc.

While the debate around costs continues, managements have also raised the objection that if fewer hours are worked they will not be able to meet deadlines and fulfil orders on time.

The union reply is that managements should then turn to the massive army of unemployed to make up the shortfall. If, so the union argument goes, they were to allow productivity improvements in return for working fewer hours, managements would have no need to employ sections of the unemployed. If, managements respond, the unions were to accept lower wages in return for fewer working hours, managements would have more money available to employ more of the unemployed.

A further point raised by managements is that it is not always possible to employ new workers. Perhaps there is a shortage of machinery or physical limitations of space which make increasing the numbers of workers impossible. In that case, say the unions, their members might be willing to work overtime to help make up the difference. In this context overtime could be of benefit to both workers and management: workers would get extra pay for the overtime and management would gain flexibility by being able to say precisely how many hours' work was required.

The debate around the nitty gritty of implementing a reduced working week is clearly of great importance, as is the issue of what costs are involved and who should bear them. But as these debates progress it is equally important that the broader issues are not lost sight of.

While black industrial workers are often regarded as an elite among South Africa's black work force — their wages are substantially better than those of agricultural workers and the dangers they face less than those of mineworkers — their lot is not an enviable one.

In the context of the working day, the shocking transport facilities available to most workers means their leisure time is limited. Studies have shown, for instance, that black workers spend on average between two to four hours travelling to and from work. Allowing two hours for travel, a black worker's day may be broken down as follows: commuting time: 2 hours; working time: 9 hours; sleeping time: 8 hours; total: 19 hours.

This leaves a mere five hours for eating, dressing, washing, cleaning, child care and leisure. If four hours is allowed for commuting, this leaves only three hours for these activities.

These facts alone suggest not only that unions are quite right to be raising the issue of reduced working hours, but also that on humanitarian grounds management needs to look sympathetically at this issue.

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Wage negotiation proposal for Sats

GERALD REILLY

THE wage increases of rail workers could soon be determined independently of those awarded to the rest of the public sector.

The federal council of Sats trade unions yesterday accepted a proposal that an autonomous labour council be established as a new bargaining forum for wages and service conditions.

Transport Minister Eli Louw is to be asked to implement the council as soon as possible.

Until now railway unions have had to accept the same pay deal as the rest of the public sector.

Recommendations that a labour council be established for Sats workers were made by a committee headed by labour expert Nic Wiehahn.

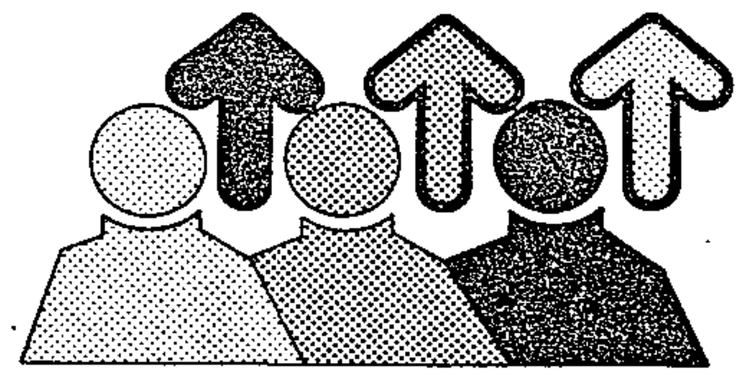
The council would consist of representatives of the 11 unions and of Sats management, and would have powers similar to those granted industrial councils.

If the recommendation is accepted the council would have final authority to determine the extent of pay hikes, and improvements in other service conditions, without reference to the Transport Minister.

AECI squares up to task of advancement for blacks

Building for Tomorrow

AECI has a different approach to equal opportunity. In addition to overall company policy, it has identified some key areas for special projects. The company's MD, Mr Mike Sander, has also set clear objectives for advancing all employees on merit and without discrimination. This is part 4 of the series, "Building for Tomorrow", by SHERYL RAINE.



AECI, with a work force of 27 800, has squared up to the task of black advancement and is beginning to spawn some interesting success stories.

"We are not just trying to get a number of black managers into top level jobs," said group personnel manager Mr Bokkie Botha. "We are approaching black advancement on a broad front, moving people up the line.

"We have an element of affirmative action. Our companies do set targets. These started off being very specific and at the time they were set we knew they were probably going to be unachieveable.

"The big difficulty came when the economic recession set in and, with staff freezes, black advancement

"As regards white backlash, we have tried coercive and soft tactics. We have used racial conflict as grounds for dismissal."

programmes became more difficult to implement. People became more specific about what could be realistically achieved. Targets are now firm but reviewable within the various companies.

"The most important achievements in black advancement at AECI have occurred in specific problem areas in particular plants. Although theorists say you must not adopt the project type of action, I believe you must focus on specific needs.

"One of our success stories is the Modderfontein detonator factory. It



MD of AECI Mr Mike Sander ... setting clear objectives for advancing all the company's employees on merit and without discrimination.

has been an expensive but worthwhile project," Mr Botha said.

About three years ago, at this explosives production unit with a staff of about 1 100, it was found most of the foremen were busy "pushing paper" and not managing production or people.

A new staff position was created — that of production supervisor. The job was carefully specified and demanded not only certain abilities but human qualities as well. The 800 applicants for the jobs were put through a rigorous selection procedure which included tests, role plays and structured interviews.

In the end, 14 jobs were offered and the candidates subjected to nine months' intensive training.

Areas tackled during training included resources management, an achievement motivation course, communications, management techniques and a one-month stint in the plant itself, doing the most menial tasks.

At the end of the training programme all were appointed and placed in the plant for 18 to 24 months before being appointed to run their own section.

The results of the training programme have been highly encouraging but there have been some indications of a white backlash as some employees feel their jobs are threatened by black trainees.

There are other things happening throughout AECI which were not happening 20 years ago — such as the black manager in the Chlor Alkali lastics division who is in daily contact with officials and shop

"We are not just trying to get a number of black managers into top level jobs."

stewards of a right-wing white trade union. There is also the case of black industrial relations officers who sit in disciplinary inquiry committees, where necessary, to consider infringements by white staff.

"We have not imposed monitoring groups for black advancement in the group but the executive committee is kept informed and we have a personnel policy development group which, by consensus, establishes guidelines to be used by each company," said Mr Botha.

"Each company now is encouraged to establish its own monitoring groups and appoint people responsible for black advancement. Different companies have gone about it in different ways and we believe that is right.

"As regards a white backlash, we have tried coercive and soft tactics. We have told people they must not put themselves into situations where racial conflicts arise. We have used racial conflict as grounds for dismissal. The message is clear.

"A lot can be said for environmental preparation. The Bob Tusenius course involving weekend seminars for multiracial groups of

It was found that most of the foremen were busy "pushing paper" and not managing production or people.

about 20 is one we use. It involves role reversals and generally sensitising people to racial issues.

"It is an expensive business but big companies are looking for the answer and there are no easy solutions," he said.

AECI also has a vigorous quality-of-life programme with a focus on black communities as well as a comprehensive bursary scheme.

"We have recently started to publicise these things to help change attitudes of our staff," Mr Botha said. "White employees can see we are focusing on the needs of the black community. The programme is highly biased towards education and community development as well as manpower development. For instance, we could sponsor a man wishing to get a technical diploma even though his job does not require that qualification."

What about mistakes?

"We have had programmes which were expensive and wasted money but I believe there is some positive element in every venture even if it's just the valuable experience one gains."

Discrimination and segregation are out in all aspects of employment

AECI objectives are:

- **Advancing all employees by providing a satisfactory work environment with diverse and challenging career opportunities at all levels, on merit and without discrimination.**
- **Active participation in improving the quality of life in South African society by fostering education and training for all races.**
- **Playing a positive and constructive role in helping to bring about meaningful and peaceful change in South Africa.**

To attain these objectives AECI will, among other things:

- **Eliminate all discrimination based on race, colour, creed or sex from all aspects of employment practices.**
- **Eliminate segregation of the races in all eating, comfort and work facilities.**
- **Set up training and development programmes to allow all employees equal opportunities for further advancement based on merit.**
- **Ensure an annual audit of progress in the implementation of this policy and communicate the results to its employees.**

It is also expected that all AECI Group employees will support and promote the equal opportunity policy.

Mobil wages increase by 28%

MOBIL OIL and the Chemical Workers' Industrial Union (CWIU) have concluded a wage agreement which will raise the minimum wage at the company's marketing subsidiary by 28% to R710 a month.

The CWIU describes the settlement as a "positive step" towards the goal of a living wage.

It provides for a R155 across-the-board increase and formally covers about 235 CWIU members in the Transvaal and eastern Cape.

Ccawusa set to take on Nels

By LEN MASEKO

SIX workers sit in a circle in a room against the backdrop of bags of mealiemeal stacked neatly against the wall.

Among these workers is Miss Rosemary Thobejane, a bespectacled mother of three school-going children. She and the other six workers are among the approximately 1 000 Nels Dairy employees fired after a strike in June last year.

The mealie-meal in the room is part of the subsistence these workers have been getting from their union, the Commercial Catering and Allied Workers' of South Africa (Ccawusa), while the battle against the Nels Dairy management continues with no settlement in sight.

As a single parent, Miss Thobejane supported her children with the monthly pay of R203 at Nels.

"Life has been tough since June, but relatives and the union have been very helpful," says Miss Thobejane, who lives in Alexandra Township.

Miss Thobejane has remained resolute in spite of management's refusal to reinstate the fired workers.

Life has not been any rosier for her colleagues in the room. They are Mr Wilson Sithole, Mr Nelson Mngomezulu, Mr Elifas Msibi, Mr Cornelius Jona, Mr Mandla Ndinisa and Mr Zwelakhe Mbobo.

The six men are migrant workers and stay in hostels in Alexandra and Denver. They come from the Transkei, Natal and the Eastern Transvaal — where they left their families when they come to work on the Reef.



CCAWUSA official Oscar Malgas . . . the union will now concentrate on the Nels issue.

Last Christmas their annual pilgrimage to their rural homes saw them arriving penniless with no gifts for their families.

With the festive season over, the workers have now returned to the battle-ground to continue with their fight for reinstatement, for better wages, improved working conditions, and for the recognition of their union.

Determined

"We left our families determined to fight to the end," says one of the workers.

The workers meet daily at the union's Johannesburg offices to share problems and discuss ways of raising money.

According to the union, the workers used to earn between R200 and R400 a month.

Anger at low wages and "poor" working conditions had been building up when workers went on strike last June 18, according to Ccawusa officials Mr Oscar Malgas and Mr Salim Vally.

Four Nels Dairy depots were hit by strikes over — among other things — management's refusal to recognise Ccawusa and the dismissal of several workers during the month.

Negotiations between Nels management and Ccawusa have collapsed several times — once at mediation level when the parties disagreed on the number of workers to be reinstated.

According to Mr Malgas, management was prepared to reinstate only 365 workers, "some of whom would have been scabs.

The conflict has been marked by mass detention of all approximately 1 000 workers. They were later released without charge. Two workers were charged with murder after shooting incidents at the company's plants.

Dozens of Ccawusa members were involved in one-day work stoppages at 30 Checkers and Pick 'n Pay outlets on December 11, demanding the reinstatement of the dismissed workers.

"Some of the dismissed workers have since gone back to work, and the union is now pressing for the reinstatement of the remaining 750 workers," says Mr Malgas.

But it appears months of uncertainty and suspense will lie ahead for the workers as Ccawusa officials — spurred by victory in the 10-week OK Bazaars wage strike — recall the dust-ridden Nels file from union shelves in preparation for another battle.

Detainees' Parents Support Committee

A Tea Party

for the parents of detainees and ex-detainees will be held at 2 pm

US oil company gives pay rise

THE Chemical Workers Industrial Union has notched a 28 percent pay rise for its members employed by American company Mobil Oil.

By LEN MASEKO

The union has hailed the wage agreement as a positive step towards the achievement of "a living wage" demanded by all unions affiliated to the Congress of South African Trade Unions.

In terms of the agreement wages are to be increased by R155 a month, bringing the minimum wage at the multinational's depots to R710 a month.

In addition, shift allowances are to be increased 100 percent; leave will be four weeks; and a three-day "compassionate leave" and a three-day paternity leave will be granted.

Mobil has also agreed to recognise May 1 and June 16 as paid holidays.

● The wage dispute between the Commercial Catering and Allied Workers' Union of SA (Ccawusa) and Soweto's Maponya Bazaar has been referred to mediation, a union spokesman said yesterday.

The mediation proceedings, set for March 21, will focus on Ccawusa's R120 wage demand and management's R45-a-month final offer.

● Dozens of members of the National Union of Wine, Spirits and Allied Workers (Nuwsaw) have been on strike at Stellenbosch Farmers' Wineries and Distillers Corporation's Wadeville plants since a fortnight ago.

Reasons

The union's general secretary, Miss F Mandy, said she could not divulge reasons for the stoppage "at this stage".

● The National Union of Steel and Allied Workers (Nusaw) is seeking legal advice following the attack on scores of its members outside an Iscor-owned compound in Pretoria last week.

Nusaw official Mr Ndomane Dibane said his union intended to take legal action against "whoever is responsible for the attack" on Nusaw members, all employed by Iscor Pretoria Works.

The Nusaw official said these workers were "buying food from vendors" outside the compound, where they live, when the incident occurred. Some of the workers were seriously injured during the attack, he said.

Nusaw members at the Iscor plant are involved in a canteen boycott in protest against "bad food" served there, Mr Dibane said.

Meanwhile, Nusaw is to take Pretoria's Meyer Steel to the Industrial Court over "the unfair dismissal" of four union members at the plant, Mr Dibane said.

The union is seeking unconditional reinstatement of these workers, claiming management was guilty of unfair labour practices.

More unions take on managements

ABOUT 700 Chemical Workers' Industrial Union members yesterday called off their dispute at four Mining and Industrial Rubber plants after their union and management reached a settlement.

In terms of the wage agreement CWIU members will receive pay rises ranging from 31 (bottom grade) to 54 percent (women workers), and June 16 and May 1 as paid holidays.

Bottom-grade employees will receive backdated increases of R80 a month effective from January and R34 in July. Women workers will have their pay improved 54 percent, that is R107 a month in January and R54 in July.

• The future of pension funds contributed by Coca Cola workers will be the main subject at a meeting between Coke management and employees' representatives to be held in Johannesburg today.

The talks will revolve around the pull-out by Coca Cola Export Corporation from South Africa as well as the future of employees in the new company, Amalgamated Beverage Industries.

Unions to be represented at today's talks include the Food Beverage Workers' Union, Food and Allied Workers' Union and the SA and Allied Workers' Union.

• Dozens of Flather Bright Steel workers have demanded plant-level wage negotiations between management and workers' representatives.

The workers, members of the United Mining Metal and Allied Workers of SA (Ummawusa) demand an across-the-board wage increase of R1,90 an hour and a minimum rate of R3,50 an hour.

An Ummawusa spokesman said management at the company's Brakpan plant was refusing to negotiate with the union, saying the workers' wage demands should be tabled at the metal industry's industrial council.

Ummawusa is not represented in the industrial council.

Flather Bright workers also demand recognition of June 16 and May 1 as paid holidays and a 40-hour week.

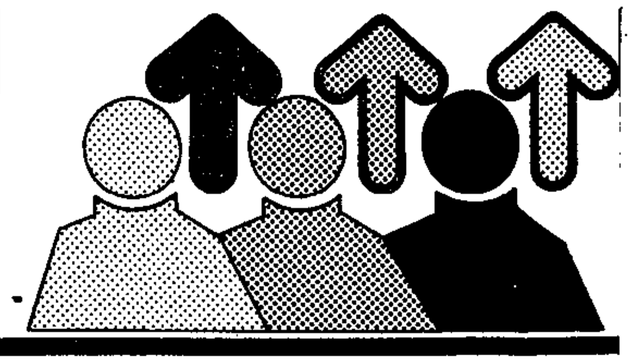
The company's managing director, Mr E Barry, yesterday confirmed the dispute, but would not comment further.

By LEN MASEKO

A scientific programme helps Mobil ensure fair deal for all

Building for Tomorrow

Mobil Oil has tackled its management development programme as scientifically as if it were planning a new oil refinery. Companies about to embark on equal job opportunity programmes would do well to emulate this approach. SHERYL RAINE looks at the Mobil story in the final article in the "Building for Tomorrow" series.



Mobil Oil, which has about 3 000 employees of all races, has a highly structured and holistic approach to equal opportunity and its programmes are as scientific as possible.

"In 1972 the company was restructured so that theoretically a black labourer could become chairman," explains Mr Mel Palmer, a civil engineer who speaks Xhosa and who is an assistant to the chairman in charge of management development.

"In retrospect, I see the biggest difference between our policy then and that adapted now is that we treated everyone equally then and now we ensure that everyone has equal opportunity. There is a fundamental difference between the two. When you treat people equally you make no differentiation between them and take no cognisance of their different backgrounds."

Today Mobil believes in equal opportunity with unequal effort on the part of the company. Today the company does not hire skills. It hires people with specific attributes to suit the jobs it has clearly defined and then trains them in the skills needed.

"People from disadvantaged backgrounds, white or black, need additional effort on the part of the company to ensure that they have truly equal opportunity," says Mr Palmer.

"Our prime objective is to get people of all races into senior management and to do this we have a comprehensive Manage-

Today Mobil believes in equal opportunity with unequal effort on the part of the company.

ment Development Programme. While the emphasis may be on getting black people into the company there is no neglect of other groups.

"We examined Mobil and found that 91 percent of our upper-middle management structure was white, 3 percent Asian, 2 percent black and 4 percent coloured. We were unhappy about that and decided to change it. Crucial areas that needed addressing were identified, including:

● Company policy and environment.

"One has to ensure that there is no overt discrimination. One can accept that because company policy is based on Western norms it automatically discriminates against those who do not subscribe to those norms. It will take many years for these policies to become totally South African to accommodate all people.

● Poor understanding of the free enterprise system which impacts deeply on black employees coming into the company.

Mobil has its own culture and to advance, employees must be assimilated into the corporation. It is a high-tech business which strives for excellence. Standards are high and discipline a priority. Neither standards nor discipline can be diluted due to the potentially dangerous products Mobil handles. Training and management standards are important and there is enormous investment in training.

"There is no quick fix. Our objective is to ensure that there is an adequate supply of suitable competent candidates and representives of all South African population groups to meet the needs of the company," says Mr Palmer.

"We have set realistic targets in conjunction with the managers who must meet them in the various departments."

Mobil believes that the keys to success include line management acceptance and implementation of the management development programme and constant monitoring by the company's review board which is made up of the chairman, two deputy chairmen and Mr Palmer.

While the emphasis may be on getting black people into the company there is no neglect of other groups.

● Effects of education and socialisation on cognitive development.

"People are innately identical but their educational, social and cultural experiences make them what they are.

● Conflict between cultural values and the Western business value system:

"There is a powerful example of what I'm talking about. Mobil was involved in building a refinery in Saudi Arabia. Safety is very important in such operations and the company erected safety signs. The next thing we knew we had a strike on our hands.

"Workers said safety was Allah's business and had nothing to do with Mobil Oil. What we had was a severe clash of values. This example points to a lot of other areas where values clash.

"We need to identify where these clashes take place and adapt the organisation to allow people to develop what will become South African norms.

"If businesses don't do that and if they prescribe just Western norms, they cannot survive. These norms have to evolve with all cultures contributing."

● Socialisation of employees within the company:

Employees develop in line positions and there is no diminishing of jobs to accommodate trainees.

Training is scientific, structured and a full training-needs analysis is done for every individual.

"There is no quick fix."

Theory is taught in such a way that it is integrated into performance on the job.

"This is time-consuming but it works," says Mr Palmer.

The company devotes considerable time, effort and application of the most advanced learning methods to develop an employee's ability to think.

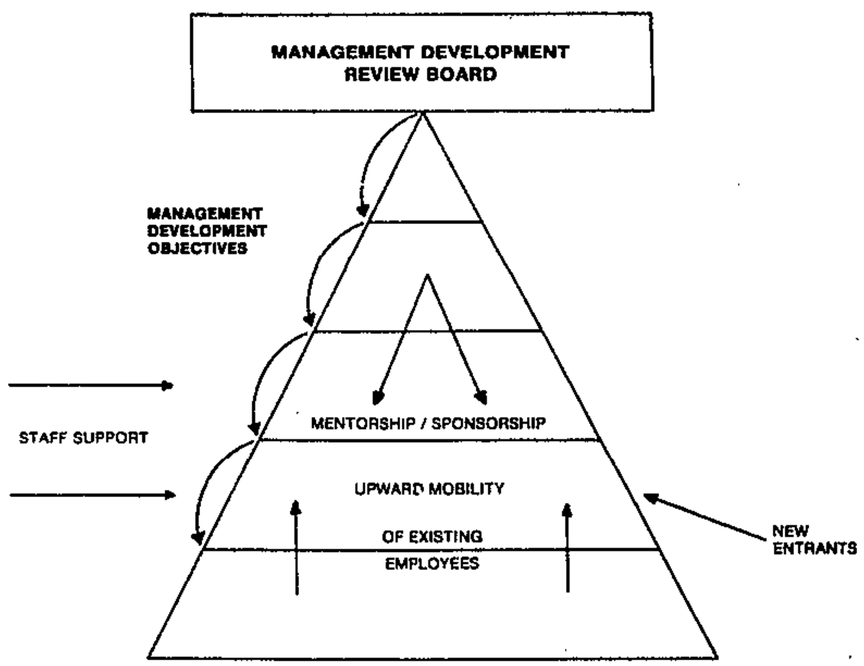
"Through detailed assessments and interviews we can identify cognitive deficiences, get the employee to recognise them and improve."

Strict objectives are set by and for trainees who continue learning on the job. There is considerable emphasis on formal mentorship, feedback and rewarding the success of trainees as well as mentors.

Another vital element in Mobil's total approach is a data bank of more than 420 identified potential achievers within the organisation. Their details are recorded on computer, possible career paths plotted and training strategies mapped with consultation.

"Roughly one third of these achievers are not white. There is no appointment made in Mobil today that does not come through this system and it ensures that no one is overlooked."

MOBIL MODEL FOR EQUAL OPPORTUNITY



Mobil's management development programme is closely monitored by a review board headed by the company's chairman. Mentorship and sponsorship are key components of the programme which aims to promote upward mobility for existing staff and new entrants to the company. Mobil ensures that line management is responsible for the programme with staff support.

Seven fired on the eve of talks

SEVEN Commercial Catering and Allied Workers Union members have been fired from the Maponya Discount Supermarket in Soweto on the eve of mediation talks between the parties.

Mediation talks on the month-old wage dispute will be held on Saturday.

The dismissed workers include a shop steward.

The action angered Ccawusa officials who yesterday accused the supermarket of "union-bashing".

The union said it would protect its members to the best of its ability.

Some of those dismissed are shop steward Phelile Mbele, Margaret Magoro, Johanna Masedu, Jimmy Chauke and Samson Letshokgotlha.

Several attempts to contact owner Mr Richard Maponya or his wife, Marina, failed.

Ccawusa declared a dispute on February 18 after the supermarket made a final offer of R45 across-the-board wage increases against the union's demand of R120.

This is the first time Ccawusa has been involved in wage negotiations with a business in the townships.

5 sacked over wage complaint

SOWETAN 19/3/87

FIVE Kagiso workers this week said they were fired from a Krugersdorp steel company a week after Industrial Council officials had visited their company to investigate their complaints about low wages.

By MOJALEFA MOSEKI

But, before they were fired on March 13, five other women were dismissed a day earlier with a promise that they would be recalled "if production increased".

This was despite the fact that retrenched "coloured" workers at the company were hired on the day of their dismissal to replace them.

A personnel officer at Trinton Industries in Boltonia in Krugersdorp, Mrs E Detsikis, yesterday denied the 10 women were dismissed because they had complained to the Industrial Council, or that coloured workers were hired to replace them.

She said there was no work for them at the company as demand had dropped.

The workers, Johanna Moralo, Betty Eland, Margaret Senosi, Johanna Madahothe and Johanna Senngwana said they were dismissed on the first Friday (March 13) that they were paid the R103 weekly wage determined by the Industrial Council officials.

They complained to the council on December 9 after learning that they were not going to be paid a bonus. When employed on August 14 they had been promised R75 a week but were given R63 with a promise to upgrade their wages.

The other five, Ivonne Diale, Gloria Monametsi, Berthsella Mokgothu, Elizabeth Mogatwe and Caroline Monngae said they were dismissed on March 12 and told work at the company was "slow".

We were told that we did not work hard when we are too many, but did very well when few," said one of the women. They intend complaining to the Industrial Council and metal unions.

Reacting to claims of underpayment Mrs Detsikis said the women were placed on "a trial period" to observe how they coped with their work.

HEUNIS UNDER FIRE

THE Minister of Constitutional Development and Planning, Mr Chris Heunis, has come under fire from the Transvaal Rural Action Committee and the Brits Action Committee.

cause of "poor health conditions" and because "upgrading would cost more than relocation.

"A few residents of Oukasie might not be prepared to relocate voluntarily," he said. "If and refuse to move. They made this quite clear when over 2 000 affidavits were collected in a period of five hours on November 22, last year."

3555 Cape Times 23/3/87

Cosatu steps up living-wage campaign

Own Correspondent

JOHANNESBURG. — The Congress of South African Trade Unions (Cosatu) last week stepped up its "living wage" campaign by publishing a special edition of Cosatu News focusing on the issue.

The demands are for a living wage, a 40-hour week, May Day, June 16 and Sharpeville Day as paid holidays, no PAYE deductions, at least six months' maternity leave, decent housing near work, an end to the hostel system and decent education and training.

The living wage demand is intended as a challenge to the capitalist system. It is saying: "Can capitalism provide for a decent standard of living for black workers?"

The newspaper criticizes the concentration of wealth and power in the hands of a few large corporations and reiterates the view that unions need to organize along similar lines so as to counter it. It uses the threats of action against Anglo-linked companies during the OK Bazaars strike as an example.

PW's disc no hit with Maitland packers

By CHRIS GUTUZA

PRESIDENT P W Botha's election message may be enjoying "hit single" status, but the Maitland workers who packed it see no "gold" in their working conditions.

Several workers are unhappy because, they complain, their working conditions keep them at a disadvantage, especially over pay.

Though the packers did not work overtime on the single, several want to be paid on an hourly basis because they say they are losing money they would have earned for normal working hours and overtime.

"We are being paid by the quantity of material labelled, folded, inserted or sealed," they say.

"When we work overtime our rates do not increase. The same happens when we work on certain Saturdays."

Said another worker: "Things would be different if we belonged to a union. I receive my wages in a plastic bag with a little strip that doesn't even stipulate who I work for. A small amount is deducted, I think it's UIF."

"Another sore point is that we have to start working as soon as we arrive at work, even if we are early, although our working hours are from eight to five."

Penalised

Another said they were penalised and had to stay home for up to two weeks if they refused to work overtime or arrived late.

"When there's a slack period workers leave at about noon each day and we are not paid for that period. If you work on a job at a rate of R1,60 for 1000 copies, and you do not handle more than that amount for the day, R1,60 is all you earn for that day," she said.

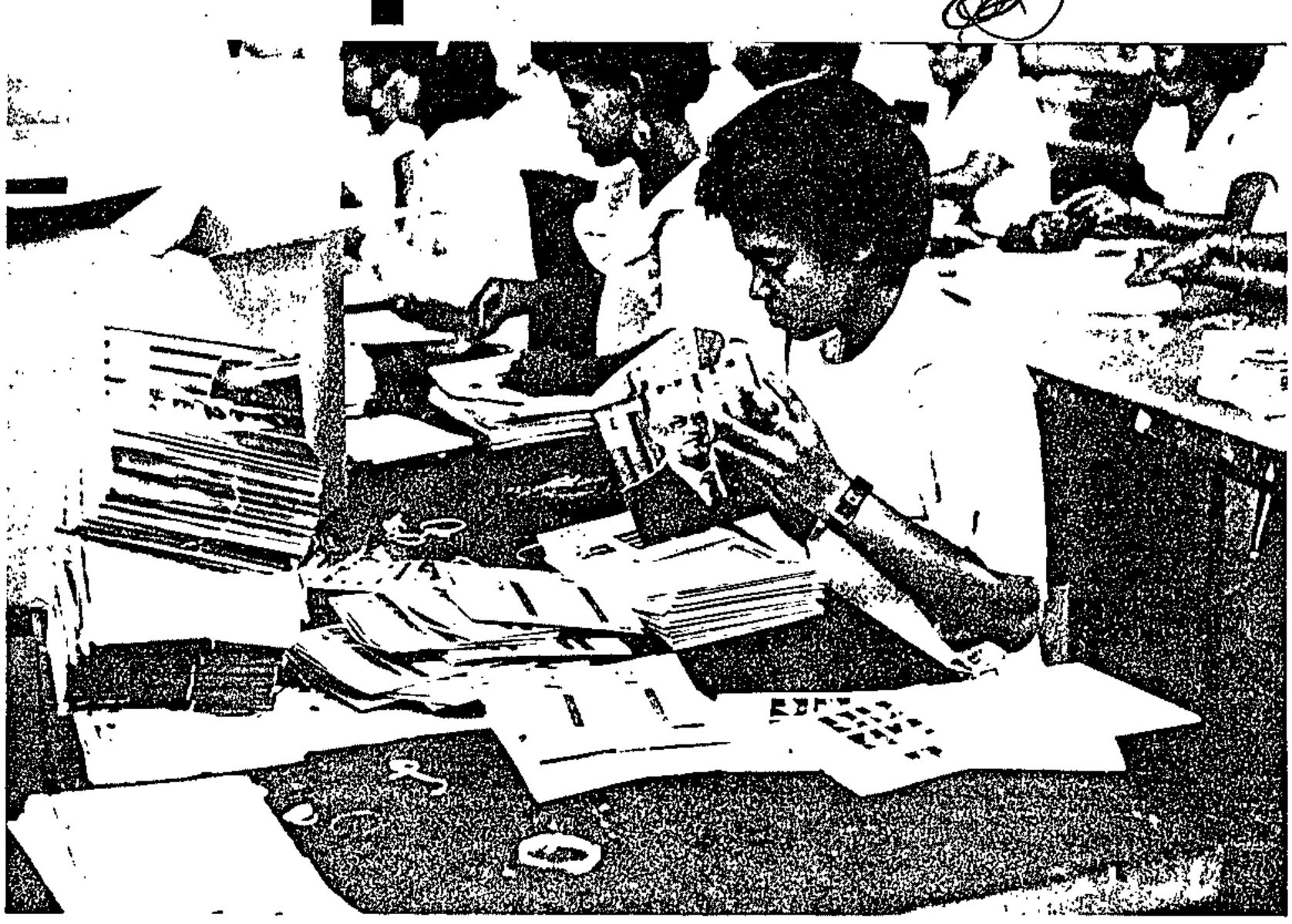
The general manager of the mailing service, who refused to give his name, said he would not comment on anything before he had written proof that his staff would benefit from the article.

He claimed to have made a tape recording of the conversation with the reporter and produced a cassette player as alleged proof. He then gripped the reporter's upper right arm, while telling an onlooker: "This guy is getting me cross now." The SOUTH reporter then left.

It is reported that the election project could cost the National Party more than R520.000 for the 400 000 copies of the single which will be distributed to white voters.

The workers responsible for the wrap-round with the title "Why you should vote NP" will not feature in the elections; nor will they be represented.

(News by Chris Gutuza of 95 Sir Lowry Rd, Woodstock).



Workers at a Maitland firm packing P W Botha's election single.

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Living wage campaign launched

COSATU is to launch its national 'Living Wage' campaign on March 29.

The campaign will be one of Cosatu's key programmes this year.

Affiliates have been asked to set up 'Living Wage' committees which will be co-ordinated by regional committees.

Cosatu has described the campaign as "the biggest challenge to the bosses and their profit-making system".

"It will also strenghten Cosatu in its bid to unionise unorganised workers, build links with other progressive bodies and fight poverty," Cosatu said in a letter. - Staff reporter.

Soweto launch set to highlight Cosatu campaign

By SANDILE MEMELA

THOUSANDS of workers are expected at Soweto's Jabulani Amphitheatre on Sunday for the national launch of the Congress of SA Trade Union's "living wage" campaign.

The campaign's highlight will be the Soweto event, starting at 10am.

The campaign tops Cosatu's agenda this year, said secretary-general Jay Naidoo.

A number of regional congresses will also be held countrywide this weekend after permission to hold mass rallies was refused by the authorities a week ago.

Sunday's launch was postponed after the refusal and some affiliates needed more time to make preparations, said Naidoo.

The 500 000-strong union has taken legal action in a bid to challenge the State's refusal to allow it to hold mass rallies, said Naidoo.

According to Naidoo, a blanket ban has been placed on Cosatu rallies in Northern Natal. Other areas affected are the Eastern Cape and the Highveld.



Jay Naidoo

The national campaign will focus on demands for:

- A living wage.
- A 40-hour week without loss of pay.
- No PAYE deductions.
- Recognition of March 21, June 16 and May 1 as paid public holidays.
- At least six months maternity leave for women.
- An end to the migrant labour and hostel system.
- Decent housing near places of employment.
- Decent education and training for unskilled workers.

Naidoo said the campaign would also focus on the plight of the unemployed.

"The unemployed must be drawn into our ranks because they have been abused by the system and have been recruited to participate in the vigilante phenomenon," said Naidoo.

He said this was Cosatu's most important campaign because thousands of workers faced retrenchment and workers' wage have fallen as a result of inflation.

"Over 182 000 jobs have been lost since 1982," said Naidoo.

Living wage campaign on

CP Correspondent

HISTORY will repeat itself this weekend in the Eastern Cape. On Sunday, the East Cape branch of Cosatu is to start gearing towards the national living wage campaign scheduled to start next month.

In February 1957, the South African Congress of Trade Unions, now operating from outside SA, embarked on a minimum living wage campaign for workers.

About 300 delegates and thousands of workers are expected to attend the East Cape congress to launch the living wage campaign.

It will start at 10pm and the program includes:

- A Cosatu executive council decision on the format of the campaign.
- Demands to be made during the campaign.
- How women relate to the demands in the campaign.

All 15 Cosatu affiliates in the Eastern Cape will attend.

And for the first time in the workers' struggle, organisations outside Cosatu have been invited to attend the congress.

Community-based organisations such as the Port Elizabeth Black Civic Organisation, PE Women's Organisation, PE Youth Congress and others have been invited.

Cosatu's Eastern Cape chairman, Thembonkosi Mkalipi, said Cosatu had invited all anti-apartheid forces to come together to plan the campaign for a living wage, so all workers would be able to pay rent, educate their children and buy food.

"Cosatu is the only structure still operating under the emergency and people should help it to work towards its freedom goal," said Mkalipi.

ATLANTIS

SOUTH 2-8 Feb 87

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Casual workers 'abused'

By MOIRA LEVY

ATLANTIS residents claim that there is widespread abuse of casual labour by industries in the area.

Residents already hard hit by unemployment, retrenchments and soaring inflation, told SOUTH that numbers of industrial workers were employed as casuals which meant they had no right to benefits like Christmas bonuses or holiday pay, and no job security.

A trade union organiser active in the West Coast township described the situation as "an unlawful labour practice" that contravened Department of Manpower regulations".

Several residents told SOUTH that casual employees worked the same full eight-hour day, six-day week as full-time workers.

A resident, Anne Martin, said: "The workers don't know their rights. Casual workers cannot get sick pay or workmen's compensation."

An advice office worker, who did not want to be named, said numbers of casual employees working under the same conditions as full-timers had sought help after being dismissed without notice.

"The casual workers are the first to go," she said.

She cited the example of 20-year-old Naslie Jappie who was dismissed for being off sick.

"She went in with her sick certificate, but was told to go home without any pay."

It is impossible to establish what proportion of workers are employed on a casual basis, but in some factories it is said to be the majority of the labour force.

Atlantis workers, already reeling from massive unemployment with an estimated one in four able adults out of work, are also angry about the use of Cape Town workers in companies which have moved their operations to the coastal industrial area.

A spokesperson from the Cape Action League advice office said that since factories closed for Christmas last year Atlantis had been hit by a wave of retrenchments. Casual workers had borne the brunt.

She said a giant manufacturing concern, Tedelex, regularly retrenched hundreds of workers each September.

Residents claim workers are dismissed when production has met the company's Christmas orders.

"This is meant to keep the workers on their toes," said Mina Samuels.

Mr Colin Boyes, secretary of the the Cape Town Chamber of Industries' Atlantis Industries Group, said he "could not imagine" that the employment of casual labour was widespread.

Companies found it "helluva disruptive" to employ workers for less than three days a week, he said.

Female staff

He said companies who had job contracts would employ large numbers of workers for that job, particularly female staff, who are always told that their contracts end when the order has been completed.

"I cannot imagine" that casual labour is employed in Atlantis on a wide scale, especially in industries protected by industrial council agreements.

Atlantis was built more than 10 years ago as part of the government's decentralisation scheme.

It was billed as a "model township" and as a solution to the Cape Flats housing shortage.

It was intended to be a major growth point outside metropolitan Cape Town, and government planners lured industrialists with tax cuts and other financial incentives.

Today the economy of the area is largely stagnant, and the hopes of dozens of residents who moved there expecting to find work, homes and a better standard of living for their families, have been dashed.

An advice office worker, Ms Milly Hass, said that when her family moved to Atlantis 11 years ago there were about ten factories, and jobs for all.

"We had a decent house, and quite good jobs. It was only from 1982 that things started going wrong."

The divisional inspector of the Department of Manpower, Mr J. du Plessis Marais, said workers who were employed as casual labour in contravention of regulations should lodge a complaint with the department.

The general manager administration at Tedelex in Atlantis, Mr K Dixon, described the Department of Manpower regulations on casual workers as "sometimes impractical".

He said Tedelex currently employed five casual workers. "Nothing would be accomplished if we dismissed them after three days' work a week and got another five from Thursday. They would probably beg us to keep them on."

He denied Tedelex regularly

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Cape talks on Cosatu campaign

Labour Reporter

THE national living-wage campaign started by the Congress of South African Trade Unions will be discussed at a meeting of the federation's Western Cape region on Sunday.

The campaign arose from rising retrenchments and a drop in real wages caused by high inflation, said Cosatu general secretary Mr Jay Naidoo.

"It is clear that employers, particularly the big monopolies, are in a position to pay the increases demanded by workers," he said.

Campaign demands are for companies to open their books to unions to prove they are unable to meet wage demands and for the working week to be reduced to 40 hours to prevent the retrenchment of workers.

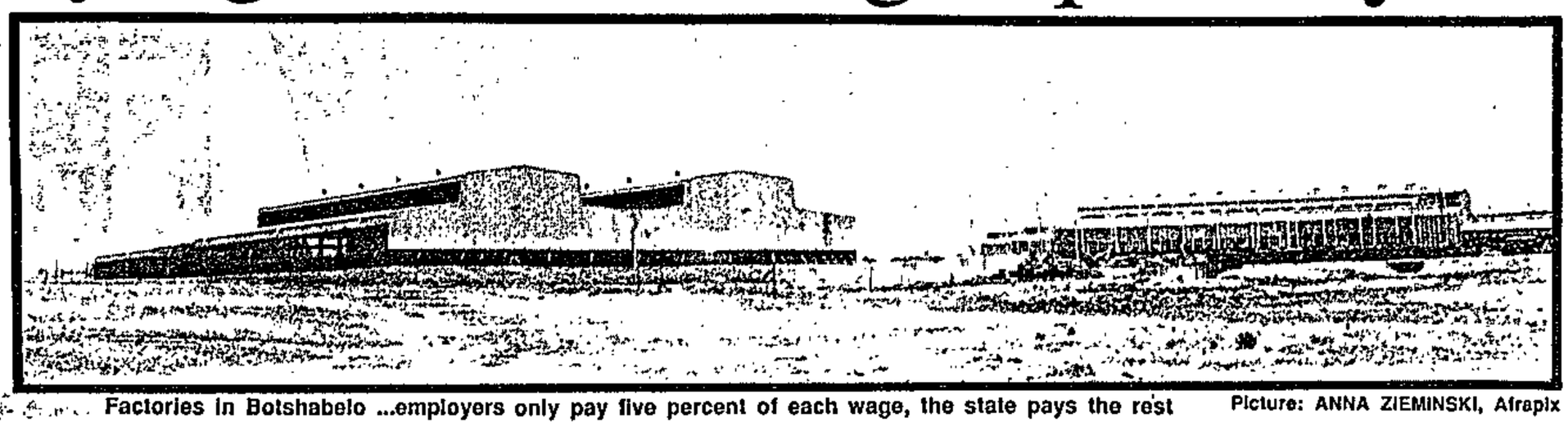
PAID HOLIDAYS

Other demands are that March 21 (Sharpeville Day), May 1 and June 16 be recognised as paid public holidays, that six months' maternity leave be given to women workers and that employers cease PAYE deductions from wages.

"We have never been consulted about PAYE," said Mr Naidoo.

The meeting will be at the Kismet Cinema, Athlone, starting at 10am.

Paying the hamburger-per-day rate



Factories in Botshabelo ...employers only pay five percent of each wage, the state pays the rest Picture: ANNA ZIEMINSKI, Afrapix

What the workers of Botshabelo earn is almost enough to buy a hamburger a day

By PHILLIP VAN NIEKERK

STARVATION wages, inhuman treatment of workers and large-scale rip-offs of state incentives at Botshabelo's decentralised industrial centre were charged this week by a British academic — whose sources were the Batshabelo employers themselves.

University of Warwick researcher Billy Cobbett interviewed employers in the area last month.

In a paper based on his research, he describes conditions in Botshabelo as "the most horrendous and inhuman exploitation".

There are about 50 foreign and locally-owned factories in the area, of whom Cobbett surveyed a quarter. The majority of foreign factories are Taiwanese, but there are also some Israeli-owned firms.

Wages range from R43 a month to R120 a month, with the majority in the R60 a month, or R2 a day, range. Cobbett points out that a hamburger at a café 100 metres from the industrial area costs more than R2.

The state pays 95 percent of the workers' wages up to R100 a month as an incentive to decentralise.

Cobbett says employers often claim to have more workers than they actually employ in order to be paid out for the non-existent workers. There are also sometimes discrepancies between the amount claimed and the amount actually paid to the worker.

"Given the fact that employers only pay five percent of most of the wages, why don't they pay the workers at least the full allowance provided by the state?

"A reason given to me by one source was damningly simple — if you actually paid the workers the full state allowance, there would be no margin left to make illegal claims."

The factories are of a standard design, with high security fencing and armed guards.

There are few canteens or rest-benches, and no shade for workers during lunch-time inside the factory premises. "The only shade generally provided for was for the businessmen's cars," says Cobbett.

He describes the production process as "excruciatingly boring. In one factory, there were rows and rows of women bent over busy sewing machines — some 248 in all — and there was a very large fan.

"The fan, however, was pointed at the manager's desk only — the desk itself being elevated so that he could survey all his employees from behind as they worked facing the other direction."

Workers often work a basic 50-hour week with no overtime, a common practice is to dock the pay of workers who spend "too long" in the toilet, and there are often no pensions, sick pay, maternity benefits or paid holidays.

"One could go on relating abuse after abuse that is heaped on these workers," says Cobbett. "The final reality of Botshabelo is captured very simply but sickeningly: as one manager explained to me, about once every week to 10 days, one of the women on the production line faints or collapses from hunger while working.

"The workers try to hide the fact and claim that they are ill so that they will not lose their jobs.

"The hunger of the workers is also noticeable by drops in production after the lunch break — lunch more often than not consisting of either plain brown bread or potatoes."

About 93 percent of the workers included in the survey were women.

Apart from cheating on the wages, Cobbett cites two other scams widely practised. One is known as "loading the quotes" on the costs of relocating, such as refitting a factory, which the state pays for.

The factory and, say, an electrical contractor strike an informal arrangement in which the contractor overprices the work and arranges for two contacts in the trade to submit quotes slightly above the figure.

"The 'cheapest' quote is then accepted by the state, and the surplus is divided between the businessman and the contractor. The state agencies are failing to assess the accuracy of the quotes themselves, although there are signs that they are belatedly waking up."

The other scam is getting subsidised loans for capital equipment at the decentralisation point.

"In one instance, a clothing manufacturer moved to Botshabelo and obtained a loan for (say) R400 000 worth of sewing machines and other equipment. They installed, however, second-hand equipment worth (say) R150 000, thus leaving R250 000 worth of cheap capital to be passed back to the holding company."

Cobbett says it is clear that the decentralisation policy is being seen as "presenting a golden opportunity for weak and near-defunct companies".

Asked to explain why so many women were employed, managers gave answers ranging from "women are more reliable than men, they are more serious, they don't drink" to "women are more efficient, more clever, than males.

One Israeli manager of a Taiwanese company, allegedly an expert on black culture, told Cobbett: "This society (African) is a women's society — the women work, the men only make children. The men are very lazy."

The same manager claimed that an attempted shift system at the factory had failed because "by 8pm they are asleep. It is their culture — they are not dynamic people."

Describing the "problem" of maternity, one manager said: "It's the normal crap. They have babies. So we organise a birth control clinic to come here once or twice a month, and the women are given injections or pills, while condoms are given to men. All this is free."

Management, says Cobbett, is predictably hostile to trade unions. Some of the responses to a question about trade unions included:

- "In Taiwan unions are illegal. They are very bad, we don't want them. Here the black people stop working when they are with the unions."
- "We feel we are doing the best for our people." — a company which was paying R15 a week.
- "Told them to f... off" — three respondents.

The bizarre nature of the last answer, as Cobbett points out, is that the only union known to be operating in the area is a "somewhat obscure outfit called Team Mates"

Cobbett says the Team Mates has met with Chief Minister Kenneth Mopeli of Qwa Qwa who has agreed they should be the trade union for the "homeland".

RAVAN PRESS





Cosatu sets down its demands

ARGUS 6/4/87

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Labour Reporter

THE Congress of South African Trade Unions (Cosatu) has set down demands in the Western Cape launching of its living wage campaign.

They include:

- A living wage for all;
- Six months' paid maternity leave;
- A 40-hour working week;
- That employers stop deducting taxes from wages;
- No "Bantu" education; and
- No sex discrimination in wages.

These demands have been backed by community groups, including the United Democratic Front.

The commitment to worker leadership was made by a speaker from the South African Youth Congress.

This organisation was formed in Cape Town over the weekend as a structure combining all UDF-affiliated youth congresses and is the UDF's largest affiliate.

ARGUS 6/4/87

ECONOMY

Salaries of top executives rise

From MAGNUS HEYSTEK

JOHANNESBURG. — After a period of nearly five years during which renumeration showed a marked decline in real terms, salaries of chief executives are now once again on the move and closing the gap with inflation.

According to the latest survey on executive renumeration recently completed by PE Corporate Services, companies have indicated that they will increase executive salaries this year on average by more than 14 percent.

"We are still getting poorer — though now at a slower pace," says Miss Naomi Brehm, who headed the survey.

For long-suffering executives, who witnessed a steady erosion of their purchasing power from 1982 to 1986, this is still good news. It is also a reflection of increased profitability in the corporate sector which now enables large companies to start passing down these benefits.

An analysis of actual increases in average basic salaries from July last year to the end of last month, show that financial, manufacturing and data processing executives were granted the highest increases at 11,5 percent, 11,0 percent and 11,1 percent respectively.

Lower down the list were personnel executives (plus 9,3 percent), marketing executives (plus 6,2 percent) and chief executives (plus 6,1 percent).

While the average basic salaries in the 11 classes of executive categories surveyed increased by 7,2 percent in the nine-month period to end March this year, the average total cost of employment showed a higher increase, namely 7,9 percent.

This reflects the current concern with improving the aftertax effectiveness of top executive's packages through the introduction of non-cash benefits, says Miss Brehm.

The assistant chief executive received the lowest increase of all executives if the total cost of employment is used (6 percent), followed by the sales executive (6,1 percent). Once again the financial executive received the highest increase in the total cost of employment (12 percent), followed by the manufacturing executive (10,5 percent).

An analysis of the cumulative salary increases since July 1979 makes for interesting reading.

Starting from that time and placing salary increases and the increases in the consumer price index (CPI) on the same scale starting with 100, it shows that executives were well ahead of the increase in the CPI until July 1984.

From that time on,the CPI started showing larger annual increases with the CPI index now standing at 281,1 (July 1979 — 100) and salaries on 269,8.

Sowetan 7/4/87

Union wins increase

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THE Chemical Workers Industrial Union (CWIU) and Caltex Oil have reached a settlement on wages and conditions of employment for workers in the Transvaal region, a union statement said yesterday.

The statement said workers are to receive an across-the-board increase of R155 per month, with effect from yesterday, bringing the minimum wage to R735 per month.

May Day and June 16th will be additional paid public holidays. Shift allowances, long service awards, compassionate leave have all been improved, the statement said.

Workers back after Saawu negotiations

Dispatch Reporter

EAST LONDON — Wage negotiations between the management of Radue Roller Mill and the South African Allied Workers' Union (Saawu) yesterday resulted in management offering a 25 per cent increase, back dated from January 1 this year, to its workers.

The night shift workers of Radue Roller Mill, who downed tools after a report-back meeting on wages and working conditions last Wednesday, returned to work on Friday pending the outcome of the negotiations.

The workers also want to negotiate a 15 per cent back dated increase and a 10 per cent increase in July.

Saawu's branch secretary, Mr Boyce Melitafa, criticised working and safety conditions.

He said, the workers were not made aware of the sick leave procedure, and were not being paid a night shift allowance.

Workers complained that 12 hour shifts were too strenuous.

Mr Melitafa said that the lowest paid worker was getting only R58 a week.

The union claimed the demand of workers was a minimum of R2,60 an hour. The management agreed to normalise the minimum items provided by law but the workers were adamant, he added.

The managing director of Radue Roller Mill, Mr Bev Radue, said that efforts had been made for better working conditions, "such as a clinic". Mr Radue also said that management had been working on these improvements "months ago".

Pay restraint unfair, says PFP

The Argus Correspondent

DURBAN. — The Public Servants Association's rejection of private sector calls for salary restraints on the public service was supported by the PFP today.

Progressive Federal Party finance spokesman Mr Harry Schwarz said it was unfair to expect restraints to be applied to one sector only.

He was commenting on calculations made by the Central Statistical Services which showed that a third of the coming Budget would be spent on paying the 400 000 Government workers and on the rejection of pay restraint.

Mr Schwarz said the real problem lay with the National Party Government.

"There is too much red tape and therefore too many civil servants.

"What is needed is deregulation and privatisation to get rid of red tape and reduce the number of civil servants."

Mr Schwarz said deregulation and privatisation were used as "magic words" by the Government but nothing was being done to implement them.

He pointed out that President P W Botha, when he became Prime Minister, had promised to rationalise the civil service. Instead it had continued to grow.

(Report by B Cameron, 85 Field Street, Durban.)

Announcement expected in the budget

R6-billion payout for civil service

Own Correspondent

PRETORIA. — About one-sixth of the budget will go to pay more than 400 000 central-government workers.

The budget will be presented to Parliament on June 3 by Minister of Finance Mr Barend du Plessis.

Calculations based on the latest Central Statistical Services figures show that the total pay-out in the 1986/87 financial year amounted to about R5,3 billion.

When the expected salary rises of 12% are added, the total could exceed R6 billion.

However, the total public-sector wage and salary bill for the 1987/88 financial year — including SATS, post office and provincial workers, taking into account the likely 12% pay rise — will exceed R14 billion.

The 96 000 post office workers will earn more than R1,3 billion, the 210 000 SATS workers nearly R3 billion and the 265 000 provincial workers about R3,4 billion.

President P W Botha has assured public-sector workers they will hear about their increases at the "earliest possible time". This is likely to be in the June 3 budget.

The fact that the extent of the increases and the date of implementation are likely to be made known only after the May 6 elections indicates, according to senior government workers, that the increases may be effective only from July 1.

Peanuts and monkeys

The Public Servants' Association (PSA) yesterday strongly rejected calls from the private sector for salary restraints in the public sector.

An editorial in the Public Servant slates the Afrikaanse Handelsinstituut (AHI) for suggesting to Mr Du Plessis that as salary increases in the service would be inflationary they should be kept below 10%.

Assocom is criticized for advising Mr Du Plessis not to announce increases in his mini-budget on February 9. The PSA says a well-paid public service is necessary if public administration is to be efficient and competent.

"Let's face it — if you pay peanuts, you get monkeys." It is stressed the PSA did not call for increases to match the inflation rate, but for pay rises of between 12 and 15%.

However, the association warns there would have to be a rethink on the percentage if there were to be a delay beyond April 1 in paying the increases. Reserve Bank Governor Dr Gerhard de Kock also advised government to set an example to the rest of the economy by granting only moderate rises to its workers.

The PSA says that if the AHI and Assocom want salary increases to lag behind the inflation rate, they should advise their members accordingly. What was grossly unfair was vast salary increases in the private sector funded by price rises.

Saawu's talks on worker dispute continue

355

DD 10/4/87

EAST LONDON — Negotiations between the management of Radue Roller Mills in King William's Town and the South African Allied Workers' Union (Saawu) are still under way following a work stoppage last week over a wage dispute.

This was confirmed yesterday by Saawu's branch secretary in East London, Mr Boyce Melitafa.

Mr Melitafa said that a final date had been set for today for the round-up of negotiations.

Workers have returned to their duties, pending the outcome of today's meeting.

The managing director of the mill, Mr Bey Radue, could not be contacted for comment yesterday. — DDR

Teachers to ask for 20% pay rise

Argus 13/4/87 333 555

Education Reporter

MR Franklin Sonn will head a delegation of teachers to the Minister of National Education, Mr F W de Klerk, on Thursday to discuss teachers' salaries.

In March, the Union of Teachers Associations of South Africa asked Mr Carter Ebrahim, Minister of Education and Culture in the House of Representatives, for a 20-percent increase for teachers.

Mr Ebrahim replied that education was a "general affair" and referred the request to Mr de Klerk, union secretary Mr George Strauss, said.

Other members of the delegation are Mr Strauss, Mr Austen Green-Thompson, Mr Doring Matsepe, Mr Randall van den Heever, Mr Lionel Kearns and Mr C Twynham.

Saturday 15/4/87

Union wins fight against SAB

THE Food Beverages Workers' Union won an eight-year-old recognition dispute against South African Breweries in a judgment handed by the Industrial Court in Pretoria yesterday.

The Industrial Court ordered the SAB management at the Chamdor plant in Krugersdorp to negotiate a recognition and procedural agreement with the union within 30 days.

Stand

The Food and Allied Workers' Union (Faawu) was involved as a respondent in the case as it had to explain its stand as the union recognised by SAB. It had no objection to the recognition of FBWU.

The secretary of FBWU, Mr Leonard Sikhakhane, said he was overjoyed at the victory.

Wages are 'inhuman and unjust'

3 SS Sowetan 15/4/83

AVERAGE wages for full-time domestic workers range from R149 a month for those employed by urban English-speakers to a low of R59 in rural Afrikaans - speaking areas, a nationwide poll has found.

The poll was conducted by the Markinor group in 800 white households in February.

They found that the average monthly income of full-time domestics had increased from R52 to R98 in the past few years.

The minimum wage demanded by the South African Domestic Workers Association (Sadwa) is R150 a month for semi-skilled workers and R200 per month for semi-skilled workers and skilled workers.

Since 1982, there has been a decrease in employment of full-time domestic staff (from 41 percent to 37 percent) and a switch to part-time staff (up from 40 percent to 47 percent), the poll found.

The average monthly income of domestic servants was higher in the cities than in rural areas.

The poll showed the average income for domestic workers in Cape Town was R80, compared with R110 in the Transvaal, R50 in the Eastern Cape and R100 in Natal.

English-speaking employers were more generous than Afrikaans speakers.

Mrs Florrie de Villiers, secretary of Sadwa, said the wages were "inhuman and unjust".

"Employers don't see their workers as human beings who have families to support."

She said that some members reported that their employers' children were given R100 pocket money a month.

"Yet these same people expect their workers to feed their families on the same money."

Because domestic workers were excluded from the Labour Relations Act, there were no legal measures regulating wages, working conditions, leave, sick pay or unemployment insurance.

"If most employers were faced with the hardships their employees face, they wouldn't be able to survive. They could never face the challenges their workers face," Mrs de Villiers said.

500 FACE PAY CUTS

MONTHLY salaries of more than 500 employees of the Thokoza Town Council on the East Rand will be reduced by as much as half at the end of this month.

This follows a directive issued by the constitutional committee of the Transvaal Provincial Administration which claims that the employees were earning "high" salaries which were not approved by the Government.

The salaries were increased by between R200 and R800 a month

By MZIKAYISE EDOM

last September.

Early this year the TPA indicated that these increases would be nullified and be restructured again.

The acting mayor of Thokoza, Mr Jacob Sekete, yesterday confirmed that salaries will be slashed at the end of this month. He said the TPA had notified the council that the increases were "abnormal and unofficial".

He added: "The increases will be restructured again. I cannot say when this will happen."

A delegation representing the workers yesterday morning met council officials to discuss the matter. The meeting ended in a deadlock.

A spokesman for the workers said they intended applying to court next week to stop the council from reducing their salaries. "We also intend taking the matter to the industrial court if our salaries are reduced," he added.

More working part-time but. . .

Domestic pay rates doubled

Own Correspondent

CAPE TOWN — Wages for full-time domestic workers range from R149 a month for those employed by urban English-speakers down to R59 in rural Afrikaans-speaking areas, a nationwide poll has found.

The Markinor poll covered 800 white households in February and found the average monthly income of full-time domestics had increased from R52 to R98 in the past few years.

More part-timers

The minimum wage demanded by the South African Domestic Workers' Asssociation (Sadwa) is R150 a month for semi-skilled workers and R200 per month for skilled workers.

Since 1982 there has been a decrease in employment of full-time domestic staff (41 percent to 37 percent) and a switch to part-time staff (40 percent to 47 percent), the poll found.

The average income of domestics was higher in cities.

The poll showed the average income for domestic workers in Cape Town was R80, in the Transvaal R110, in the Eastern Cape R50 and in Natal R100. English-speakers were more generous than Afrikaans-speakers.

Mrs Florrie de Villiers, secretary of Sadwa, said the wages were inhuman and unjust: "Employers don't see their workers as human beings who have families to support."

She said some employers' children were given R100 pocket money a month "yet these same people expect their workers to feed their families on the same money".

Because domestic workers were excluded from the Labour Relations Act there were no legal measures regulating wages, working conditions, leave, sick pay or unemployment insurance.

"If most employers were faced with the hardships their employees face they wouldn't be able to survive. They could never face the challenges their workers face," Mrs de Villiers said.

southNEWS

'R800 a month a living wage'

By MOIRA LEVY

WORKERS are no longer prepared to settle for anything less than a decent standard of living, labour experts have warned.

This call for a living wage represents a new assertiveness in worker demands, they say. It implies that workers are no longer content with a minimum wage.

A call for a living wage goes beyond a limited concern with actual wage levels. It is a demand to earn the kind of salary that allows workers access to housing, education for their children, and goods and services that ensure a satisfying life.

Demanded

Cosatu, in its Living Wage campaign launched in the Western Cape this month, has demanded:

* A 40 hour week
* A ban on overtime as a measure against unemployment.
* Paid holidays on May Day, Heroes' Day and Sharpeville Day.
* A minimum of six months paid maternity leave.
* An end to the hostel system.
* Family housing near places where workers are employed..
* Job security.
* An end to the deduction of tax by employers.
* The right to decent education and training.

Cosatu has not set an actual figure, but trade unions see the call as a rallying point, and a means of mobilising workers and drawing in the unorganised.

Cosatu Information Officer, Frank Meintjies, said this week: "It is difficult to determine a specific living wage because conditions in each region and industry differed substantially."

The living wage demand has been left to individual factories and unions to decide. In industries, where minimum wages are relatively high, the stipulated living wage will be well beyond what could reasonably be demanded in the mining and agricultural sectors.

He said the soaring rate of inflation had made the campaign for a living wage necessary. "In almost all sectors workers were given wage increases that are below the rate of inflation.

Wage drop

"Their real wages have dropped. That means there is less food in the cupboards, less money for education, or any other necessity for than matter.

"Poverty and degradation in the townships has grown while at the same time there has been greater accumulation of wealth in the hands of fewer people", Meintjies said.

The campaign bridges the gap between the demands of the workers and that of the community, he said. "We are expressing the aspirations of our members, even in the political sphere."

Mawu

Dr Martin Nicol of the Labour Research Service said the R4 an hour demanded by the Metal and Allied Workers Union was a useful pointer to a living wage.

"We need a guideline. We must put forward precise demands for the way people want to live. These will be used by the future government. We have to start building the new society now."

The LRS has identified R800 a month as a reasonable living wage, based on the principle recognised in most industrialised countries that not more than a quarter of monthly income should be spent on accommodation.

Monthly repayments on a decent house — "nothing luxurious, but reasonable with a ceiling, lino floors, lights and hot water" — would be just over R200, Dr Nicol said.

He warned existing poverty datum lines, were originally used to measure how people lived. Now they are being used to determine wages.

And the University of South Africa's Supplemented Living Level was determined by a research unit that was fully sponsored by companies that used the SLL to determine wages.

Mr Abner Jack of the Labour Research Services said the South African Congress of Trade Union's One Pound A Day campaign in the 1950's was the first worker call of this kind.

In 1981 the now defunct Federation of South African Trade Unions (Fosatu) also came out with a call for a living wage.

Basic needs

Before that workers had struggled for a minimum wage, they were not yet calling for a wage that would enable workers to lead a decent life, based on the notion of basic needs.

The International Labour Organisations includes in its list of basic needs health, education and transport.

"But the important thing is that university research departments cannot decide what are the workers' basic needs. Only the worker can determine what his or her needs are, and what he or she will spend money on."

Cosatu has attempted to redress this problem with a questionnaire in a special Living Wage edition of Cosatu News which will measure not only what workers earn and spend, but also how much they would like to spend.

Ignores

A labour researcher warned that standards like the Supplementary Living Level used to determine wages ignores non-wage conditions of employment like pensions, medical aid and other benefits.

The SLL is the point at which workers are able to break even. "But this assumes money is spent rationally, that there is no impetuous or emergency spending.

"It also assumes items and services are easily available, that there is a Pick 'n Pay around the corner. It also ignores the aspirations of working people. It assumes that they are happy simply to break even each month."

The reseracher said the SLL was based on what social scientists believe the average family can live on. "What is an average family?" he asked. According to this measure an average black family in the Western Cape can break even on R507 a month.

He said poorer families are spending proportionally more on food each month; while everyone pays the same increased prices, the lower earner spends more of his total wage packet on food that the householder who earns more.

50% more

The European Economic Community has stipulated that workers at its factories in South Africa must earn 50 per cent above the SLL. "That is still not a lot of money. This so-called average family is then expected to live on R750 a month.

"Compare that to what directors earn," he said. In the retail industry, for example, directors earn between R7 000 and R16 000 a month.

"In that context anything less than R1 000 a month is not a living wage," he said.

Fawu resumes wage talks

THE Food and Allied Workers Union (FAWU) will this week resume mediation talks with the management of the two factories where its 400 workers are demanding wages of R3 an hour.

Last month the workers, employed by African Products at Milnerton and Bellville, went on strike in support of their demand.

Management's offer was R2, 78 an hour. They returned to work a day after a court interdict probihited them to picket.

A spokesman for FAWU said the talks would be held in Johannesburg.

SOUTH 15/4/87

More controversy over RSCs

Scrapping of transport levy under attack

ANOTHER hot potato has been thrown up by the highly criticised regional services councils (RSCs).

It concerns the existing transport services levies employers have to pay which will be abolished when the RSC levies come into operation from July.

Organised commerce is incensed by a Department of Transport suggestion that employers should increase wages and salaries when the transport subsidies are stopped to enable employees to pay their own commuter transport costs.

Cape Town's Chamber of Commerce has condemned the suggestion as being fraught with practical problems, noting also that it would drive up the cost of remuneration without resulting in corresponding increases in productivity and that it would be highly inflationary.

Chamber director Alan Lighton

CHRIS CAIRNCROSS

said: "To suggest that the responsibility for the cost of transport subsidisation be shifted to employers upon the abolition of the transport services levies would mean that government would be reneging on its prior commitment to relieve the business community of this burden."

He said the logical conclusion of any such shift would be that the tax base on which the RSC payroll tax would be collected would be increased, resulting in employers being taxed more heavily than before.

The existing transport subsidies were also based on actual distances travelled. If employers were required to increase wages in proportion to travelling costs, the resultant differences in remuneration levels would undoubtedly lead to dissatisfaction, Lighton said.

Pay offer puny — Mawu

THE Metal and Allied Workers Union (Mawu) yesterday criticised the Steel and Engineering Industries Federation of SA (Seifsa) after the third round on Tuesday of the 1987 wage negotiations.

The talks affect more than 340 000 employees and 8 000 companies.

Mawu described Seifsa's wage increase offer, (11% to 15%), as meagre. It said wage increases had been 7% to 8% below the inflation rate for many years. It said the

ALAN FINE

metal industry could afford to pay a living wage.

Mawu said all union parties to the council had rejected the latest Seifsa offer.

Seifsa director Sam van Coller said the organisation would not comment on negotiations while they were in progress, although Seifsa might wish to clarify aspects which it felt were not accurately represented.

AIRLINE MOVEMENTS

Pay for rail strikers ruled out

JOHANNESBURG — Striking South African Transport Services (Sats) workers will not be paid, the Minister of Transport Affairs, Mr Eli Louw, said yesterday.

Mr Louw said he had come to Johannesburg to acquaint himself with the situation and to have talks with representatives of Blatu, the black trade union recognised by Sats, but they had apparently been unaware of his visit and left early for the long weekend.

Mr Louw said "workers (on strike) will definitely not be paid for the time they did not work. That is not negotiable".

He said he did not think any workers would be dismissed this weekend "but from Tuesday I don't guarantee anything".

A wave of arson attacks on trains in the PWV area has caused havoc on the commuter routes

A total of 59 coaches have been burnt in four days of arson and unrest on the railways.

A Putco spokesman reported that the company had put 75 buses — withdrawn during the December boycott — back on the roads but was still unable to cope with the increased demand.

Meanwhile, a spokesman for the SA Railway and Harbour Workers' Union (Sarwhu), which called the strike, said the month-old railway strike had spread to other parts of the country and now involved over 20 000 workers.

● The Post and Telecommunications Workers Association announced that its striking members would meet after the weekend to discuss rolling their two-week-old stoppage into depots beyond the Witwatersrand. — Sapa

A NASTY SHOCK FOR WORKERS

19/4/07 Citizen

355

By DAN DHLAMINI

THOUSANDS of non-classified labourers working for government institutions throughout the country stand to lose long-service benefits as they are regarded as temporary employees, despite the number of years they have worked.

This came to light during an interview with the Department of National Health and Population Development's personnel officer, J Scharfertter.

The interview follows a complaint by workers at Potchefstroom's Witrand Care and Rehabilitation Centre, after receiving notices informing them that they were temporary workers.

Some of the workers claim that they have worked for more than 15 years at the mental institution and that they were under the impression that they were employed permanently and therefore qualified for the government's housing loan.

Witrand's superintendent, Dr DJ Burger, refused to talk to the Press, saying it was an "internal affair" and referred us to Pretoria.

Sc harfertter said notices were sent to hospitals and relevent institutions throughout the country, informing them that according to the Public Services Act, No 111 of 1984, all non-classified workers were on a temporary basis and that the department could terminate, or that the workers could be made to terminate their duties within 24 hours.

He added that their pension contribution was that of temporary employees, as stipulated in Act 75 of 1979.

Scharfertter said thousands of government workers, employed as non-classified employees, were not aware of their conditions of employment and that was why the notices were sent to all government institutions employing such workers.

Most of Witrand's workers who are affected by the notice said they were shocked and that they had been under the impression that they were employed permanently and qualified for all the benefits.

"I have been working here for 16 years and it is the first time I learnt that I am regarded as a person doing a piece job," said a woman who wished to remain anonymous for fear of reprisals.

Workers at Kalie de Haas Hospital said they had not as yet received the notices, but expressed shock when they learnt that their services could be terminated within 24 hours. The notice surfaced in February at Witrand.

Kalie de Haas Hospital superintendent Dr Douw Kruger said he received a similar notice from Hospital Services, which outlined the conditions of employment for temporary workers.

Kruger, however, said he issued the notices to prospective employees and that it was very rare that an employee with more than 10 years' service would still be regarded as a temporary worker.

700 workers fired in EL says union

DD 21/4/87 355

Call for more wage negotiations

Dispatch Reporter

EAST LONDON — A claim that more than 700 black workers were recently dismissed from a major fruit canning factory here and were being replaced by local coloured workers has been made by the National Union of Food Workers (NUFW).

Comment could not be obtained from the factory's management.

The NUFW has demanded that all 700 workers "locked out" of Langeberg Co-op be reinstated and paid for all the days they were "locked out" and that wage negotiations be continued.

The claims by the NUFW could not be confirmed because management at the co-operative were not available for comment.

However, in a written statement, the general secretary of the NUFW, Mr L. Mati, said the workers were "locked out" following a wage dispute with the co-op.

He said the management "lock-out" action was contrary to the provisions of the Labour Relations Act.

He said the workers were not satisfied by the wage they were offered by the company, which was R69 for 46 hours.

"The workers were demanding a living wage plus a shift allowance of 16 per cent from the company.

"The workers demand was for R73 for 45 hours," Mr Mati said.

"As the workers were "locked out", the remaining workers demanded the workers back and for the wage negotiations to proceed.

"The company is busy employing the coloureds, who number more than 700, to replace the workers to create conflict between the two," Mr Mati said.

He said the union phoned the general secretary of the Food and Allied Workers Union (FAWU), Mr Jan Theron, concerning the coloured operators from Mossel Bay who were replacing some operators who have also been "locked out".

"As a trade union, FAWU has no right to send workers to Langeberg while other workers have a genuine demand for work," Mr Mati said.

He said NUFW was not against the employment of the coloureds in the company, but the workers must first be reinstated and be paid for all the days that they had been "locked out". Then wage negotiations must proceed.

Mr Mati said the deadlock between the NUFW and the Langeberg management began on the 28 March 1987 as a result of a breakdown in wage negotiations.

He said that on April 9, NUFW gave management 24 hours to reconsider their decision to dismiss the workers. However there was no response from management, Mr Mati said.

Teachers' pay to rise soon, says union

Education Reporter

TEACHERS will get a pay rise in June according to the Union of Teachers Associations of South Africa.

The union met Mr F W de Klerk, the Minister of National Education, last Thursday to discuss teachers' salaries.

Union president Mr Franklin Sonn said today an announcement on salaries would be made during the main Budget in June.

"BIG GAP"

He said: "We have every reason to believe that our hard work will result in a favourable announcement, particulary in respect of the lower-qualfied teachers."

Teachers had not received a pay rise this year and the position had become "undesirable", he said. There was "an inordinate gap" between teachers with lower qualifications and the rest.

Inflation was causing a marked decline in the standard of living of teachers, Mr Sonn added. Comparisions with salaries paid in the private sector were becoming unfavourable.

'S

Wage talks victory for CWIU

THE Chemical Workers Industrial Union (CWIU), in its latest wage negotiations with Rubber Products and Mouldings which was finalised recently, won a R20 across the board wage increase for its members.

Minimum wages increased from R85 to R105. In last year's wage talks, CWIU secured a 15% wage increase.

In this year's talks, the union also won six paid working days off for shop steward training, an hour reduction of the working week, and a R2 service bonus. This is the first time the factory workers have been paid a service bonus.

According to union organisers Joseph Williams and Martin Jansen, since its merger with the Plastics and Allied Workers Union, CWIU has "taken off" in the Western Cape.

Spread operations

The union has grown from a signed-up membership of 400 before the merger to a total of 2 000.

Since last September's merger, CWIU has spread its operations, organising throughout the Cape, and as far as Mossel Bay.

In what was described as a rare achievement, the union won holidays on both May Day and June 16.

And for the first time workers at the plant will have two days paternity leave, an increase to 15 days sick leave and an increased working week of forty five hours.

Jansen and Williams told SOUTH the CWIU's wage negotiations this year fell within Cosatu's "living wage" campaign.

During wage negotiations at Rubber Products and Mouldings last year, when talks were reaching a deadlock, the workers decided to march through the factory and sing during the negotiaions.

The sound of 100 workers singing while negotiations proceeeded in an adjacent room "tipped the balance", organisers said.

Sacked ticket collector reinstated

By MOIRA LEVY

THE South African Railway and Harbour Workers Union (SARHWU) has won a reinstatement for one of its members. Mr Charles John Michaels, a ticket collector, was told last week he could return to work.

Michaels was demoted in August last year for arriving at work one hour late. When he appealed against his demotion, he was immediately sacked, Michaels told SOUTH.

"When I was demoted my salary dropped from R720 to R380 a month. When I appealed I was sent a letter terminating my employment." Michaels was not given notice.

After appeals from the union and its Ticket Collectors' Committee, Michaels was told he was to be reinstated.

A union organiser, Mr Neil Alperstein, said it was significant that the ticket collectors had taken up the unfair dismissal of their colleague. He also said the union noted that the SATS general manager had revoked the dismissal, overturning the regional manager's decision.

Mwasa rejects pay increase as inadequate

CAPE TOWN — The Media Workers' Association of South Africa (Mwasa) has declared a dispute in its pay negotiations with the Allied Publishing Company (APC).

A union spokesman, Mr P. Grobler, said Mwasa rejected Allied's proposed increases for this year.

Allied had offered the lowest paid workers an increase of 17,5 per cent.

He said the union had proposed that vendors, who earned R60 a week, should have their salaries increased to R108 a week.

The Allied managing director, Mr J. C Mould, said: "Our offer is graded between 15 and 20 per cent — the highest increases going to the lowest paid workers.

"We will give vendors an increase of 20 per cent now and a further 11,1 per cent in October. "We have guaranteed a minimum wage of R100 a week, plus commission, by the end of 1988. — Sapa.

26/4/87 Times 355

23 000 miners strike

CP Reporter

TWENTY-three thousand miners at the Johannesburg Consolidated Investment-owned Randfontein Estates and Western Areas mines have been on strike since Wednesday night in protest against the company's retrenchment program which will affect at least 2 310 miners.

The situation at both mines has been described as quiet but tense.

National Union of Mineworkers assistant-secretary Marcel Golding said the entire black work force at both mines was involved in the work stoppage because JCI's action "was a clear demonstration that it put profits before workers".

"Attempts at negotiation with JCI management proved futile as they remained intransigent in regard to retrenchment and the strike is likely to go on today," he said.

JCI spokesman JJ Nel said the strike – which was "illegal" – was in connection with the retrenchment program which had been under discussion with NUM officials since August last year.

Nel said phase one of the retrenchment program has already been implemented and 367 workers at Randfontein and 1 453 at Westonaria had been retrenched.

Nel said the retrenchments became necessary after the introduction of load haul dumpers which scoop up broken rock underground at the two mines.

"It allows for the most efficient recovery of the product in terms of the grade of the ore mined," said Nel.

Factory 'cans' 700 workers

CP Correspondent

MORE than 700 workers have been dismissed from a major fruit canning factory in East London following a wage dispute.

The workers, who were locked out of Langeberg factory and dismissed on April 7, have accused the company of using coloureds to replace them.

Langeberg management said certain differences had arisen between themselves and the National Union of Food Workers over wages and conditions of employment, but accused workers of disrupting production.

"Although considerable progress was being made towards an amicable settlement, the workforce repeatedly disturbed production by various means, including go-slow action and intentional neglect of duty.

"Management on a number of occasions pointed out to the NUFW and the workforce that such actions were illegal.

"Unfortunately, management's efforts in this direction were largely ignored – particularly by the day shift. This resulted in the dismissal of this shift on April 7," the statement said.

The NUFW has accused the Western Cape branch of the Food and Allied Workers' Union – a rival union – of sending scab labour to replace the dismissed workers.

Fawu general-secretary Jan Theron said these allegations were "completely untrue".

"Our union is completely against workers scabbing against others," he said.

BUSINESS DAY,

Sacked Sats workers press for negotiations

ALAN FINE

THE MAJORITY of the striking Sats workers dismissed last week had resolved they would not apply for re-employment but would rather continue pressing for the right to negotiate over their grievances, a spokesman for the South African Railways and Harbours Workers' Union (Sarhwu) said yesterday.

This was the outcome of a series of meetings held by the workers over the weekend and yesterday, he said.

Yesterday Sats said that, although hundreds of unemployed people had streamed to its recruitment offices, it would employ only very few "for a week or two" to allow the dismissed workers the first option of applying for available positions.

A Sats spokesman said few strikers had applied for re-employment yesterday. He believed they were waiting until tomorrow when the process of dismissal and the collection of wages owing would be largely completed. He put the total number dismissed at 16 200.

The Natal regional executive of the Black Trade Union of Sats (Blatu), which offered to mediate just before the dismissals, yesterday issued a statement "clarifying its position" on the strike.

It condemned last week's police shootings when six strikers died and called on Blatu's national leadership to make a "generous donation to the families of the deceased".

However, it criticised Sarhwu for conducting the strike ineptly and for reneging on agreements reached in talks between leaders of the two organisations.

ECONOMY

BKGWS 28/4/87 355

15 pc State pay hike seen

By MAGGIE ROWLEY

SALARIES of public servants will rise by an average 15 percent this year, the Bureau for Economic Research at Stellenbosch University forecasts.

General public service salary increases are expected to be about 10 percent. However, taking into account annual notch increases and the possibility of higher increases for teachers, the bureau projects that the average remuneration for civil servants will rise by 15 percent.

The bureau forecasts that the 1987-88 Budget, scheduled to be presented by Finance Minister Barend du Plessis early in June, will also encourage positive economic growth by:

● Raising the Government's consumption expenditure in real terms. Growth of 2,8 percent is projected for this component of the GDP. Real investment spending of general Government bodies is projected to rise by about 6 percent, reflecting increased spending on township development and black housing projects in particular.

● Moderate tax relief, specifically in the form of lower personal income tax rates. Married couples can expect further relief in terms of lower joint taxation, and savers should be rewarded by further reductions in the taxation of interest income.

— Reuter

CAPE TIMES 28/4/87

Labour costs up 136%

Own Correspondent

JOHANNESBURG. — Total labour costs in the metal and engineering industries have risen by 136% since 1980, according to newly-published government figures.

And it is unskilled workers who are pushing up costs more than their skilled colleagues.

The figures, which do not take account of inflation, use 1980 labour costs as a base of 100. They show overall actual costs in February reached 236, compared with 205 in February last year.

The greatest increase since 1980 has been among low-skilled workers and labourers, whose labour costs rose to 270 in February. Higher-skilled operators, at 188, had the lowest growth, while journeymen's actual labour costs stood at 205.

Natal colliery to sack 315 workers

Own Correspondent

DURBAN — Another Northern Natal colliery is to cut its labour force, because of a reduction in the coal-burning rate at an Escom power station and oversupply on the world coal market.

The Kilbarchan Colliery near Newcastle is to reduce its workforce by 315. Utrecht's Welgedacht Colliery dismissed 400 workers last month.

The 315 to be dismissed include officials, artisans and miners.

Businessmen 'can't avoid politics'

JANE ARBOUS

SOUTH AFRICAN politics and economics are now so entwined that it is "virtually impossible" for prominent businessmen to express views on economic policy without saying something about political or constitutional development at the same time, Reserve Bank Governor Dr Gerhard de Kock says in the latest edition of Leadership.

Following hard on the heels of the Chris Ball row, De Kock says in the lengthy magazine interview that he believes in the right of businessmen to dissent politically and publicly.

However, he adds a qualification that business leaders in responsible positions with a high profile "must of course be careful in what they say or do — simply because they are what they are.

" ... But businessmen have a duty to inform government about how they feel."

The country has been given "a breathing space" as far as international investor perceptions are concerned.

"The danger is, however, that we won't use this breathing space," De Kock said.

Extent of pay hikes a secret

GERALD REILLY

PRETORIA — Government is keeping the extent of public sector pay hikes a close secret until after May 6 — and with good reason, political observers say.

The increase is unlikely to be more than 12% — it could be less — and it is unlikely to be backdated to April 1.

If this were announced before the elections, the NP could lose significant support to the right.

There are more than 400 000 whites working for central government, Sats and the Post Office. Add their families, and the total amounts to a vital voting block of more than a million voters.

Post Office staff associations were informed earlier this week that the salary issue was being considered and that the "necessary announcement will be made in the various budgets".

Meanwhile, Artisan Staff Association secretary Willie van der Merwe says the Federal Council of Sats Trade Unions is still waiting for an interview with Transport Minister Eli Louw.

"We seem to have reached a stage where our 15% wage claim is being negotiated through the post. This is unacceptable. We want a face-to-face meeting with the Minister before the official pay announcement is made, " he says.

Anglo Dutch in R9m deal

MICK COLLINS

ANGLO DUTCH has been awarded the largest office furniture contract ever awarded in SA. The contract, worth about R9m, is for desking and storage at Standard Bank's new administration building in Johannesburg.

Manufacturing for the contract is due to start in May, with delivery beginning in August.

Anglo Dutch has landed many major contracts recently, including Mobil, Wooltru, Soekor, BMW, Saambou, Norwich Union, the NBS computer centre, Liberty Life and Sage Insurance.

It says it redeveloped its already successful Terminal 7000 desking system to complement Standard's space-planning concept, and also designed a new storage system, solving intricate filing requirements with fewer components.

MD Ivan Weltman is confident his massive Tulisa Park manufacturing plant can produce the combined requirements of these clients and still run below total capacity.

With the recent addition of new production lines, automated machinery and factory construction, Anglo Dutch is capable of producing R90m of furniture in one working year, he says.

Public servants go for increased perks

Pretoria Correspondent

Public servants are demanding improved housing subsidies and a better pension scheme as well as 12 to 15 percent more pay.

During wage negotiations with the Minister in the Office of the State President, Mr Alwyn Schlebusch, in Pretoria this week the Public Servants' Association (PSA) also discussed the adjustment of public servants' housing subsidies. Under the existing scheme there is a ceiling of R50 000.

The executive manager of the PSA, Mr Hans Olivier, said yesterday it was unrealistic to allocate a uniform subsidy.

"We are campaigning for a subsidy differentiated on the basis of seniority," he said.

MEMORANDUM TO MINISTER

The pension scheme was another cause for major dissatisfaction. Mr Olivier said the PSA had already submitted a memorandum to the Minister of National Health, Mr Willie van Niekerk.

The scheme requires all public servants retiring after June 1955 to work up to the age of 65, while the PSA wants to see a uniform retirement age of 60. They also want the pension allotted to widows raised from 50 percent to 75 percent.

"As in the case of wages, the pension scheme should be adjusted regularly to adapt to the cost of living," Mr Olivier said.

In another major development the PSA said they would demand even higher wage increases — 15 to 18 percent — if the initial demand was not backdated to April 1.

During discussions with Minister Schlebush in January, the PSA set a target of 12 to 15 percent to be implemented by May 1 but it has since emerged that the Government could delay the announcement of the increase until June.

Sustained growth depends on . . .

'Higher real wages, lower tax'

CAPE TIMES 4/5/87

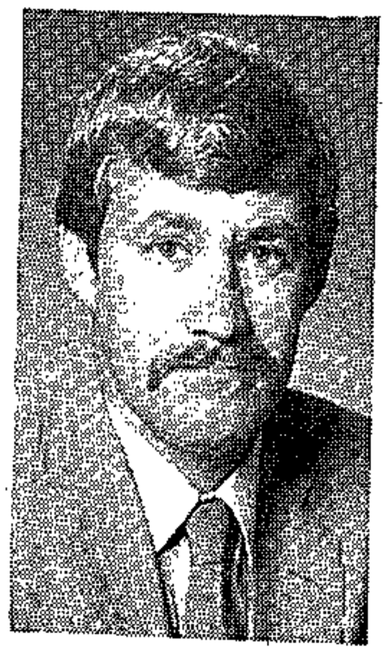
By AUDREY D'ANGELO
Financial Editor

HIGHER average pay rises and lower taxation are necessary "for the economy to embark on a path of sustained growth", Old Mutual chief economist Rob Lee says in the April issue of his Economic Monitor.

Pointing out that any revival in real private consumption expenditure (PCE) depends on an improvement in real wage increases, Lee says nominal wage increases are improving in most sectors of the economy.

But real wages are not picking up in all sectors.

"The coming-round of public-sector wage adjustments and a continuation of the improvement in company earnings will be crucial factors in sustaining this improving trend."



Rob Lee

Discussing the importance of savings to fund economic growth, Lee says SA has a high average gross savings ratio. But this figure includes provision for depreciation.

If this is excluded, the ratio of net savings, needed to finance net new fixed investment, is worse than at any time since the consolidation period after World War II, with a sharp fall in personal and government savings.

SA now has the lowest rate of personal savings out of a list of eight countries. It has 3,9% compared with 15,5% in Japan, 14,8% in Australia, 14,4% in Canada, 13,2% in France, 12,7% in West Germany, 11,3% in Britain and 5,7% in the US.

"Although a high personal savings ratio is not a complete safeguard against a potential shortfall of national savings, all countries with a satisfactory overall savings record have a strong personal savings performance.

"Without some improvement in our net savings performance or a drastic change in the attitude of foreign bankers and investors, the scope for the economy to embark on a path of sustained growth, of which net new fixed investment is the real engine, is severely limited."

Lee says the drop in personal savings matches the dramatic rise in individual taxation.

"The average direct tax burden on household income rose from 6,6% in 1980 to 12% in 1986.

"GST was introduced in 1978 at a level of 4% and has since rapidly escalated to 12% with some exemptions.

Reduction in tax burden

"The propensity to save fell sharply in this time and now the personal savings ratio is fluctuating between the range of 1% and 5%."

Urging a reduction in the tax burden on individuals, Lee says the authorities have acknowledged this need, but last year's Budget and February's mini-budget at most achieved a halt in the trend to increase it.

He also calls for a reduction in the public sector's share of the economy.

"Unless this occurs any cut in direct taxes on individuals will eventually result in escalating taxes on the corporate sector, thus depressing the key contribution that corporate savings have made in recent years."

Urging "reduced disincentives for saving", he says the current tax system is "highly unfavourable to savings, since interest income is taxed at marginal rates".

Other moves he suggests are adherence to the principle of matching current government revenue to current government spending, and a return to a positive level of real interest rates.

B/Day 26/3/87

Losing battle to keep pace with costs

Wage-earners' plight steadily deteriorating

CHRIS CAIRNCROSS

WAGE-EARNERS suffering the ravages of inflation experienced one of their biggest setbacks during 1986.

This was said by the UCT's SA Labour & Development Research Unit (Saldru), in its latest survey on wage and salary trends.

Saldru said the battle to keep pace with rising living costs was lost in 1980 and had steadily worsened with 1985 being the worst year in at least a decade.

Studies showed the plight of wage earners deteriorated last year.

Wage boards and industrial councils failed to take inflation into account when setting minimum wages, an omission for which there was no excuse, it said.

An analysis of wage rates granted to hourly paid labourers showed that the median wage had never dropped as much as it had in 1986.

It declined by almost 17% for wage determinations and 7% for industrial council agreements.

For artisans, the deterioration has been more dramatic, with median wage rates falling by 61% since 1976, and 16% in 1976.

Wage rates for artisans subject to industrial council agreements had fallen 12% since 1976, and remained relatively constant last year.

Saldru said the apparently generous wage increases the National Union of Mineworkers obtained last year — after five months of negotiation — had merely kept pace with inflation rather than increasing it in real terms.

The increases granted by the industry ranged from 19,5% to 22,5% for underground workers, and from 20,5% to 23,5% for surface workers.

Saldru said that, taking inflation into account, only the lowest-paid categories — from one to four in the case of surface workers — could be said to have made any real gain in a year, and that was only about 1%.

The real wages of all other categories remained almost static, except for the most highly-paid categories, where the imporvement amounted to 1%.

What is a real living wage?

b/Day 8/5/87 35

LETTERS

Dear Sir

YOU ARE on to an important story when you report the "huge drop in buying power" suffered by wage and salary earners in recent times (Business Day, April 21). But your front page article was full of misleading nonsense.

It is simply not true that "the real value of current industrial wages is less than half of what it was seven years ago".

The value of one rand in 1987 certainly has less than half the buying power it had in 1980; but wages have risen in this period and, consequently, their real value has not fallen by nearly as much.

A real wage (as portrayed in the graph alongside the article) has absolutely no meaning by itself. It has to be compared with something — say, the real values of wages in 1980. You say precisely nothing about changes in wage levels since 1980 when you graph 1987 wages only with their real value in 1980 rands.

The author of the article clearly has not the slightest understanding of what a real wage is. He cites the fact that average wages for blacks in manufacturing were R566 in nominal terms but only R230 in real 1980 terms as proof that blacks are losing the battle against inflation (this would suggest that black buying power has fallen by 60%).

In 1980, the average wage for blacks in manufacturing was R224 per month, according to the official statistics — in both nominal *and* in "real 1980" terms.

In the past seven years, therefore, the buying power of average black wages in manufacturing has actually *risen* by 3%.

Real wage trends are, however, very sensitive to end-points. Between 1981 and the present, the average wage did fall — by 2%. And the 1987 figure cited in your article is 9% below its 1985 value.

So 1985 in fact marks a most significant turning point. From the Sixties to 1987, the average black manufacturing wage rose in real terms every year. This trend ended in 1985, as employers failed to raise wages to keep up with price rises.

White average wages in manufacturing reached their highest ever real level in 1984 and since then have also declined.

But the fall in black wage levels is of far greater significance. Most black households already live in dire poverty. Some 56% of households have an income below R400 per month, according to a report in Business Day on April 23 (the average supplemented living level now exceeds R500 per month).

The failure of industry even to match price rises in the past three years means that black living standards are falling even further.

Wage trend stories deserve the place you give them on the front page. But get your facts correct.

MARTIN NICOL
Salt River

LABOUR AFFAIRS

DICK USHER



Breaking down barriers

ONE contribution which the labour movement's ideals have made to South Africa which can't be quantified through statistics is in helping to break down the barriers between people set up by Government policy.

The barriers which it rejects and is dedicated to overcoming because they run counter to worker interests are those commonly associated with apartheid — separation of races, segregated residential areas, discriminatory education and restrictions on freedom of movement — and those common to many societies, such as sex discrimination and male domination.

In the workplace, nearly all working women come up against three major problem areas, the general ones of race and class and particular problems occasioned by gender such as sexual harassment from both co-workers and supervisors, wage discrimination and special health risks.

At home it's often worse: they may be single mothers with children, sole wage earners in a family where the man is unemployed, fighting to keep the family together and yet up against all the ingrained attitudes of men to women.

One notable feature of the recent strike at Firefite by about 55 women electronics workers was the general, but unexpected, support they say they received from their men.

They had been dismissed after a two-week strike.

Many commented on male attitudes towards their struggle.

"When I told my husband what had happened and why we were on strike he was with me all the way," said Eleanor Truter who has four children and an unemployed husband.

"When management threatened to fire us if we didn't go back he said we would be fools if we did it."

Brenda Visagie has had 16 years in the electronics industry, her husband is unemployed after 15 years as a truck driver and she has three children.

"At first my husband didn't understand," she said.

"But then I explained to him that our problems were because our parents had't stood up for their rights. They had lived with low wages and poor working conditions and this had pressed down on us.

"Then he agreed that we were both in it together.

"And he could see that we were both in the fight for a better future for ourselves, our children and everybody."

Virginia Charles echoed her views.

MIGMS 12/5/87 355

ECONOMY

Taxes, inflation likely to erode 16 pc pay hike

By TOM HOOD, Business Editor

PAY packets are likely to grow fatter by 16 percent this year, forecasts Volkskas.

But after higher direct taxes and inflation, what's left will buy about 1 percent less the average pay packet bought in 1986, the bank calculates.

And if it is any consulation, the deterioration is not as bad as last year's, when the individual's buying power dropped by just over 4 percent in spite of earnings growing by 13,3 percent.

To maintain current living standards, individuals must either dip into any savings they have or borrow more.

The bank estimates personal consumption expenditure will rise 17 percent to R90,1-billion and exceed personal disposable income of R90,43-billion.

"It is all too clear that unless current income increases by more than 15 percent, more tax concessions are granted, the inflation rate is lower than 16 percent and consumers take up considerably more credit and continue to draw on their savings, real private consumption expenditure will only be able to increase by a mere 1 percent this year," says the bank's latest Economic Spotlight.

This implies that there also cannot be a sharp rise in the total real gross domestic expenditure.

Add to this, says Volkskas, the possibility of lower real exports this year than in 1986 and it should be clear that a modest growth rate is to be expected.

"We also expect that the real gross domestic product will rise this year by 2 to 2,5 percent, given the weaker performance of agriculture and provided there are no unexpected shocks."

The bank calculates remuneration of employees will rise by 16 percent to R81,3-billion this year after a 13,3 percent hike last year to R70,1-billion.

Income from property will increase only 10 percent to R16,3-billion after a 17,7 percent jump last year to R14,8-billion.

Direct taxes will take R12,2-billion, up 15 percent on last year's R10,6-billion haul.

After allowing for inflation, personal disposable income will drop by 0,9 percent to R34,12-billion this year from R34,446-billion last year, which showed a 4,1 percent drop, reports Volskas.

AKGen 13/5/87

Strikers will wait for reply to demands

Labour Reporter

STRIKERS at Republican News Agency, a major distributor of magazines and periodicals in the Western Cape, say they will not go back to work until the company's head office has replied to their demands.

The strike started on Monday morning over wage demands.

Workers said labourers were earning R49 and drivers R79 a week. They wanted about double that for a living wage.

A spokesman for the Paper, Wood and Allied Workers Union said "a couple" of the workers were union members before the strike.

DISCUSSIONS

"We have now signed up about 99 percent of them," she said.

Discussions were held with management yesterday and a list of demands put forward.

Mr Josias Visagie, branch manager, said the workers' grievances had been sent to Johannesburg and he was awaiting a reply.

He said: "I don't think they will go back to work until then. In the meantime we are using casual labour and distribution will not be affected."

355 DD 15/5/87



The members of the committee representing the dismissed East London municipal workers, from left, Mr A. M. Sikhutshwa, Mr W. M. Mlawu, Mr S. Mpushe, Mr W. Vewa and Mr H. Honono, are seen here after talks with the workers.

Dismissed staff fear pension loss

Dispatch Reporter

EAST LONDON — Several workers dismissed by the municipality yesterday have long service records and are worried about losing their pensions.

Mr Alison Nduna, a father of seven children who lives in Cambridge location, said he was due to go on pension in October this year.

"I'm worried about this because I had hoped to go off nicely on pension," Mr Nduna said.

Mr W. Mangele, of NU3 in Mdantsane, said he had worked for the municipality for 30 years and that he was concerned because he was also due to go on pension.

Mr B. Manyhanyha said he too was supposed to retire after 26 years service, while another dismissed worker, Mr S. Mavela, said he had given 24 years service.

Another dismissed worker, Mr L. Fodo, was also scheduled to retire next February.

The acting mayor, Mr Robert de Lange, refused to comment on the matter, but a senior councillor, Mr Donald Card, said the council would obviously not like to lose the services of men of such long standing — and that a full report on the matter would be sought.

"I have not been informed of the matter, but obviously employer-worker relationships in this time is of crucial importance to a major employer such as the municipality.

"Be that as it may, I believe council will have to get a detailed report on this matter and will have to assess the situation as well as investigate whether all the correct industrial relations proceedures had been followed."

The councillor with the environment and culture portfolio under which the cleansing department falls, Mr Patrick Kay, was in Transkei yesterday and could not be reached for comment.

Tracing the events which led to the men being dismissed, the director of personnel and management, Mr Leon Deetlefs, said the workers had first complained about a supervisor in 1985.

"They were asked to lodge their complaint with the head of the department and that an inquiry would be held. An inquiry was held and it was found that the supervisor had not done anything wrong. Allegations could not be proved.

"Then about a week before the general election, they staged a sit-in and our inquiries revealed that they had eight other minor grievances which were subsequently resolved.

"We suggested that they go back to work as the strike was illegal. We asked them to follow the proceedure and to choose representatives for us to negotiate with, which they subsequently did.

"The representatives were then interviewed by the director of culture and environment, Mr Albert Janse, and a member of my department and they were told to lodge a formal letter of complaint. A formal hearing would then be held.

"They then staged another sit-in and said they were not prepared to make any statements and asked that the supervisor be dismissed. We pointed out that we could not dismiss the supervisor without a formal hearing, but the workers did not accept that.

"They were then given formal written warnings about the sit-ins and later engaged in another sit-in today. We gave them 30 minutes to return to work and negotiated again with their representatives. The 120 who did not want to work gathered on the premises and collected another 80 workers who were not involved in the matter.

"These 80 workers have been given warnings and told to return to work tomorrow and we asked the rest to leave the premises and to collect their pay, which they refused to do."



Mr Nduna ... due to retire in October.

Mr Deetlefs emphasised at all times they had complied with the Labour Relations Act and had insisted on the correct procedure being followed. The Department of Manpower had also been kept informed about the matter.

Mr Deetlefs dismissed speculation in radio reports that the municipality had considered calling in the South African Defence Force to help out with the refuse collection.

"We've never considered or discussed that," he said.

Maponya signs wage agreement

THE Commercial and Catering Workers' Union yesterday signed a wage agreement with Maponya Stores in Soweto.

By THEMBA MOLEFE

The owner of Maponya Stores, Mr Richard Maponya, agreed to an across-the-board increase of R90 a month effective from May 1 for Ccawusa members employed by him in Soweto.

Strike

The agreement came after negotiations between the union and Mr Maponya ended following the workers' demands of R110 across-the-board increase.

On March 1, Maponya's employees went on a strike which ended after two weeks when Mr Maponya entered into talks with Ccawusa.

The agreement means that workers' salaries have increased from about R285 to R320 a month on average.

The present rise is effective until December this year.

Ccawusa organiser Mr Elias Selala said the agreement was a breakthrough for the union and heralded a new era in negotiating with business owners in the black townships.

- Early this year Ccawusa scored a victory after a strike by more than 10 000 of its members ended with the OK Bazaars agreeing to a wage increase demand.

LABOUR AFFAIRS

DICK USHER



Nactu going for 20 pc pay increase

NATIONAL Coucil of Trade Unions (Nactu) affiliates will be looking for wage increases of about 20 percent this year, according to the federations's general secretary.

Nactu is second only to the Congress of South African Trade Unions in membership, was formed from a combination of the Council of Unions of South Africa (Cusa) and the Azanian Confederation of Trade Unions (Azactu), and is expanding in the Western Cape where it has several active affiliates.

General secretary Piroshaw Camay made his estimate of workers' expectations in a recent interview with a leading industrial relations consultant.

Camay said wage settlements this year would depend "entirely on the industry, but I don't think employers will get away with anything less than 16 percent. Our objective is to average 20 percent."

On the living wage issue, Camay said the unions did not believe in producing an exact figure because that enabled employers to say they were either above the living wage and therefore didn't have to take bargaining seriously, or were below it and couldn't afford to meet it.

"Instead, we provide our member unions with a range within which to negotiate.

"This range will depend on the industry. For example, in the chemical industry we insist that the minimum of the range is R3,00 an hour; in the food industry somewhere between R1,50 and R2,50 an hour and in the construction industry somewhere between R2,00 and R3,00 an hour," he said.

There was no scientific way of determining either a living wage or the market rate for the job, said Camay.

"We take account of a whole range of figures produced on the so-called minimum living level.

"We also look at the CPI and inflation and we take account of the wage gap between skilled artisans and the lowest level worker.

"Considering the latter, the gap in South Africa ranges between 1:7 and 1:10. Our objective is to reduce that to 1:3.

"In addition we see job evaluation as a form of management control and justification of the gap between skilled and unskilled workers."

Taking account of these factors, Nactu would tend to go for rand across-the-board increases with a view to beating inflation and the wage gap, said Camay.

On wage strike patterns for the year, he thought there would be fewer strikes, but longer and better planned.

NUM rejects offer

JOHANNESBURG — The National Union of Mineworkers (NUM) has rejected an offer by the Chamber of Mines of increases ranging from 12 to 16,9 per cent as "ridiculously low" and claimed the chamber was turning the annual pay talks, which began on Friday, into a "circus".

In a statement, the NUM's assistant general secretary, Mr Marcel Golding, also warned that continued "attacks on the NUM and Cosatu could lead to a collapse of the country's industrial relations system in the mining industry".

"The union argued that the chamber had made record profits over the last two years and that the gold price was significantly high, which made it possible for them to meet the union's demand of between 40 and 50 per cent," Mr Golding said.

The meeting was adjoured and the union will meeting the chamber again today. — Sapa

b/Day 8/5/81 355

Unfair practices add to labour unrest

THE ISSUE of unfair labour practices was one of five top priorities for industrial relations practitioners, according to a needs analysis conducted by members of the Institute of Personnel Management (IPM) recently.

Unfair labour practice has been an immediate issue for SA employers in respect of human resource management since 1981, according to the Unisa School of Buisness Leadership's Professor Dick Sutton, speaking at an IPM seminar on the issue.

"On the basis of personal experience and other available information I have come to the conclusion that there is one fundamental factor which accounts for the persistence of unfair practice on its present scale and magnitude: that is, the failure of most employers — starting at the highest levels of management amd moving down to supervisors — to appreciate the true nature of the change which has taken place between management and employees since the industrial court began to exercise its jurisdiction in respect of unfair labour practices," he said.

The nature and extent of this change can only be fully appreciated through contact with the position which prevailed prior to the Wiehan Commission, he said. This can be summarised as follows:

- ☐ The historical relationship between employer and employee is that of master and servant;
- ☐ The position of the employee is denigrated through common law, the power position of the employee and job reservation; and
- ☐ This is further complicated by political chasms, migrant labour, poverty and race prejudice.

A second factor influencing labour practice relates to the company culture and climate. "Most organisations have developed cultures and climates which uphold race separation/inferiority, and this position has to be reversed for fair labour practices to be realised," Sutton said.

A third factor to be considered relates to management and supervisory styles. "Supervisory styles, including the enforcement of discipline and the observance of common courtesies in addressing subordinates, constitute an increasing element in the causes of labour unrest," he said.

"Whilst this element is largely confined to the black labour force, it also involves a substantial number of career orientated women."

A fourth factor is the effectiveness of grievance procedures. Many companies have established grievance procedures which are well documented, but the incidence of unresolved grievances giving rise to labour unrest or allegations of unfair labour practices raise a query as to the effectiveness of the system, he said.

"Of late the tempo of action has increased, but until such time as the full resources of business undertakings are made available for resolving the basic issues, the involvement in unfair labour practices is unavoidable."

Overall strategies needed

USING a criteria of frequency and nature, the five most important unfair labour practices prominent in SA industry are, according to Gencor's senior labour relations officer Eric Ratshikopha: dismissal for disciplinary reasons; dismissal for taking part in a strike; relations with a trade union; retrenchments; and supervisory practices.

Efforts to avoid or minimise incidents of unfair labour practice should not be disjointed, piecemeal actions aimed at a particular incidence, he said during an address at the IPM.

"A company should have an overall strategy or plan of action to deal with the issue of unfair labour practices in general. From this overall strategy, specific actions aimed at particular practices should be derived," he said.

The task of avoiding unfair labour practices in SA companies is not an easy one. It is further complicated by the racial component of SA companies, where the majority of managers and supervisors are white and a majority of workers are black, he said.

The five pressing issues

THE five most pressing issues addressed by the industrial court — and reflecting the most prominent unfair labour practices in SA, according to AngloAmerican industrial relations legal advisor Andre van Niekerk — are:

- ☐ Disposal of business assets without due consideration of employees;
- ☐ Union accountability;
- ☐ Dismissal for participation in a strike;
- ☐ Promotion of consumer boycotts; and
- ☐ Selective re-employment.

To avoid such unfair labour practices, he says, companies should:

- ☐ Think ahead — today's accepted practice may be tomorrow's unfair labour practice;
- ☐ At the end of the day a company should be able to demonstrate that it acted as reasonably as possible in the circumstances; and
- ☐ Ensure that those who are charged with the application of the industrial relations policy on the shopfloor are aware of those policies and sufficiently sensitive to ensure their fair application.

12,5% pay hike for SA's civil servants

Cape Times 19/5/87

By ANTHONY JOHNSON
Political Correspondent

CIVIL servants will get a 12,5% pay hike from July 1.

The general increase — announced simultaneously by a number of government departments last night — applies to the public service, the teaching profession, tertiary and parastatal institutions, SATS and Post Office personnel.

Civil and military pensions are also set to rise from June 1. Civil pensions will increase by 1% for each year after retirement with a minimum of 10% and a maximum of 20% calculated as at May 31 this year, while military pensions will go up by 10% in all cases.

Reacting to the salary increases, PFP finance spokesman Mr Harry Schwarz said that if the government was serious about fighting inflation, it could not increase civil service salaries by more than 10%.

He also warned that taxpayers would have to pay increased taxes to cover the cost of the increases.

Announcing the salary hikes last night, government ministers also indicated that further increases could be in the pipeline later this year.

'Sympathetic and positive'

Mr Alwyn Schlebusch, Minister in the State President's Office entrusted with Administration, said in a statement that earlier this year President P W Botha had announced that "the need and representations for a general salary adjustment in the public sector had been thoroughly taken note of".

"He emphasized that the government was sympathetic and positive towards the merits of the representations, but had to postpone a decision until the budget for 1987/88 was compiled."

The Minister of Transport Affairs, Mr Eli Louw, said that SATS personnel had in the past made "exceptional efforts to increase productivity".

□ Sapa reports that the Opposition's chief spokesman on finance, Mr Casper Uys, said last night the increases "do not keep pace with the inflation rate".

"The position of pensioners who retired less than 13 years ago is now even weaker. All employees and pensioners have, in real terms, been even more impoverished. This is because of the government's weak economic management and ... its increasingly socialist policy directions."

Workers protest

MEMBERS of the Food and Allied Workers' Union employed at the Rosslyn plant of the South African Breweries are up in arms against the newly introduced working system which is meant to operate 24 hours a day and seven days a week.

The system was introduced by the company recently "to step up its production and ensure that the short supply of liquor apparently being experienced does not recur.

A spokesman for shop stewards committee told the *Sowetan* yesterday that workers viewed the new system as part of conditions of employment and wanted the matter to be discussed at Fawu's national level.

Workers have complained that the continuous shift will be strenuous and interfere with their personal lives," the spokesman said.

In letters from the SAB to the families of Fawu members the company states: "Your breadwinner through his union has informed us that he refused to work continuous shifts and therefore we regret to inform you that by doing so, he is breaking his employment contract.

half-mast.

presence in the region.

Public service pay rises under fire

Cape Times 20/5/87 355

Staff Reporter and Sapa

THE increases given to public servants came under fire yesterday from a wide range of organizations representing teachers and civil servants, as well as from the Official Opposition in the House of Assembly.

□ The Transvaal Teachers' Association (TTA) slated the government's general pay rise as "a total embarrassment".

TTA chairman Professor H O Maree said in a statement in Pretoria: "Each facet of it creates the impression of ineptitude and controversy."

The associations's executive committee is to meet urgently to discuss the matter with a view to taking further action and agreed with the Federal Teachers' Council that strong action was called for.

□ Meanwhile a Public Servants' Association (PSA) spokesman confirmed in Pretoria that PSA directors would meet at 5pm today to discuss the "unsuitable" and "disappointing" increase. A decision will also be taken to decide the course of action.

□ But the Federated Chamber of Industries (FCI) said the salary increases were in line with prevailing increases in industry. It said they indicate an awareness by the State not to generate inflationary pressures.

□ Mr Malcolm Domingo, national chairman of the Public Servants' League (PSL), said the league accepted the increase with reservation as the salaries of public servants were still not market-related and the increase did not bring them into line with the private sector.

The PSL expected an increase of between 15 and 18% to combat inflation and also expected the increase to be retroactive from April 1 and not effective from July 1.

The PSL accepted with gratitude the fact that some money had been set aside for job differentiation increases which should bring relief to public servants later this year

"I would like to stress that a 12,5% increase has undoubtedly not brought the public servants' salaries in line with the private sector. The public servants' salaries are not market-related," Mr Domingo said.

□ The Official Opposition in the House of Assembly regards the increases as insufficient as they did not keep pace with the rate of inflation.

The CP spokesman on Finance, Mr Caspar Uys, said pensioners who retired less than 13 years ago were now worse off than at the time of retirement. In real terms all salary earners and pensioners had become poorer, he said.

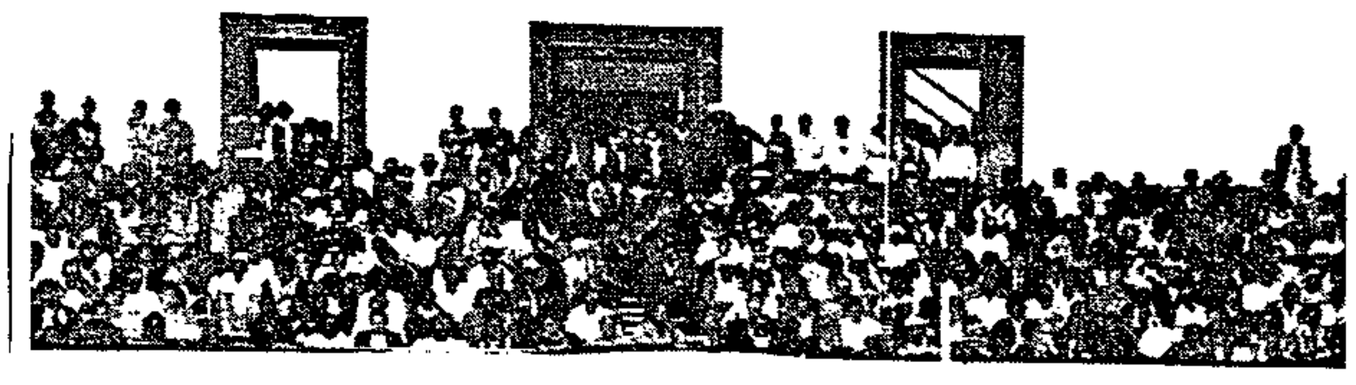
Mr Uys attributed the whole situation affecting salaries to poor economic management, inadequate control of inflation and the "increasingly socialistic policies" of the government.

□ Dr Colin Cameron, chairman of the Federation of Recognized Staff Associations in the public sector, expressed disappointment with the adjustments.

He had figures which showed that employees in the private sector were receiving more than 12,5%. This would weaken the bargaining position of the State in the labour market, Dr Cameron said.

R50 pay rise call

'. . . or we take action'



4 000 municipal workers attended a meeting in the City Hall this week

By MOIRA LEVY

"IF THERE is money for increases for Cabinet Ministers, there is money for us. We all pay the same price for a loaf of bread," a packed City Hall meeting of 4 000 municipal workers was told.

The meeting gave an almost unanimous mandate to the negotiating committee of the 11 000-strong Cape Town Municipal Workers Association to present their demands at current wage talks with the City Council.

In a statement released after the members-only meeting, the workers called for a R50 a week pay increase, and demanded an across the board increase to bring the minimum wage for council workers to R151 a week.

The workers also threatened to take action if the council did not respond to their demands "within a reasonable time".

A council worker told the meeting: "I have worked 27 years for the council. I earn R109 a week. My wife earns R167 a week and she says my wages are nothing.

"My 20-year-old daughter who works in a shop earns more than both of us. It shames me. It is a scandal."

Another worker said: "We must think of our children. Even if we have to face the Casspirs today, we must feed them for tomorrow."

The workers rejected council's proposal that wage increases be tied to the evaluation of their jobs.

They also rejected another proposal by the council that all wages go up one notch on their wage scales, backdated to January 1, 1987. This would mean that the workers would not get their annual increment.

A Executive Committee report, given to SOUTH by union members, accuses the council of dragging its heels over wage negotiations, blaming the delay on the council's new job re-evaluation programme.

The secret document which was handed to members at Tuesday night's meeting demanded that the council "grant all workers pay increases immediately, over and above job evaluation".

MINE WAGE DISPUTE

Double trouble

The Chamber of Mines is facing tough times with wage battles on two fronts this year.

For the first time, the conservative white Council of Mining Unions (CMU) has set a strike date, although this remains "secret." And the black National Union of Mineworkers (NUM) has declared a dispute following deadlock after two days of negotiations during this year's round of wage talks.

It is difficult to assess which of the two unions poses the greater threat. Although the NUM's wage dispute is yet to go through the formality of a conciliation board hearing, indications are that the strike threat is a real one.

Strike trouble on the mines could, ironically, be bullish for gold.

The NUM is demanding, among other things, a 40%-55% increase for its members; the chamber's opening offer is 12,5% at collieries and 12,5%-17,9% at gold mines. The NUM is aggrieved at the difference between the colliery and goldmine offers. However, chamber spokesman Peter Bunkell stresses the offer is negotiable. He explains that the chamber distinguishes between collieries and gold mines because of their respective abilities to pay.

The NUM will be a strong opponent given its bargaining power and experience; last year, between June and December alone, it launched 13 strikes related to wage and bonus demands.

The NUM is the Congress of SA Trade Union's (Cosatu) largest and most influential affiliate. Of chamber members' total black workforce of about 500 000, the NUM claims to have 360 000 of whom 227 000 are said to be paid-up. Its tough wage stance should be seen in the context of Cosatu's "living wage" campaign.

Skilled members

But neither should the CMU be underestimated. Although its membership is around 26 000 only, CMU members work mostly in skilled or strategic positions where a strike will hurt most. CMU secretary Tom Neethling maintains that a strike date has been set but will remain a secret at this stage.

The CMU is demanding a 20% across-the-board increase against the chamber's offer of 13% on marginal mines and 14% on non-marginal mines. The white miners are also demanding an extra week's annual leave, two additional paid holidays, on January 1 and May 28 (Ascension Day), and increased stand-by and call-out pay.

The white miners, who now have a champion in parliament in (ex) Mine Workers' Union chief Arrie Paulus, feel particularly deceived. Says Neethling: "The loyal people were pushed aside and left behind in pay rises because they weren't militant. This year they will be the most militant." ■

Gillette workers continue strike

PATRICK BULGER

UP TO 250 workers at Gillette SA near Benoni continued to strike yesterday after the Chemical Workers and Industrial Union (CWIU) and management failed to come to an agreement on pay increases.

The strike started on Wednesday afternoon and had not been resolved by late yesterday.

The workers are demanding a R140 increase and a minimum wage of R785, according to a statement released by the CWIU. Management had offered them a R110 increase.

The CWIU accused management of adopting "a very negative attitude towards negotiation".

CT Times 23/5/87 385

Managements expect 18% rise in wages

Financial Editor

SENIOR management of some of Cape Town's largest companies are expecting trade unions to secure wage rises of 17% or 18% this year — and economists say this will not fuel inflation.

The director of the influential Stellenbosch Bureau for Economic Research, Ockie Stuart, said that when "notches" were taken into account, the recently announced 12% pay increase for public servants would work out at 17% or 18%.

He expected increases in the private sector this year to be on a par with this.

Stuart said he did not think this would be inflationary. Average pay increases had been below the inflation rate last year and this year he hoped they would be above it.

John Whittaker, of the University of Cape Town economics department, said increases of 17% or 18% would help to make up for ground lost in the past.

He doubted if such increases would cause manufacturers to put up prices in the present situation, in which demand was not rising and many firms were working below capacity and with reduced manpower.

Whittaker said private enterprise could not automatically charge more to cover increased costs regardless of the state of the market.

Cape Chamber of Industries industrial relations expert Ian Newall said a number of unions had made it clear they would not accept rises below the rate of inflation this year.

But he expected emphasis to be put on raising rates of pay for the lower-paid union members instead of obtaining the same percentage rise across the board.

Some unions might press for a uniform lump sum, which would be a high percentage increase for those at the bottom and a small one for those at the top.

The MDs of two major Cape Town companies and the chairman of a large, diversified, national group said they expected the economy to take off and the unions to secure rises of 17% or 18% this year.

However, they expected both demand and the inflation rate to rise as a result of this.

(355)

30% That's the public slice of the pay cake!

By LESTER VENTER
Political Correspondent

AFTER their 12,5-percent pay rise announced this week, public-sector employees will be getting a whopping 30 percent of all salaries earned in South Africa — and taxpayers may have to dig even more deeply into their pockets to foot the bill, according to opposition politicians.

South Africans in both the public and private sectors earn about R68 000-million a year, said Mr James Selfe, PFP senior parliamentary researcher.

And the Government's wage bill from July 1 — the date the new increases come into effect — will be an estimated R19 900-million.

PFP finance spokesman Harry Schwarz has warned that taxpayers could face hikes as a result when the Budget is introduced in Parliament on June 3.

When the pay rises were announced this week, Government Ministers indicated that further increases could be in the pipeline later this year.

Analysts believe an already cash-strapped Government calculated the 12,5-percent rise against projected State revenues for 1987/1988, and may have to recover at least part of the increased wage bill out of higher taxes.

The increase was slated across the board by public-sector employee organisations for failing even to match the rate of inflation — and for falling far short of their requested rises of between 15 and 18 percent.

Some commentators say the anticipated disenchantment of the public-sector workers was one of the reasons the Government delayed the announcement until after the election. Traditionally, the Government "sweetens" this important voting bloc with a healthy increase before an election.

The increase is also expected to intensify the cycle of rising inflation and employee demands for matching increases. Mr Schwarz said if the Government was serious about fighting inflation the increase should have been pegged at 10 percent.

Dr Colin Cameron, chairman of the Federation of Recognised Staff Associations, said private-sector increases were running higher than 12,5 percent.

Mr Selfe said the pre-increase salary bill of the Government, the control boards, SA Transport Services, GPO, provincial government and statutory bodies was R13 700-million, without perks and bonuses.

That bill would now increase by R1 700-million. With the 13th-cheque bonus that state employees have added to their salaries, that total bill would now increase to R16 700-million.

Among State-subsidised salaries are those at universities and technicons. Employees at these two institution sectors will receive a R332,5-million increase, bringing that bill — with bonuses — to R3 200-million.

Taken together, the total salary account for the coming year should stand at R19 900-million.

The Government Budget for 1986/1987 was R37 400-million. But this excludes the budgets for Sats, GPO, control boards and universities and technicons.

Also, according to Mr Selfe, the R19 900-million salary account is offset by certain incomes.

Sats, the GPO, control boards and universities and technicons all have an income — in some cases on a profit-making basis. Provincial and regional government structures also have a degree of tax and other revenues.

Along with the pay increases, rises in civil and military pensions were announced, with effect from June 1.

Civil pensions will increase by one percent for each year after retirement with a minimum of 10 percent and a maximum of 20 percent calculated at May 31 this year. Military pensions will go up by 10 percent in all cases.

ST 24/5/87

Mixed reactions to SATS pay increase

JOHANNESBURG — The white Federation of Trade Unions of the South African Transport Services (Sats) has expressed its "utter disappointment" at the 12,5 per cent pay increases granted in terms of the Sats budget, while the Black Trade Union of Sats, (Blatu), announced its "pleasure."

The general secretary of Blatu, Mr S. M Matloha, said the union had "pleasure" in announcing that "after negotiations" it had been "successful."

"The federation was, however, unhappy that the increase of transport employees has been hindered because of the general election.— Sapa

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Sats increases: mixed reaction

Dispatch Reporter

EAST LONDON — The president of the Eastern Cape Agricultural Union, Mr Tobie Meyer, has thanked the South African Transport Services for keeping their tariff increases within the inflation rate.

Mr Meyer said the increased tariff would definitely result in an increase in input costs to the farmer, but at the same time would promote deregulation and privatisation.

He said he believed the increased railway tariffs would not be felt much by livestock wool or mohair farmers because these sectors were already transporting to market by road.

Mr Meyer said farmers would have to ensure their viability by good management and proper cost analysis which should in the end determine the farmers' most viable means of transporting products to the market.

Mr Meyer's statement conflicts with that of the Director of the South African Agricultural Union, Mr Piet Swart.

Mr Swart said agriculture, especially now, had to contend with serious financial problems and that tariff increases, and the ripple effect it would have for example on fuel prices, would further aggravate high production and marketing costs for producers.

"At this stage agriculture is scarcely in a position to absorb increased costs.," he said.

Mr Swart said it was a pity that the tariff increases had become necessary now that a joint attempt was being made, with the state, to stabilise the financial position of agriculture and place it on a sound footing for the future.

Mr Swart said although the effect of the Transport Services' tariff increases and tariff structural adjustments on agricultural commodity branches still had to be determined, it appeared that the combined impact on agriculture would be higher than on average for the rest of the country.

ASA to push for more pay

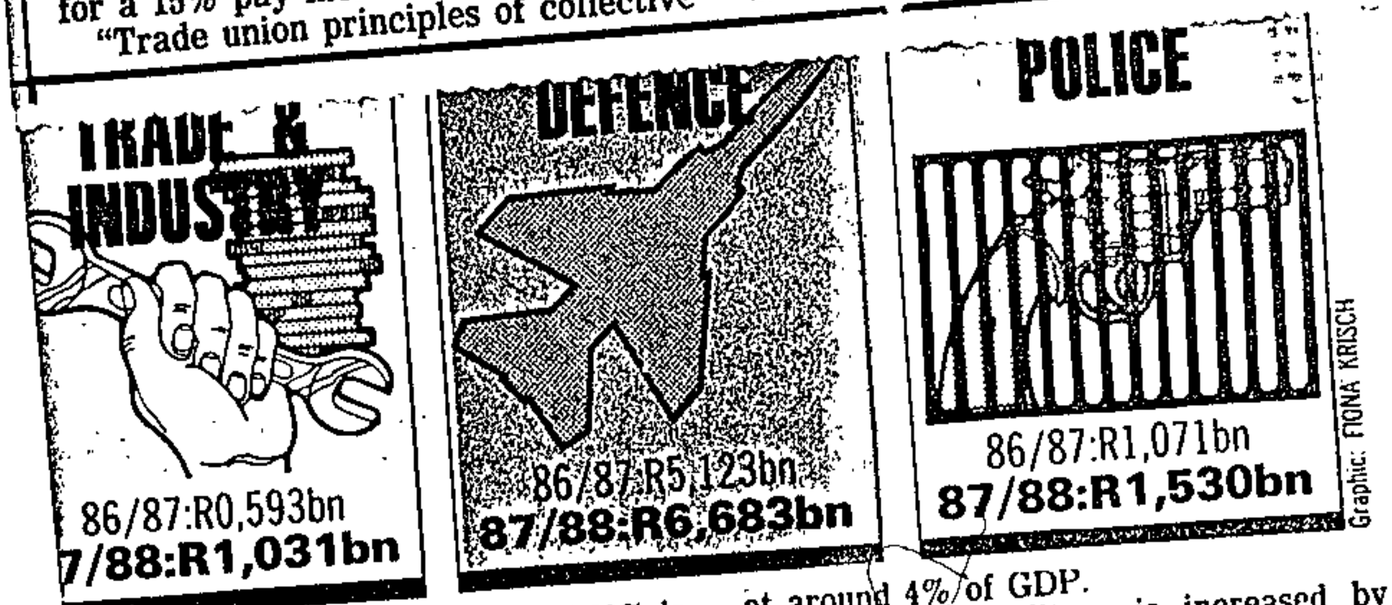
FURTHER pay demands are to be made on Transport Minister Eli Louw by the Artisan Staff Association, the ASA executive decided at an extraordinary meeting in Johannesburg yesterday.

ASA secretary Willie van der Merwe said the executive was disgusted at the way Louw dealt with the union's demand for a 15% pay increase.

"Trade union principles of collective bargaining were ignored," he said.

GERALD REILLY

Demands would now be made for an additional 2,5% — like other public sector workers, SA Transport Services workers are to get 12,5% increases from July — and for the increases to be backdated to April.



1,363bn last year. This increase of 60% is ainly accounted for by stepped-up aid to dependent black homelands (the TBVC ates).

DEFENCE: A total of R6,682bn is allocated to defence, an increase of 40% on the ...previous year. This sees defence spending at around 4% of GDP.

POLICE: Expenditure is increased by R459m, or 42,8%, to R1,530bn. This is because of the need to control unrest, the growth of the fixed establishment, the transfer of the railway police and the appointment of special and municipal police.

Miners mum on wage talks

4/6/87 BD 355 DD

JOHANNESBURG — Talks between the Chamber of Mines and Council of Mining Unions (CMU) aimed at averting a strike by white miners adjourned yesterday with no indication of a settlement in their wage dispute.

Spokesmen for both parties were tight-lipped on developments during the meeting, indicating the negotiations have reached a critical point.

"At this stage I have absolutely nothing to say except that negotiations are continuing," said the CMU's secretary, Mr Tom Neethling.

Although no official confirmation could be obtained, it appeared both parties had gone into caucus and planned to re-establish contact by telephone later. — Sapa

CMU wage talks critical

TALKS between the Chamber of Mines and Council of Mining Unions (CMU), aimed at averting a strike by white miners adjourned yesterday with no indication of a settlement in their wage dispute.

Spokesmen for both parties were tight lipped about developments during today's meeting, indicating the negotiations have reached a critical point.

The CMU, representing about 24 000 skilled white workers in eight affiliated unions, has threatened to stage a legal strike on June 8 unless the dispute is resolved.

STRIKES cost

SA industry 775 000 man-days

35

STPK 5/6/87

By Mike Siluma

At least 775 000 man-days were lost during the first quarter of 1987 — more than the total for any year during the first five of this decade, says an Industrial Relations Information Service report by FSA Management Consultants.

The report, covering national industrial relations patterns for the period between January and March, notes that wages and working conditions were again the man causes of strikes.

More racial incidents

Of the 57 strikes reported for the first three months of the year, strikes relating to wages and working conditions made up 33 percent of the total, those over dismissals 18 percent and those over disciplinary matters 18 percent.

The report notes that while dismissal-related strikes increased racial incidents formed an increasingly larger proportion of them.

The report warns employers to take Cosatu's "living wage" campaign seriously, as reported union-negotiated wage agreements tended to hover above the inflation rate — with multinationals granting across-the-board raises of up to 28 percent.

"Overall, the effect of the living wage campaign has been to increase the militance of workers and to push up increases being negotiated. This trend can be expected to continue through the year, with gains already made being used to build on in later negotiations," the report says.

It adds that unions affiliated to the Congress of SA Trade Unions (Cosatu) were the most involved in strikes, accounting for 60 percent of such activity. They were followed by unions belonging to the National Council of Trade Unions (Nactu) (12 percent) and unaffiliated unions (four percent).

However, an indication of "a maturing of the industrial relations climate" has been the increase in negotiated settlements, with mediation and arbitration accounting for 53 percent of settlements, says the report.

● Page 9.



A 19
clerk

Trade unions will contest order to vacate premises

By Jo-Anne Collinge

Several unions housed in Tudor Mansions, Troye Street, Johannesburg have been told they have until the end of the month to move or be served with eviction orders.

"We are not going to move. We're taking this up legally. The case is with our lawyers," said General Allied Workers' Union spokesman Mr Monde Mditshwa.

He said the unions viewed the move as part of a campaign against the labour movement.

Tudor Mansions has been petrol-bombed twice since the unions moved in 18 months ago. Unionists in the building felt these events and the bombing of Cosatu House, two blocks away, may have a bearing on the eviction.

An attorney for the property owner, D&L Properties, said the unions had been asked to move as the building was to be renovated.

Asked whether a restaurant in the building would also be asked to move, the lawyer said he believed the restaurant would be allowed to stay.

CMU to pronounce on new pay offer

The Council of Mining Unions (CMU), representing 26 000 white miners, will say today if it has accepted a revised pay and conditions-of-service offer from the Chamber of Mines.

The Chamber's industrial relations consultant, Mr Johan Liebenberg, said a final agreement was expected today.

Failing this council, which represents eight unions, would strike on Monday in terms of a mandate from members.

Mr Liebenberg said the Chamber had raised its pay offer to 15 percent for non-marginal mines and 13,5 percent for marginal ones. Negotiations yesterday centred on fringe benefit proposals, which he would not disclose.

The CMU initially rejected an offer of wage increases of between 13 and 14 percent and demanded an across-the-board 20 percent.

● The Chamber is locked in a wage dispute with the black National Union of Mineworkers which applied last month for a conciliation board.

More strikes caused by racial incidents

Cape Times 8/6/87 3:5

JOHANNESBURG. — Wages and working conditions were again the most important cause of strikes in the first quarter of this year, according to the Industrial Relations Information Service (IRIS) of FSA Industrial Relations.

In this time at least 755 345 man days had been lost, largely due to the long-running OK Bazaars and SATS strikes, IRIS said in a statement here on Saturday.

After wages and working conditions (33%), dismissals (18%) and disciplinary matters/grievances (18%) were the most common causes of the 57 strikes reported from January to March 1987.

"Dismissals have jumped significantly as a cause and racial incidents are forming an increasingly larger proportion of the disciplinary/grievance related strikes. Safety does not yet appear to be a major cause of strikes in the latter category," reports IRIS.

Most strikes lasted less than a week (46%) but an increasing number were longer than a month (4% compared with none in the same period last year).

There was, however, a big swing to negotiated settlements, mediation and arbitration (53%) to settle disputes, indicating a maturing of the industrial relations climate. Strikers were dismissed in only 2% of strikes, compared with 20% in the same period last year.

Cosatu-affiliated unions remained the most involved in strike activity (60%), followed by Nactu unions (12%) and the unaffiliated unions (4%).

The report cautioned companies not to underestimate the importance of Cosatu's living wage campaign.

Reported wage increases negotiated by unions were above the inflation rate. Multinationals granted up to 28% across the board.

"Overall, the effect of the living wage campaign has been to increase militance of workers and to push up increases being negotiated. This trend can be expected to continue through the year, with gains already made being used to build upon in later negotiations," reported IRIS.

Unions have also made headway on the May Day and June 16 holidays and on maternity leave but have not made much advance on the issue of shorter working hours. — Sapa

Jonestown 9/6/87

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Free offer to men and women

A FREE Government training scheme in draughting skills is being offered by the Engineering Management Services (EMS).

The scheme is open to beginners and also those draughtsmen and draughtswomen who are currently unemployed and would like to further their training.

Mr Geoffrey Cooke, the training officer, said the EMS has gained approval from the Department of Manpower to once more train the unemployed in the free scheme.

He said since April this year until February 22, next year, training courses in draughting at various levels in a number of different fields, are being offered.

The training centre is situated near President station in Germiston.

Those interested should contact Mr Cooke on (011) 825-6847, to arrange an interview and aptitude testing.

Preference will be given to candidates who are in possession of a Std 10 or N/Certificate with maths and science.

355 12/6/87 B1 Day

Workers fired for singing

ABOUT 400 workers had been fired from Delmas Chickens in the Eastern Transvaal after workers began "singing, dancing and shouting" last week instead of doing their work, Food and Allied Workers' Union spokesman George Nene said yesterday.

But Delmas Chickens MD Tommy Bosman said 91 workers were fired from the evisceration section of the factory and the remaining members of the 400-strong workforce were fired after walking out in protest.

Bosman said: "My birds must be processed under hygienic conditions and you cannot have behaviour like that."

He said the company had agreed yesterday to take the workers back on condition disruptive behaviour stopped. — Sapa.

Ministers' pay has 'tripled'

By David Braun,
Political Correspondent

CAPE TOWN — Salaries of Ministers and Deputy Ministers have almost tripled in the last six years.

Where a Minister earned R47 064 in salary and allowance in 1981, his package after the latest 12,5 percent increase is just over R137 000 a year.

A Deputy Minister who earned R38 376 six years ago now earns nearly R97 000 a year.

The annual wage bill for the Cabinet (including the State President), the three Ministers' Councils for own affairs, Deputy Ministers and ministerial representatives, is now R6,75 million.

This does not include the cost of the parliamentary pension scheme, the R10 000 annual allowance now made available for secretarial services for each constituency, the free flights on SA Airways domestic services to which MPs are entitled (paid for by Parliament) and the parliamentary motor car scheme.

● See Page 4.

CT Times 12/6/87

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Council's 10% offer accepted

WHITE city council workers at a staff association meeting yesterday agreed overwhelmingly to accept the council's recent offer of a 10% across-the-board salary increase from July 1.

The meeting took place in the Podium Hall of the Civic Centre.

Mr Peter Rist, president of the 4 400-member Cape Town branch of the South African Association of Municipal Employees (SAAME), told an audience of about 900 at lunchtime that the city council also proposed unilaterally to implement a new job-evaluation schedule, backdated to January this year.

At least 40% of members would get increases, with back pay, when the scheme was effected.

Job evaluation would cost the council only R5 million, but the salary negotiations had gained concessions which would cost the council R30 million, Mr Rist said.

Mr Rist's proposal to accept the 10% offer was approved overwhelmingly.

Pay bonuses by law and end strikes

CM-Times 13/9/87

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From JACK PENN (Clifton):

THE development and increase in the South African trade unions will be of value to the country, or the reverse, depending on the integrity and ability of the leadership. The main aim would be to work in harmony with executive management for the benefit of both the executive and the workers.

Under bad leadership the aim of trade unions might be the development of the minimum productivity for the maximum financial gain.

On the other hand it should not be the aim of the executive to exploit the worker, but to encourage him to feel part of his organization with enthusiasm, knowing that he will benefit according to the quality of his work.

Collaboration between the employees and the employers has succeeded in the past by the donation of a suitable bonus after a successful year to indicate the willingness of the executive to collaborate when times are good. This has usually enhanced loyalty. However, success is not always continuous and during lean periods it may not be possible to continue uninterruptedly, the quality of bonus donation. Unfortunately, it is human nature to accept the first bonus gratefully, expect the second bonus for the same amount and demand the third one as a right, thus causing resentment between employee and employer. The lack of sufficient extra pay in the eyes of the employee leads to dissastisfaction and under the guidance of the senior trade unionists may lead to strikes which may lead to collapse and violence.

There is no doubt that the appreciation of good work leads to better work, and this can be stimulated by healthy co-operation between the executive and the working sector. However, appreciation should not be a matter of personal character or generosity but as a matter of legal right.

Should a percentage of the profits — say 10% — be used as bonus pay, shared by law throughout the employees, it would indicate that they are part of the "family" and the quality of their productivity would automatically show suitable returns over and above their salaries.

The amount given out by the executive would be taxed, not on the business account but individually on those who receive the funds. There would be less sacrifice by the owners than appears on the surface and in general the recipient would retain more of the bonus amount by virtue of a smaller tax.

The bonus subtraction from the organization's profits should be compulsory and not individualistic. Workers' strikes would therefore be of little value to them as any change in the wage scale would automatically reduce profits and the bonus amount.

There would, therefore, be no virtue in individual strikes, especially on basic services such as transport. Such an action would surely indicate a revolutionary leadership which should be dealt with accordingly.

With suitable division of profits over and above normal salary there should be a contented and fulfilling partnership between all individuals in business, industry or farming, with improvement of standards and benefit to the country as a whole.

Wage agreement

THE South African Black Municipal Workers' Union (Sabmawu) and the Town Council of Randfontein have reached an agreement on wage increases.

The agreement was signed on Friday, June 12. The increases come into effect from July 1.

This is on condition that no further wage increases or annual notches be granted to any employee of the town council during the period July 1, 1987 to June 30, 1988.

Profit handouts won't solve labour vs capital disputes

From MONTAGU P PLANT (Clifton):

IN RESPONSE to Dr Jack Penn (Letters, June 13):

The world was built by certain principles, made up of courage, thrift, enterprise and endeavour, all spurred by pride, ambition, competition, and even avarice, but not by enforced handouts of someone else's money.

We in business, commerce and industry, the lifeblood of the land, are striving to cut back a monster of slow, arrogant, political, inefficient and unwilling bureaucracy.

This bureaucracy is almost devoid of cost discipline and urgency, the employees of which cannot be fired until they are aged, and who receive very special treatment to the dire cost of every taxpayer.

They are drugged by security; they take no risks of venture, and they are constantly favoured by increases. The productivity of all this is low, and the cost very high, and the entire bureaucracy is increasing from day to day.

Consider these indelible facts. The reward for labour is the wage. For use of land, rent. For use of capital, interest. For entrepreneurship, profit. These are the laws of economics being part and parcel of this planet, and we cannot change them.

It has long been commonplace for employers to provide prerequisites complimentary to the wage, i.e. low-interest loans, assisted medical aid, assisted pension schemes, low-cost housing and lastly the bonus. The word is described as "something to the good into the bargain, especially dividends to shareholders of a company: Distribution of profits to insurance policy holders, gratuity to workmen beyond their wages".

Note well: Not a right payable to the workmen beyond their wages, but a gratuity. Dr Penn must search for another word.

The worker receives his wage, and oftimes a gratuitous bonus. If the law enforced a payment to him from his employer's profits, would the law enforce a contribution from him to make good his employer's losses? No, it would not, and this is the acid test. A worker's bonus is a gratuity and cannot be turned into a legal stipulation. The concept is ridiculous.

The worker must have protection and Trade Unions there must be. They have particularly since 1945, irresponsibly, and selfishly, ravaged the economy of the British Isles. Could it happen here? Yes it could, and the annual bonus will not prevent the fury of the emotion and outcome of strikes.

The worker, by and large, works for the market price, in the workplace.

Governments often stipulate certain minimum rates. Exploitation is a trait of the world. Nature is the best at it. It can only be curbed, it canot be eradicated.

The average executive of a business does not wittingly exploit, but rather he hires and fires according to the market conditions. One may ask why the medical profession, the ordained healers, with power of life and death, are charging such exhorbitant fees world wide? Would Dr Penn like to see a complete nationalization of the profession in South Africa?

The annual bonus does not ensure loyalty from employee to employee. I know of many large organizations who give excellent working conditions, and handsome bonuses, and the staff turnover is alarming.

Why? For the reason that the employees flit from job to job for selfish betterment. The word loyalty in the business sense has gone with the wind, like the beautiful word gay. It is a sad fact, even laughable: A wag will say, with the mime of an eyelid: "He is the loyal employee type, you know."

We do not want or require any more bureaucracy in South Africa and Dr Penn must know that commerce and industry shall from henceforth use all their muscle to cut it back, to its very minimum.

One only has to look at the labour pattern of the last 40 years of trade unions in Britain, and the declining volume and quality of production, and Britain is the land of the free, without a doubt, with bonuses aplenty, and strikes similarly.

The workers were recently encouraged to take up shares to the Post Office authority: Many did. The strikes continue.

Dr Penn should refer to the work of the Margo Commission, which has long been sitting and deliberating. Our tax laws have become so complicated and profuse, that very few can understand them, or keep abreast of them.

No, Dr Penn, the suggested legal handout of the entrepreneur's profits will not solve the eternal problem of dispute by and between labour and capital. Tight disciplines, faith, education, thrift, pride in person, family, nation, ambition, hard work, dedication, self-sacrifice, and last but not least, birth control. These will pale the problem.

Employment, salaries show improvement

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STAR 20/6/87

SVEN LUNSCHE

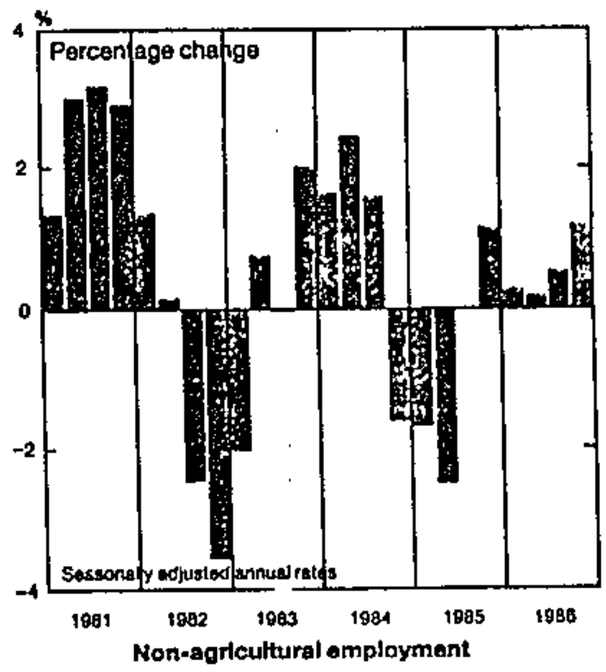
The upturn in the economy is finally having a positive impact on the financial position of individuals.

Statistics provided by the Reserve Bank in the June edition of its *Quarterly Bulletin*, show that aggregate nominal renumeration of employees contined to rise at a rate that exceeded the inflation rate in the first quarter of 1987.

"The resultant improvement in aggregate household incomes could be attributed mainly to the higher average level of nominal wage settlements in 1986 than in 1985 and to somewhat higher levels of employment during the course of the year," the bank comments.

The bank notes, however, that the average real wage per worker is still on the decline, a fact which economists have ascribed to the continued high inflation rate, but also to the heavier burden placed on individuals by the Receiver of Revenue.

The average salary per worker rose by 11,2 percent in 1985 and by 14,4 percent in 1986. Taking fiscal drag into account real renumeration declined by 3,6 percent from



Non-agricultural employment

1985 to 1986, and by two percent between the fourth quarters of these years.

This is in direct contrast to a rise in productivity during the second half of 1986.

Labour productivity, as measured by GDP per worker, showed increases of 2,9 percent and 3,4 percent in the third and fourth quarter respectively, although it declined by 0,6 percent over the year as a result of the rising number of industrial disputes and work stoppages — man-days lost rose from 678 000 in 1985 to 1,31 million in 1986.

As a result of the decrease in real earnings, the savings level of individuals remained largely unchanged. Accordingly the ratio of personal savings to disposable income showed little change from its very low level of 1,5 percent in the second half of 1986.

The domestic savings ratio, however, decreased to 22 percent, following on substantial "dissaving" by the public sector.

On the employment situation the bank notes that the degree of utilisation of production capacity in the economy rose moderately in the second half of 1986, followed by "an apparent rise in non-agricultural employment and some decline in the numbers of unemployed."

The employment figures remained virtually static in the first half of 1986, but rose at annualised rates of 0,6 percent and 1,2 percent in the third and fourth quarters respectively.

Black unemployment was shown by the revised Current Population Survey to have declined from 1,18 million in July 1986 to 1,05 million in January 1987. Among others this figure declined from 83 000 to 69 000 over the same period.

 Argus 22/6/87 355

ECONOMY

Wages up, but it's the taxman who benefits

By SVEN LUNSCHE

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RETAILING

'Shop-floor has become the new battleground'

SOUTH African industrial managers were negotiating political issues with trade unions rather than wages and working conditions, Anglo American executive Dr Zac de Beer said in Johannesburg yesterday.

By JOSHUA RABOROKO

Opening the Conference for Concerned Business Leadership, he said the mine and shop-floor have become the battleground in the black people's struggle for democratic rights.

He said: "Because the politicians in power are unwilling or unable to get down to business of negotiating the future Mapitso Malepa, director of Entokozweni Early Learning Centre, is to organise and create a forum where representatives from South African communities can come together to share viewpoints.

Dr de Beer said business should accept that trade unions were here to stay. He believed that modern industry with blacks, industrial managers are finding themselves in the frontline where the struggle is being waged."

The purpose of the conference, which was attended by various businessmen, community leaders and politicians, including Dr Frederick van Zyl Slabbert of the Institute for Democratic Alternative, and Mrs should be a partnership between employees and employers pursuing agreed goals.

He said: "Increasingly, business management is finding itself confronted by demands which go beyond the normal areas of wages and working conditions.

"The release of detainees is a good example — so is a paid holiday on May 1 and June 16. There is a critical choice whether to reject such demands as being unfair or whether to shoulder the additional burden," he said.

He said the trade union movement in South Africa, especially in the post-Wiehahn era were a force to be reckoned with because of the formation of unions such as the Congress of South African Trade Unions (Cosatu) and others.

Dr van Zyl Slabbert said the system which the Government intended to introduce in collecting rent in black townships was an admission of constitutional failure.

CAPE TIMES 24/6/87

SAB fires 340 workers

JOHANNESBURG — SA Breweries dismissed 340 workers yesterday at the company's Rosslyn plant after a work stoppage.

The Congress of South African Trade Unions said: "The dismissals come at a time of important national negotiations between the Food and Allied Workers' Union and SAB.

"The work stoppage at Rosslyn was over management plans to introduce continuous shifts to keep the plant running for 24 hours a day."

A spokesman for management at SA Breweries, Western Cape, said the dispute between management and workers at Rosslyn which "might develop into a strike". It would not have any impact on Cape Town. — Sapa

ARGUS 25/6/87

Union No to council pay offer

Labour Reporter

A CITY Council pay offer of a 10 percent rise has been rejected by the 11 000-member Cape Town Municipal Workers' Association (CTMWA).

The offer has been accepted by the local branch of the all-white South African Association of Municipal Employees, which represents about 6 000 municipal workers.

A CTMWA spokesman said members rejected the council's offer as a totally unacceptable response to their demand for a R50 a week across-the-board increase.

"Members are dissatisfied and restless and demand that the council reconsider its position immediately," he said.

MORE CONCERNED

"We will be meeting the employers on Monday for further discussions."

He said the CTMWA had told the council to go ahead and implement its job evaluation scheme.

"We are more concerned about immediate relief for our members through a decent pay increase.

"There is a provision in the job evaluation scheme for unhappy groups to contest the evaluation's findings and we will deal with those as they occur," he said.

Miners send R1-billion home

How SA supports southern Africa

A TOTAL of R501,3 million in deferred pay, remittances, savings and benefit payments to black mine workers was paid out last year, the president of the Chamber of Mines, Mr E P Gush, said yesterday.

Addressing the annual meeting of the Chamber, Mr Gush said the money was paid out by the Chamber's employment company, The Employment Bureau of Africa (TEBA), whose field offices serviced an area roughly the size of Western Europe, extending through South Africa, its internal independent self-governing territories and five foreign countries, Mr Gush said.

"The TEBA field operation provided an essential source of income to the communities most in need of economic support by channelling mineworkers' earnings to their families.

Mr Gush said: "If the amounts sent home by mineworkers through friends, banks and post offices were added to TEBA's traceable payments, these figures would reflect that over R1 billion finds its way back to the source communities in rural areas — a major benefit to the less developed areas of the region."

Workforce

Approximately 60 percent of the industry's workforce was engaged through TEBA within South Africa and its internal states. The remaining 40 percent of employees come from Lesotho, Mozambique, Botswana, Malawi and Swaziland.

"In 1986, the greatest number of men at work in any single month on gold, coal, platinum and other mines served by TEBA was 542 516 in September," Mr Gush said.

"Payments made by TEBA in 1986 in the form of deferred pay, remittances, savings and benefit payments totalled R501,3 million. This figure reflects only traceable payments handled by TEBA.

"Some countries, notably Lesotho, Malawi and Mozambique, have come to rely heavily on the annual injection of foreign capital earned from compulsory deferred pay. The governments of these countries require that mineworkers be paid out a proportion of their wages at home.

"In 1986, an amount of R240,1 million was paid to Lesotho in deferred pay and remittances, a 17 percent increase over 1985, while Malawi received R36,9 million, in the form of deferred pay, an increase of 23,55 percent on 1985.

Payments of deferred pay to Mozambique amounted to R83,5 million. This was two percent less than in 1985 owing to the South African Government's curtailment of the supply of labour from Mozambique at the beginning of October.

Savings

"TEBA-cash, the voluntary savings scheme offered to mineworkers, increased its outlets from 123 to 133 in 1985. The number of depositors reached 171 792, an increase of 56 792 over 1985. Cash transactions on the mines totalled R346 million in 1986.

"TEBA-cash investments reached R102,2 million, with deposits totalling R83,2 million. An extensive advertising campaign stimulated interest among mineworkers," he said.— Sapa.

Union bargaining shows growth

BDay 30/6/87 (355)

UNION-NEGOTIATED wage settlements in the first six months of this year reflected increases averaging 16,4%, exceeding the national norm by 4% to 5%.

This is according to a mid-year report on collective bargaining trends published by consultants Andrew Levy and Associates and released yesterday.

The report states that, economically, the bargaining prospects for 1987 appear more favourable than at any time in the previous two years. This is due to buoyant economic forecasts being given credence by production moving back to full-time and order books filling.

At a macro-level, there are expectations of 4% GDP growth, compared with the 0,7% of the year before.

There is little doubt, the report observes, that the economic recovery is having the effect of heightening both union and worker impressions of managements' ability to meet substantial wage increases.

Settlements

And during the next six months, it says, employers can expect to have to reach settlements close to the inflation rate.

The report notes a number of strikes this year which lasted for more than four weeks, and says that they indicate "the solidarity and militancy of labour at the moment, as well as the ability to sustain extremely lengthy strike action, facts which management should not underestimate".

ALAN FINE

It predicts that a further factor in wage bargaining will be union pressure for nation-wide in-company bargaining, rather than a series of plant-level negotiations.

"Although there have been some important groups granting this (including SAB and Premier), strong resistance is to be expected from a number of the major employers who have decided that plant level negotiation works well in practice".

These employers believe that "what the unions are now referring to as 'all level bargaining' is an open invitation to have innumerable bites at the same cherry. Where employers resist (this), they should expect to face legal industrial action, and probable national strike action, before they even get to discuss wages."

Big impact

This debate, it says, will sooner or later find its way into the Industrial Court.

The report argues that the Cosatu living wage campaign has made a significant impact on wage bargaining.

As regards other union organisations, the report observes that the performance of the United Workers' Union of SA "remains unimpressive" and employers who face them across the table "seem to have little to fear".

Little can be said, it adds, of the National Council of Trade Unions (Nactu) as a confederation. Performance here can only be judged by looking at its individual unions.

There appears to be, though, a slight tendency to more strike action in support of wage claims, with a lengthening of the duration of the strike, as well as a very significant usage of "cut price" industrial action by way of overtime bans and go-slows in support of this.

Motor workers' wages go up

MINIMUM wages of 22 000 motor industry workers are going up in the next few weeks.

BMW and the National Automobile and Allied Workers' Union yesterday said they had concluded a two-year wage agreement, offering an immediate 14,6% increase and a further 15% on July 1, 1988.

The BMW decision means nearly every major manufacturer is increasing wages for hourly-paid staff between this week and August 1. The exception is Samcor, which raised the wages of its 3 000 Pretoria workers in May.

DAVID FURLONGER
Industrial Editor

Toyota increased its workers' wages yesterday and Nissan does the same today. Mercedes-Benz, Volkswagen, Delta and Samcor's Port Elizabeth plant will all increase their rates from August 1.

For most companies, the latest rises are the second this year. In nearly all cases, the total increase for the year is around 13%.

Tot system at Cape factory

3-7-7-87 Sowetan 355

By GEORGE HILL

WORKERS at a toy factory in Philippi are on the tot system, a SOUTH investi-gation this week found.

The factory, situated on a farm, manufacture toys for many educational institutions.

The workers are recruited from farms in the surrounding area where the outlawed tot system is still a common practice.

Five workers employed by the firm confirmed they received a bottle of wine each night as payment.

One worker interviewed, a former farmhand, said he earned about R35 a week. Others said they earned between R25 and R30 a week.

They said they were given two bottles if they worked on a Saturday but no extra pay.

The factory is situated in a brick and corrugated iron structures.

The manager of the firm, Mr H B Connolly, when contacted by telephone, said the wine was given to the workers at their request.

He later denied this was a practice at his factory.

An attempt was later made to interview him at the factory where he denied the firm employed anybody but himself, his daughter and brother-in-law.

Clearly visible, however, was a receptionist and some of the workers inside one of the buildings. He also refused to divulge wage details and insisted SOUTH disclose the names of the workers interviewed.

A spokesman for the Department of Manpower said strict regulations applied when any building was used a factory.

Corrugated iron buildings were considered a fire hazard and specific rules applied.

He said the toy factory described would be subject to the Furniture Industrial Council agreement which stipulated, among other things, a wage structure and made provision for benefits such as pension and medical aid.

• Philippi farmworkers are giving up, page 6.

Man blinded in kitscop shooting

BOTH eyes of a Beaufort West man were removed at Tygerberg Hospital after he was allegedly shot by a "kitskonstabel".

The shooting incident involving the blind man, Sydney Yabo, 22, is said to have taken place between 8 and 9pm on Saturday, June 20.

Said Yabo: "I was comming home from the dance hall. I saw some children throwing stones. As I rounded the corner, I felt my eyes burning. I don't know what happened to the children."

He was also shot in the mouth, nose and ear.

Yabo, training at a college in Beaufort West to be a carpenter, said his mother was very sad and disappointed.

The police said: "A special constable in the Beaufort West black township was attacked by black males. Bricks and stones were allegedly thrown during the attack.

"The special constabel fired three shots with a shot gun in defence of himself and his property. One person was wounded and taken to Beaufort West hospital."

• Attacks on Karoo kitscops, page 2



Sidney Yabo in Tygerberg Hospital this week

Picture: BEN KARLIE

Govt illegitimate, says S

3-7-7-87

SOUTH CORRESPONDENT

JOHANNESBURG. — The South African Council of Churches (SACC), representing 4,5-million Christians, looks set to declare the Botha government "morally illegitimate and constitutionally illegal".

The SACC's national conference was asked in Bosmont, Johannesburg, in the report of outgoing general secretary Dr Beyers Naude its views on the government's legitimacy and legality - and to "indicate the steps to be taken" if this decision were approved.

The decision would have major consequences for churches in South Africa if approved.

The debate followed a decision by the World Council of Churches in Lusaka last month — backed by an SACC delegation — that the use of force to overthrow apartheid is morally justified.

And in his report to this week's conference, Naude says the growing political, social and economic crisis in South Africa is to intensify

"All these developments

Embassies say black workers are well-paid

PRETORIA — The British, United States and West German Embassies in Pretoria said yesterday their black employees were well paid, following reports from Canada that the Canadian Embassy had "considerable scope for improvement" in employment conditions for blacks.

A British Embassy spokesman said locally-recruited workers — such as cleaners — received a minimum monthly salary of R750. Drivers received more than R1 000.

All three embassies said no distinction was made between black and white employees.

The British Embassy spokesman said staff was engaged locally "in compliance with the European Commmission's Code of Conduct, which said that the minimum salary of our lowest grade employees must be at least 50 per cent above a figure produced by Unisa".

Unisa's minimum living level was R393,28, she said.

The embassy employed about 15 blacks in Pretoria.

A West German Embassy spokesman said the embassy preferred not to discuss the matter telephonically but that locally-recruited blacks were paid "a good salary".

He said salaries were adjusted yearly in accordance with the inflation rate.

A US Embassy spokesman, Miss Liz Pryor, said embassies paid locally-recruited staff according to the wages paid by the upper 25 per cent of Sullivan signatory companies.

The lowest salary paid came to R7 000 a year, excluding "good" benefits, for a 40-hour week. The embassy had over 100 local employees. — Sapa

D-Day for metal industry

TOMORROW is D-day for the metal industry as almost 100 000 workers complete voting in the National Union of Metalworkers' wage strike ballot.

Numsa officials said that voting at 500 companies throughout the country was brisk yesterday.

A spokesman said that the law allowed non-members of Numsa to vote in the ballot and to down tools if strike action was taken.

He said many companies were telling non-members it was illegal for them to vote in the ballot.

However, the spokesman said the ballot would begin at other plants where "management had initially refused voting facilities".

The strike ballot came after wage talks between Numsa and employers in the Steel and Engineering Industries Federation deadlocked last month.

• The packing and grading of oranges at Letaba Estates near Tzaneen in the Northern Transvaal came to a halt yesterday when about 300 seasonal workers went on strike over pay.

The workers, all women, said they were paid between R31 and R40 a month and worked from 6am to 6pm.

The workers do not belong to any trade union.

• The deadlock between the Transport and Allied Workers' Union and Lebowa Transport in Pietersburg over the dismissal of nine workers continued yesterday. (See page 4).

• All 700 members of the South African Allied Workers' Union, who went on strike over wages at the Alberton Town Council, were yesterday back at their posts in anticipation of talks between their union and management today.

The workers downed tools on June 29. They demanded a minimum R400 salary, sick leave and an end to discriminatory practices at work.

A 60-year-old father of five, who declined to be named, said that after five years with the council he earned R280 a month.

"After deductions amounting to about R100 a month I am left with very little, and most of it goes towards travel costs," he said.

Another old man, employed as a security guard, said he earned R400 a month after eight years.

355 Eve Post 7/7/87.

Embassies say staff well paid

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They were responding to reports from Canada that the Canadian Embassy had "considerable scope for improvement" in employment conditions for blacks.

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The embassy employed about 15 blacks in Pretoria.

A West German Embassy spokesman said the embassy preferred not to discuss the matter on the telephone, but that locally recruited blacks were paid "a good salary".

"Our black employees are very happy with us. We have received no complaints."

Salaries were adjusted every year in accordance with the inflation rate.

Blacks were also granted West German holidays and received about five weeks' holiday a year. About 10 black employees were drivers, gardeners and watchmen.

A US Embassy spokesman, Miss Liz Pryor, said embassies paid locally recruited staff according to the wages paid by the upper 25% of Sullivan signatory companies.

The lowest salary paid came to R7 000 a year, excluding "good", benefits, for a 40-hour week. The embassy had more than 100 local employees.

A Canadian Embassy spokesman, Mr Ed Willer, said that 22 locally employed staff, of which 13 were non-white, were not allowed to unionise.

He was reacting to a report in the Toronto Star which said that the embassy was not a "model employer as measured by the code of conduct established for Canadian firms" and underpaid black staff.

Mr Willer said the administrator of the code, Mr John Small, said in his report: "It should be noted that the Canadian Embassy would have attained a Category 1 rating or close to it had it not been the victim of the Public Service Staff Relations Act, which accords bargaining rights to Canadian public servants, but does not extend these rights to locally engaged employees at Canadian missions abroad."

Discussing salary disparities, Mr Willer said some of the blacks had been engaged for a shorter period than other employees, which placed them at a lower level on the salary scale.

The embassy established as a floor wage the household subsistence level plus 50%, but Mr Small recommended that the embassy convert to the "monthly living level" plus 50%, which was higher. — Sapa

CIWU talks break down

By THEMBA MOLEFE

A CONFRONTATION involving 14 000 workers in the chemical industry is looming following a breakdown in talks over wage increases, the Chemical Industrial Workers' Union has said.

The CIWU said in a statement that it lodged conciliation board papers yesterday after wage talks with Sasol plants in Secunda deadlocked.

The union meets workers at the weekend to consider a strike ballot.

This decision comes in the wake of strike ballots in the mining and metal industries.

Major items in the dispute between the CIWU and management are wages, paid holidays and paid maternity leave.

The union has rejected Sasol's offer of 16,5 percent wage increases, saying it would leave workers with a minimum wage far below many of the smaller chemical plants. The CIWU said Sasol was offering a R100 increase at its chemical plants and a "mere" 16,5 percent rise at its coal mines.

It said that other CIWU negotiations currently in dispute in the Transvaal involve 2400 workers at 12 plants.

"Negotiations are proving to be very tough as chemical employers attempt to resist the living wage campaign (called by the Congress of South African Trade Unions)," the CIWU said.

However, the union noted that settlements were being slowly reached with other employers in the living wage campaign.

Shortage ups office salaries

NORMANS SHEPHERD

SALARIES have risen in the scramble for office staff this year, says Kelly Personnel in its January-June pay survey.

"Present job market conditions clearly demonstrate employer confidence in the economy and salaries can be expected to rise even further during the course of the year," it says.

The biggest percentage pay increases among women office staff were for secretaries (11%), bookkeepers (17%) and Girl Fridays (11,5%) between January and June, compared with the same period last year.

Salary increases were generally lower in the Cape than in the PWV and Natal areas.

"This could be because the Cape was affected more in the recent recession and is lagging other areas in the recovery."

It adds there are personnel shortages in most general office staff categories, but the greatest need is for skilled workers such as word-processor operators, computer staff and top secretaries.

NUMSA STRIKE LOOMS

100 000 workers in metal industry poised to down tools

ABOUT 100 000 workers in the metal industry were due to go out on a legal wage strike today in what may now be a major confrontation involving the National Union of Metalworkers of SA, employers and the Government.



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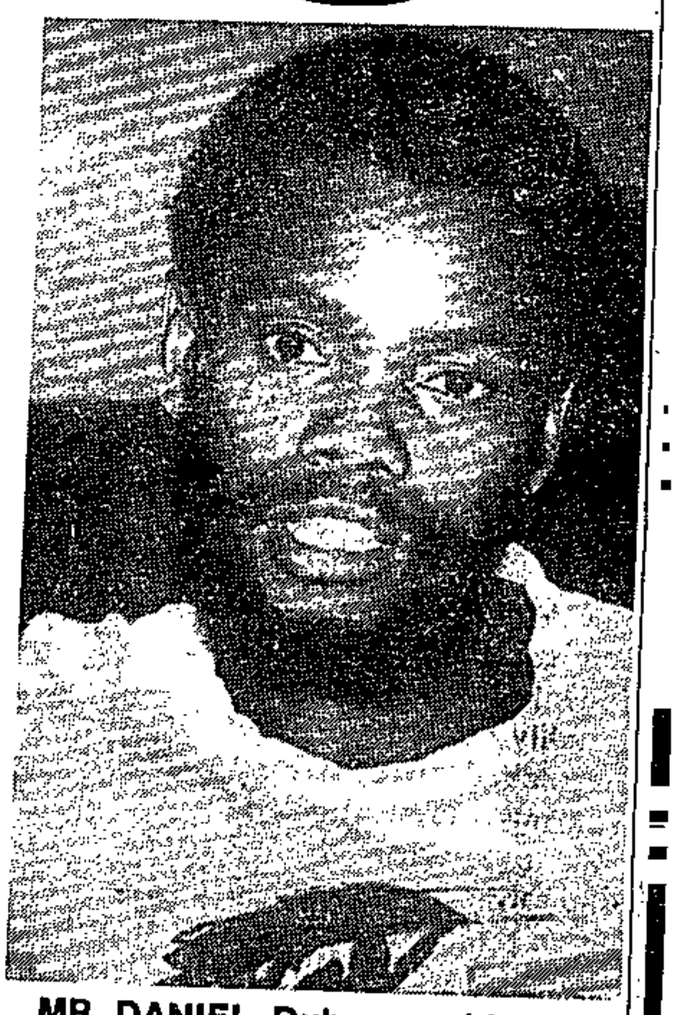
MR PIETIE du Plessis, Minister of Manpower.



MR DANIEL Dube, president of the 130 000-strong Numsa.

By THEMBA MOLEFE
Labour Reporter

The strike follows a dispute between Numsa and the Steel and Engineering Industries Federation of South Africa (Seifsa), the various companies that constitute the employers.

In a wage strike ballot at 500 plants throughout the country workers voted overwhelmingly for the industrial action.

Illegal

But yesterday Seifsa issued a statement saying that in terms of a Government Gazette to be published today the strike would be illegal.

The statement read: "Negotiations for a new main agreement in the metal industry were successfully negotiated between the employers and 14 of the 15 unions involved on June 9.

"Because of the procedures involved in publishing a new agreement in the Government Gazette the industry has been functioning without a valid agreement since July 1."

Seifsa said that it was advised by the industrial council in the iron, steel, engineering and metallurgical industry that the agreement was to be renewed today and that in terms of the Labour Relations Act any strike action following the publication of the notice would be illegal.

This means that the agreement reached between Seifsa and the 14 unions, was invalid because no proper procedures were followed.

A Numsa spokesman yesterday said the employers and the State were denying the workers their power to exercise their muscle after exhausting legal procedures.

He said the main agreement between employers over wages expired on June 30 and that Numsa regarded the wage talks held in June as invalid and therefore the union had acted legally in holding a strike ballot.

"What the State is doing is to protect the employers given the fact that this would be the first biggest legal strike in the metal industry," the spokesman said.

Meanwhile the National Union of Mineworkers (Num) executive committee was still locked in a meeting to decide on a strike action date after more than 200 000 mineworkers voted yes in a similar ballot last week.

● To Page 2

By LANGA SKOSANA

policemen who said they were taking him to the council office where he should pay part of his R1 247,60 debt.

When he got there he was ordered to sign papers that he was promising to square up the arrears but he refused.

"I was shocked and upset to be woken up at that time of the night to go and pay rent. I had been to the clinic the previous day where I was told to stay in bed," he said.

Soweto Council town clerk, Mr Nico Malan said he was unaware of the raids. He said he would investigate.

Asked why the council seemed to be picking on poor people and leaving Dr Motlana, Mrs Sisulu, Mrs Mandela and Mrs Khuzwayo, whom it had earlier threatened to evict, Mr Malan said the council withdrew their eviction notices after it found a technical error in their phrasing.

He said the council was not afraid of them and would issue new notices.

Sunday Sometan 14/7/82.

Vaal council workers down tools over pay

At least 300 Vereeniging Town Council workers yesterday downed tools, demanding a minimum wage of R500 a month and the recognition of their union.

By SY MAKARINGE

A spokesman for the Oranje-Vaal General Workers' Union, Mr Philip Masia, yesterday said management had, for the past few days, been using its internal machinery to resolve the pay dispute, but this did not satisfy the workers.

Mr Masia alleged that the council was paying its black employees a minimum wage of R87 a fortnight.

He said this was too little when transport expenses, rent and other expenses were considered.

He also claimed that management had for a long time been trying to circumvent the union.

The *Sowetan* could not reach senior council officials. They were said to be attending day-long meetings.

● More than 300 members of the Oranje-Vaal General Workers' Union employed at the Rand Water Board's Suikerbos plant near Vereeniging went on strike yesterday following the dismissal of a shop steward on Friday.

The shop steward, Mr Mohapi Richard Ramaqabe, was allegedly fired for organising workers at the plant, according to Mr Masia.

"The workers feel that an injury to one must be an injury to all," Mr Masia said.

Mr Dale Hobbs, chairman of the Rand Water Board, could not be contacted for comment yesterday. A senior employee confirmed the work stoppage at Suikerbos, but would not elaborate.

BUSINESS

ECONOMY

Employees benefit from salary increases for the first time in 10 years

By TOM HOOD, Business Editor

SHARPLY higher pay rises in the second half of this year are expected to leave employees with more spending money in their pockets for the first time in 10 years.

Inflation and direct taxes previously left people worse off after their salary increases.

A rise of 20,2 percent in remuneration for the first half of 1987 is estimated by the Stellenbosch Bureau for Economic Research in its latest forecast of economic prospects published today.

These higher earnings were reduced in purchasing power terms to about 2,6 percent by inflation and direct taxes.

SPENDING MONEY

Spending money ("real disposable income") will rise again in the second half to average out at a growth of 3 percent for the full year.

Expected lower inflation (down to about 13 percent from the current 17,3 percent) will help to keep the growth in real disposable income "fairly high" in 1988, says the bureau.

However, as inflation rises again from the middle of next year onwards, spending money will shrink.

Real disposable income is projected to increase by about 3 percent this year and a further 5 percent in the first nine months of 1988.

"For the first time since the start of the decade, the change in real per capital disposable income will thus be above zero for 12 months or more."

BARGAINING POSITION

Already, disposable income for the first quarter of this year is 3,4 percent up on last year's first quarter level, according to Reserve Bank figures.

The expected sharp rise in earnings is based on the view that profits rose substantially last year which, with last year's high inflation, put trade unions in a strong bargaining position, the bureau says.

Apart from this, the 12,5 percent pay rise for civil servants is likely to turn out to be at least 15,5 percent as a result of notch increases and fringe benefits.

"This will put further pressure on the private sector to increase wages and salaries. In addition, employment is increasing as the economy expands while personal incomes will also gain from expansions in small business enterprises."

The bureau forecasts consumers will buy more durable goods over the next 12 months but clothing, footwear and other semi-durables could lose out through a "substitution process" as people change their buying patterns.

"We anticipate a steady increase in consumer spending in real terms. Consumers were forced to cut back on durable goods for a few years and pent-up demand should now be strong.

"Replacing of old appliances, cars etc was postponed from 1984 onwards and the car market in parcicular should benefit from this."

Television sets, bought around 1976 have reached the stage where replacement should gather momentum.

However many consumers will prefer to switch to renting, thus pushing up the growth in the services sector, in spite of substantial price reductions which are on the cards for TV sets and VCRs.

HOME-BUILDING

"Manufacturers of these goods are thus bound to reap more benefits than retailers."

Home-building is likely to increase while the Government is expected to continue supplying the Third World sector with "cheap houses".

All of this should impact positively on durable goods such as furniture and household appliancs. Household textiles and furnishings should also benefit.

Spending on durable goods will grow by 5,8 pecent in real terms this year followed by a further 9,6 percent in the first nine months of next year.

This is a huge turnaround from the negative 5,6 percent for the 1981-86 period and, says the bureau, it should impact favourably on employment in the manufacturing industry.

25 000 in new strike threat

ALAN FINE

THE Food and Allied Workers Union (Fawu) said yesterday there was a threat of a national strike by 25 000 workers in the milling and baking sectors after wage talks deadlocked last weekend.

Fawu said the dispute involved the Premier Group and Sasco, two of the big three staple food producers.

The union said employers had rejected a demand for a R62-a-week across-the-board increase. Talks had broken down after employers revised their offer to R22 a week and then dropped it to R18 when the union rejected that offer.

A spokesman for Premier said last night the company was not expecting strike action.

She said the figures quoted by Fawu were not altogether accurate as there were separate negotiations for each of four Premier divisions.

The minimum wage in the milling and baking sectors is R120 a week.

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Fawu victory

THE Food, Beverage and Allied Workers' Union and the Pietersburg branch of Sasko Bakery reached agreement in their wage negotiations yesterday.

They have agreed on an across-the-board increase of R18 a week and a minimum weekly wage of R90.

The agreement followed three days of hard bargaining, spokesmen for the two sides said.

They also agreed that:

- All employees of Sasko in Pietersburg qualify for the company's pension scheme after working for one month. In the past people had to wait for many years before they could be accepted to the pension scheme.
- Male and female employees who worked for the company for 25 and 15 years respectively should receive a long service allowance of one third of their monthly salary. They agreed on a minimum of R500 and a maximum of R750.

Previously people who worked for those years received only a wristwatch and a certificate.

— Sapa.

e Star Tuesday, July 21 1987 3

Iscor strike continues as wage talks deadlock

(355)

Sma 21/7/87

By Mike Siluma

More than 6 000 members of the National Union of Metalworkers (Numsa) today continued their legal wage strike at Iscor's giant Vanderbijlpark plant as talks between union and management remained deadlocked.

The workers came out on strike yesterday after a 97 percent vote in favour of the strike.

An Iscor spokesman said about 6 400 workers were involved in the stoppage, representing about 30 percent of the total workforce at the plant.

Iscor is not party to the steel and engineering industry's main wage agreement, whose extension last week aborted a national wage strike by 50 000 Numsa members.

Talks between Numsa and Iscor broke down after workers rejected a management offer of a 34c an hour increase, and instead demanded a 75c increase.

Numsa spokesman Mr Peter Dantjie said union demands included the recognition of May Day and June 16 as paid holidays, maternity and paternity leave, a fulltime shop steward, a 40-hour week and an end to tax deductions from wages.

Iscor said an agreement with nine other recognised unions included a 12,5 percent pay rise, improvements in shift allowance, vacation leave and maternity leave benefits. Numsa's wage demand "would amount to an overall wage cost increase in excess of 70 percent", it said.

Mr Dantjie said a total of 25 000 workers, including those at Iscor, are affected by in-house wage talks at about 10 companies. Strike ballots will be held this week at Middleburg Steel, Highveld Steel, Usco Vaal.

Sowetan 22/7/87

Deadlock at mine

THE National Union of Mineworkers meets a subsidiary of Johannesburg Consolidated Investments on Thursday in an attempt to break a long wage deadlock involving 2 000 mineworkers.

By THEMBA MOLEFE

The Num and Consolidated Murchison and Antimony Mines meet in a conciliatory board hearing in Pretoria to resolve the deadlock that was reached months ago when the union rejected management's offer of a 20 percent increase.

Num's assistant general secretary, Mr Marcel Golding, said talks broke down when the company refused to budge on its 20 percent first and final offer.

The union also demanded improved working coditions on top of its 55 percent increase demand.

Meanwhile, De Beer's Consolidated Mining Limited, a large diamond consortium, has confirmed that it would also be going for conciliation talks with the Num following a wage talk deadlock.

The dispute involves 7700 workers at six mines.

Mr Golding said the Num was still keeping the date for strike action by more than 200 000 members at 35 mining companies a secret. He said the date will be announced after final plans had been made.

The Num and the Chamber of Mines reached a deadlock over wages last month and after all channels to resolve the dispute failed. The union held a strike ballot in which the majority of the members voted favourably for the action.

00 23/7/87

Potwa negotiations with Post Office break down again

By BARBARA HART

EAST LONDON — Negotiations between the Posts and Telecommunications Workers' Association (Potwa) and senior post office officials to end a four-week strike broke down in Pretoria yesterday.

Potwa's president, Mr Vusi Khumalo, said the talks ended in deadlock when the post office refused to accede to the demands of the union.

Potwa has demanded that 60 employees dismissed during the past three to four years be re-employed, and that the striking workers receive full pay.

A post office spokesman, Mr Ben Rootman, said the post office management had made it clear that it could not meet the conditions.

"Despite the fact that the department has repeatedly made it clear that workers will not receive salaries while on strike, the majority of them still firmly believe that they will receive payment.

"The post office management has requested Potwa to help remove this misconception by impressing upon workers that they will in fact not be paid for the period of the strike."

The strike of some 1 700 workers, which has affected ten towns in the Eastern Cape, began in sympathy with three employees dismissed in January this year.

Mr Khumalo, who earlier this week called for the strike to be speedily resolved, said yesterday that union representatives were meeting to access the deadlock.

Both he and Mr Rootman could not say when the talks would be resumed.

Mr Rootman said management was willing to discuss "any reasonable requests".

LABOUR BRIEFS

24/7/87

THE Hotel and Restaurant Workers' Union is claiming about R240 000 for its 135 members employed by Kyalami Ranch Hotel following "illegal" deductions off workers' wages spanning 15 years.

Harwu says that the Industrial Council twice ruled that the hotel was deducting R40 more for accommodation instead of the legal R80 a month from workers' salaries.

The hotel twice violated the ruling and on June 1 135 workers went out on strike in protest and were subsequently dismissed by management. The workers are still out of work and staying on the company's premises.

Harwu spokesman, Mr Allan Horwitz, said the union had already handed over claim papers to the Industrial Court with a view to prosecuting Kyalami Ranch Hotel.

● **The Black Allied Mining and Construction Workers' Union (Bamcwu) has declared a dispute with two mining companies after wage talks involving 1 200 workers deadlocked this week.**

The union's vice-president Mr Mbulelo Rakoena said the companies are Montrose Chrome Mine and the Grassvalley Chrome Mine.

He said the union rejected Montrose's 18 percent wage increase offer and demanded a 36 percent rise after moving down from a 56 percent demand.

Grassvalley refused to budge on its 17 and 19 percent increase offer while Bamcwu demanded a 35 percent increase after dropping down from 60 percent.

Mr Rakoena said the companies also rejected the union's long service and annual bonus demands.

● **The Food and Beverage Workers' Union (FBWU) this week signed a recognition agreement with Lowveld Bakeries, involving 80 workers, in Tzaneen.**

The recognitioin brings to three that have been signed by FBWU in Lebowa alone.

● The National Union of Steel Workers holds a wage negotiations report-back meeting with its members at the Laudium Hotel's conference room in Pretoria tomorrow at 8am.

A spokesman said the meeting involves all members employed by Besaans du Plessis, a steel company in Pretoria. Workers will also discuss their forthcoming first congress.

● **The Textile Workers' Industrial Union has declared a dispute over wages with Arenda Textiles Limited in Randfontein.**

A spokesman said members would hold a general meeting to discuss further action soon because this was the third time that wage negotiations with the company had deadlocked.

● Fifty members of the Commercial, Catering and Allied Workers' Union (Ccawusa) have gone out on strike over wages at Collins Publishing company in Denver, Johannesburg.

Ccawusa's Johannesburg branch secretary, Mr Kaiser Thibedi, said the action followed a strike ballot held on Tuesday after management could not accept the union's demand of a minimum R400 a month increase.

Mr Thibedi said management was offering between R85 and R90 a month increases. The union also demanded a 40-hour week without loss of pay to which management conceded.

Blacks produce own code to monitor SA companies

By DAVID JACKSON

SOUTH AFRICA's top 100 companies are to be rated against a "home-grown" code of employment practices — initiated by a group of leading black management executives.

The controversial labour code founded by the Rev Leon Sullivan is in tatters following the American cleric's decision to support the disinvestment lobby.

But now comes a new plan to monitor obstacles in the way of "upwardly mobile" blacks in industry and commerce as part of a drive to enhance the quality of local black management in South African business.

Its organisers are the independent Black Management Forum, with an impressive portfolio of black professionals on its books.

More than 50 South African companies are already corporate members, at a fee of R1000 a year.

The "code" is not modelled on Sullivan and is not seen in any way as a substitute for it.

But, says the Forum's Public Affairs Manager, Mr Morakile Shuenyane: "There was some opposition to the Sullivan code because it was imposed on companies from outside.

"This is an entirely South African exercise and the list of criteria will be drawn up by experts who have experience of local conditions and problems."

The Forum will draw up the code — still in the planning stages — with the help of outside researchers.

Leading companies are to be consulted about its aims — and it is hoped to have the first ratings ready by the end of the year.

The preliminary target of 100 companies is a rough guideline.

Attitudes

The organisation, with its head office in Johannesburg and regional branches throughout the country, was set up soon after the 1976 Soweto disturbances to counter "negative attitudes" to blacks in the work place and to promote quality black management.

Explains Mr Shuenyane, who himself holds the position of Social Responsibility Manager for the now wholly-South African-owned Makro company:

"Part of the problem in the past was the number of token black managers in executive positions, some of whom were inefficient.

"They were placed there because it looked good to the mother companies overseas. Their lack of competence tended to harden white attitudes and to reinforce racial stereotypes ... whites were being exposed to the wrong calibre of black managers."

As a result, he says, blacks immediately below the black executive saw him as a puppet or stooge, while white managers did not accept him as a colleague.

"A large percentage of whites only come into contact with blacks at the gardener and messenger level.

"Hence it is the responsibility of black management to play a role model with the intention of melting white attitudes."

Says Shuenyane: "It was to some extent a 'them' and 'us' scenario. Black managers were often regarded as Uncle Toms and as part of the problem.

Unacceptable

In turn, these managers often did not identify sufficiently with the problems of the black community and were not accepted by them. They didn't belong anywhere."

The Forum is not politically-orientated. But the reality is that many of the new entrepreneurial management class will be among the leaders in a post-apartheid society.

Ingrained prejudices on both sides are not broken down overnight. Progress since 1976 has been slow.

But a recent survey conducted by the Wits Business School estimated there are now more than 200 black managers — some of whom hold key positions in their companies.

The Forum's President, Mr Don Mkhwanazi, is the Marketing Development manager for Smith and Nephew. The vice-president, Mr L. Ndlovu, is Labour Relations manager for Afrox.

Other directors on the Forum's 15-man board are listed as holding executive positions in companies such as Shell SA, SAB, and Cadbury, among others.

The forum has an open-ended stance on the economic base on which the future South Africa should be built.

Explains Shuenyane: "We have no preconceived views about capitalism, socialism or any of the 'isms'.

"We are commissioning a team of reseachers who have a mandate to investigate a suitable 'ism' for our special circumstances.

Says Forum chairman Mr L M Ndlovu: "We are into development and democracy.

"The individual member must be equipped to fit, shape and harmonise his two key spheres, society and the corporate world.

"Both environments have acute shortcomings which impede individual and group advancement."

Pay strike at Iscor now in seventh day

By Mike Siluma

The pay strike by between 6 400 and 7 000 members of the National Union of Metalworkers (Numsa) at Iscor's Vanderbijlpark steel works entered its seventh day today with no movement from either side.

At the same time, Numsa is awaiting management's response to an offer by 1 000 members to return to work at Samancor's Witbank ferro-metals plant — in exchange for a suspension of disciplinary proceedings instituted after the national wage strike two weeks ago.

Numsa members at Iscor are on strike to back demands including an across-the-board 75c an hour pay increase, instead of the 34c offered by management.

Other demands include the recognition of May Day and June 16 as paid holidays, maternity and paternity leave, a full-time shop steward, a 40-hour week and an end to tax deductions from workers' wages.

Disciplinary proceedings against Samancor workers follow the national metal wage strike which was called off after being declared illegal by Government decree.

The union said the dispute centres on management's insistence that the workers were not involved in the industrial council wage talks and therefore had no right to strike. The union believes the workers are covered by the industrial council negotiations.

The union spokesman said workers had offered to return to work on condition management suspended disciplinary action and that the dispute be referred to the Industrial Court.

About 3 000 workers who went on strike at the nearby Highveld Steel plant on Thursday in solidarity with the Samancor workers returned to work on Friday.

to teacher training; the present position in regard to teacher training in the Natal Education Department, the financial implications of undertaking teacher training on behalf of another department as well as the Ministers' Council decision in regard to the disposal of redundant facilities were discussed.

Further discussions have subsequently been requested by Dr Dhlomo.

Oudtshoorn: bursaries

*6. Mr A GERBER asked the Minister of Education and Culture:†

Whether any increase for bursary holders at the education college at Oudtshoorn has been announced this year; if not, why not; if so, (a) what does the increase amount to per year and (b) for which academic years does it apply?

†The MINISTER OF EDUCATION AND CULTURE:

Yes,

(a) R400,

(b) the 1987 academic year and the relevant subsequent years of study.

Agricultural extension officers

*7. Mr D G H NOLTE asked the Minister of Agriculture and Water Supply:†

(a) How many agricultural extension officers were employed by his Department as at the latest specified date for which figures are available and (b) (i) for what average period do such officers remain in the employ of his Department and (ii) what are the main reasons for their leaving the service?

†The MINISTER OF AGRICULTURE AND WATER SUPPLY:

(a) 149 on 31 May 1987.

(b) (i) 25,7 years in senior cadre.
11 years in junior cadre.

(ii) Better salaries and fringe benefits.

For written reply:

General Affairs:

Full-time employees

168. Mr R M BURROWS asked the Minister of Communications:

(1) What was the total number of persons employed in a full-time capacity in his Department as at the latest specified date for which information is available;

(2) (a) how many such persons were employed in each of the eight most senior post levels in his Department, (b) how many of these persons were (i) male and (ii) female and (c) to which population group did each of these persons belong;

(3) (a) what will be the applicable salaries and/or salary scales of each of the eight most senior post levels in his Department with effect from 1 July 1987 and (b) what financial and other specified benefits will be applicable to each of these post levels as at 1 July 1987?

The MINISTER OF COMMUNICATIONS:

(1) 96 941, as at 30 April 1987;

(2) (a)

Post level	*Number of persons employed*
1	1
2	4
3	16
4	48
5	1
6	76
7	224
8	1

(b) (i) and (ii) with the exception of one female on post level 7 all the persons referred to are male;

(c) to the White population group;

(3) (a)

Post level	*Salary (fixed)*
1	R131 031
2	R 75 990
3	R 63 990
4	R 57 600
5	R 56 010
6	R 50 490
7	R 45 030
8	R 40 710; and

(b) (i) an annual service bonus amounting to 93% of one month's salary;

(ii) a housing subsidy on interest and capital redemption up to a maximum of a housing loan of R50 000, subject to the compliance with certain conditions;

(iii) varying telephone rental and call concessions; and

(iv) a car financing scheme for officers occupying posts on the first six post levels. The size of the loans granted varies depending on an officer's grading.

Aids

186. Dr M S BARNARD asked the Minister of National Health and Population Development:

(1) Whether the acquired immune deficiency syndrome (Aids) is a notifiable disease; if not, why not; if so, how many cases have been recorded in South Africa as at the latest specified date for which information is available;

(2) whether he has received any representations regarding this disease; if so, (a) when, (b) from whom and (c) what was (i) the reason for these representations and (ii) his response thereto in each case;

(3) whether he will make a statement on the matter?

The MINISTER OF NATIONAL HEALTH AND POPULATION DEVELOPMENT:

(1) No.

1.1 Aids can also be transmitted by healthy carriers of the disease (with positive blood tests). However, all these persons are not necessarily contagious and not every carrier will get the disease. Blood tests are also not 100% reliable.

1.2 The Stigma and implications of wrongly being labelled as a potential Aids patient are far reaching.

1.3 Compulsory notification, with the stigma implied, might drive the disease underground. This will have a contra productive effect on the control of the problem. Compulsory notification is not general policy in Western countries.

1.4 An anonymous confidential register of Aids cases is kept at the SAIMR, Johannesburg, under the supervision of experts who ensure that all diagnoses are confirmed and verified. This protects people who suffer or may be suspected to suffer from Aids from unnecessary and unwarranted victimisation and harassment.

1.5 The Minister of National Health and Population Development has the power to take action should it be deemed necessary. The Advisory Group on Aids monitors the situation and advises regularly on suggested management.

1.6 By 25 June 1987 a total of 75 cases were diagnosed of which 55 were South Africans.

(2) Yes.

(a) 25 April 1987.

(b) Medical Association of South Africa.

(c) (i) A decision by the Executive Committee.

(ii) Discussions took place between officials of the Department and the Associa-

Teachers get rise

HOUSE OF ASSEMBLY — Some categories of women teachers will receive increases from November 1 to eliminate the disparity between their salaries and those of men, the Minister of National Education, Mr F W de Klerk, said yesterday.

Announcing this at the start of the Budget's committee stage debate on his portfolio, he said this followed the recent announcement of a 12,5 percent salary increase in the public sector.

Announcing the increase, the Minister in the Office of the State President in charge of Administration, Mr Alwyn Schlebusch, said that adjustments for certain professional classes would be considered on a priority basis.

Mr De Klerk said differences in salary scales on grade 2 and above had already been elininated.

"As a result of differences in salary scales between men and women at grade 1, there are still certain salary disparities at grade 2 and higher. —

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28/7/87

Cape Times 31/2/87

UCT accused of 'bad faith'

(355)

By CLARE HARPER
Labour Reporter

THE University and Allied Workers' Union yesterday accused the University of Cape Town of "aggravating" their three-week-old dispute by unilaterally increasing the salary of other UCT staff outside the bargaining unit.

The union, which has demanded the "same monetary increase for all staff", said it regarded the university's announcement that other staff would receive a 12,5% increase as "a sign of extreme bad faith".

At a UAWU press conference yesterday the general secretary of the union, Mr Ebrahim Patel, said the university had given an "incorrect impression of the negotiations at this stage".

Minimum wage

Firstly, the union did not view the "minimum wage" offered to the lowest-paid workers (bottom notch, Pay Class 1) as R700 a month, as the university did.

The university figure included a R54 annual bonus, and workers were actually being offered a minimum salary of R646 — increased from R512.

Secondly, although the majority of staff in the bargaining unit worked a 40-hour week, a significant number, including catering hands and campus security men, worked a 46-hour shift.

Mr Patel said it was a "myth" to suggest that workers were being offered a minimum of R4 an hour, as the university claimed. He explained that R646 divided by 46 hours, and further divided by 4,33 working weeks, amounted to R3.24 an hour.

Mr Patel said this difference of opinion was significant because the dispute rested on the living wage call of the union.

□ The Congress of South African Trade Unions is campaigning for a R4 an hour living wage, recently revised to R4.50.

Big victory for workers

By DAN DHLAMINI

BEKKERSDAL town committee employees who downed tools this week, protesting against the government's 12,5 percent general salary increase, have scored a major victory.

After a meeting between the African Miners and Allied Workers' Union general-secretary, Vuyani Madolo, and the township administrator, Jacob Modimoeng, it was agreed that most of the workers' grievances would be met except for the 80 percent salary increase they initially demanded.

Instead, both parties agreed that at least a 40 percent salary increase would be negotiable and the matter was adjourned to August 18.

Demands which would be met include:

- Better working conditions and protective clothing for workers.
- Permanent employment for casuals who have worked for more than a year.
- Attachment of pay slips to cheques.
- Equal treatment for all employees.
- Compensation for workers injured at work.
- Paid maternity leave.

Madolo said the administrator had recognised the plight of the workers and that he was confident that when they meet on August 18 the council would agree on the salary increase.

Modimoeng said the employees were justified to demand higher salaries because of the present economic climate.

Some of the workers claimed that the 12,5 percent salary increase was not included in their cheques this month, but that there were more deductions.

'Hard line' on unions

Own Correspondent

DURBAN. — Unions affiliated to the Congress of South African Trade Unions (Cosatu) had in the past few weeks come up against hard-line management attitudes "tantamount to union-bashing", Cosatu said in a statement released at the weekend.

The unions were taking up the "legitimate shopfloor demands of their workers in a democratic way".

On wage demands, the statement said: "It is true that for years workers have had to bear the brunt of low wages, inflation and rising costs. At the same time, almost all big companies have been scoring massive profits.

"Workers are demanding a bigger share of profits to secure a decent life for themselves and their families."

Rapid rail transit system

253. Mr P G SOAL asked the Minister of Transport Affairs:

(1) Whether, with reference to his reply to Question No 300 on 23 February 1987, a decision has as yet been taken on the introduction of a rapid rail transit system for Johannesburg; if not, (a) why not and (b) when is it anticipated that a decision will be taken; if so, what was that decision;

(2) what specified factors are being taken into consideration in taking a decision on this matter?

The MINISTER OF TRANSPORT AFFAIRS:

(1) No.

(a) Adequate funds for the project are not assured.

(b) After further discourse with the public and the Johannesburg City Council and when it becomes foreseeable that funds for the various phases of a project of such magnitude will be available.

(2) The following factors will be decisive—

* The availability of funds;
* The support of all interested parties; and
* Unqualified consensus that the proposed project is viable and in the public interest.

The Citizen transported

269. Mr D J DALLING asked the Minister of Transport Affairs:

With reference to his reply to Question No 2 on 26 May 1987, (a) how many copies of *The Citizen* were transported by the South African Airways from Johannesburg to other destinations on a daily basis in April and May 1987, respectively, (b) what was the freight weight of the newspapers so transported in each of these months and (c) what, in the absence of any special agreement existing, was the normal commercial charge for such transportation in each of these months?

The MINISTER OF TRANSPORT AFFAIRS:

(a) Information is not available as airfreight is based on mass and not units.

(b) 6 083 and 5 875 kilograms respectively.

(c)

	Johannesburg/ Cape Town	*Johannesburg/ Durban*
	R/kg	R/kg
Up to and including 100 kg per shipment.	1,80	0,84
More than 100 kg per shipment	1,35	0,63
More than 300 kg per shipment	1,26	0,59
More than 500 kg per shipment	1,17	0,55

The Citizen: copies to passengers

270. Mr D J DALLING asked the Minister of Transport Affairs:

(1) With reference to his reply to Question No 2 on 26 May 1987, how many copies of *The Citizen* were used by the South African Airways on a daily basis for in-flight purposes in April and May 1987, respectively;

whether such copies were given to all passengers travelling in the business and first class sections of aircraft; if not, (a) why not and (b) to which passengers were they given;

(3) how many passengers travelled (a) business and (b) first class on morning flights from Johannesburg to other destinations in April and May 1987, respectively?

The MINISTER OF TRANSPORT AFFAIRS:

(1) 376 and 407 respectively.

(2) (a) and (b) Copies were offered to all passengers in the business and first class sections.

(3) (a) and (b) Separate figures are not readily available.

SA Transport Services Board

296. Mr C J DERBY-LEWIS asked the Minister of Transport Affairs:

(1) (a) How many commissioners are serving on the South African Transport Services Board at present, (b) what (i) academic and/or (ii) other specified qualifications in the field of transport do they hold in each case, (c) (i) for how long has each of these commissioners served on the Board and (ii) what is the normal term of office of a commissioner and (d) in respect of what date is this information furnished;

(2) whether he is considering appointing persons currently holding key positions in industry or commerce to the Board; if so, what are the relevant particulars?

The MINISTER OF TRANSPORT AFFAIRS:

(1) (a) Three.

(b) (i) and (ii) It is the sole prerogative of the State President to make appointments of this nature.

(c) (i) Since 1 December 1974, 1 November 1975 and 1 October 1981, respectively.

(ii) Five years.

(d) As at 31 July 1987.

(2) No.

Taiwan: former ambassador

299. Mr C J DERBY-LEWIS asked the Minister of Foreign Affairs:

(1) Whether a former ambassador to Taiwan was involved in any irregularities concerning the sale of a Japanese motor-car to a Taiwanese citizen prior to the completion of his mission; if so, (a) (i) what was the age of the vehicle and (ii) how many miles or kilometres had been registered on its distance recorder at the time of sale, (b) what was the profit made on the transaction and (c) what are the particulars of the alleged irregularities;

(2) whether any customs and excise duties were paid to the Taiwanese authorities on this transaction; if not, why not; if so, what were the amounts involved;

(3) whether the national intelligence agency in Taiwan investigated this matter; if so, (a) on what grounds and (b) what recommendations were made to his Department by this agency;

(4) whether the ambassador concerned is still in the South African diplomatic service; if so, (a) why, (b) (i) where and (ii) in what capacity and (c) what action has been taken against him as a result of this transaction; if not, why not;

(5) whether he will make a statement on the matter?

The MINISTER OF FOREIGN AFFAIRS:

(1) No. (2), (3), (4) and (5) Falls away.

THURSDAY, 6 AUGUST 1987

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†Indicates translated version.

For written reply:

General Affairs:

Employees

153. Mr R M BURROWS asked the Minister of Constitutional Development and Planning:

(1) What was the total number of persons employed in a full-time capacity in his Department as at the latest specified date for which information is available;

(2) (a) how many such persons were employed in each of the eight most senior post levels in his Department, (b) how many of these persons were (i) male and (ii) female and (c) to which population group did each of these persons belong;

(3) (a) what will be the applicable salaries and/or salary scales of each of the eight most senior post levels in his Department with effect from 1 July 1987 and (b) what financial and other specified benefits will be applicable to each of these posts levels as at 1 July 1987?

The MINISTER OF CONSTITUTIONAL DEVELOPMENT AND PLANNING:

(1) 6 644 persons.

(2) (a) R105 894 per annum 1
R67 530 per annum 1
R62 205 per annum 4
R55 278 per annum 8
R48 843 per annum 22
R43 446 – 45 072 11
R38 568 × 1 626 – 41 820 33
R29 871 – 30 918 × 1 275 – 34 743/36 018 × 1 275 – 38 568 × 1 626 – 41 820 13

(b) (i) Men 88.

(ii) Women 5.

(c) White.

(3) (a) R119 136 per annum (fixed).
R75 993 per annum (fixed).
R70 017 per annum (fixed).
R62 199 per annum (fixed).
R54 954 per annum (fixed).
R48 879 – 50 709.
R33 624 – 34 803 × 1 431 – 39 096/40 527 × 1 431 – 43 389 × 1 830 – 47 049.

(b)

Salary per annum R	Service Bonus per annum R	Housing Subsidy per annum R	Motor Financing Scheme per annum R	Total per annum R
119 136	9 233	4 536	37 704	170 609
75 993	5 889	4 536	27 456	113 874
70 017	5 426	4 536	27 456	107 435
62 199	4 820	4 536	21 768	93 323
54 954	4 258	4 536	14 736	78 484
49 794	3 859	4 536	—	58 189
45 219	3 504	4 536	—	53 259
40 336	3 126	4 536	—	47 998

Crossroads: upgrading

264. Mr K M ANDREW asked the Minister of Constitutional Development and Planning:

(1) Whether, with reference to his reply to Question No 144 on 23 February 1987, the upgrading of the Crossroads area has been completed; if not, what remains to be completed; if so, how many persons can be accommodated in this upgraded portion of Crossroads;

(2) whether any persons have been allowed to settle in this upgraded portion; if so, how many;

(3) whether officials of his Department were in possession of a list of persons requiring housing in this portion from which a selection was made for settlement purposes; if not, what procedure was followed in this regard; if so, (a) who drew up this list, (b) how many names were on the list and (c) how many of these persons were living in this portion of Crossroads at the time it was devastated by unrest;

HoA

(4) what other procedures have been or will be followed in selecting persons who may settle in the upgraded portion of Crossroads;

(5) whether any persons have been unable to be accommodated in the Crossroads area following upgrading; if so, (a) how many and (b) what action is being taken in respect of these persons?

The MINISTER OF CONSTITUTIONAL DEVELOPMENT AND PLANNING:

(1) No. The Town Committee of Crossroads has decided to investigate the possibility of providing formal housing. The above committee has furthermore decided that alterations be brought about on the layout plan to provide larger sites in the area referred to.

(2) No.

(3) No. This function is vested in the Town Committee of the relevant area and is currently being considered by the committee in question.

(4) and (5) Fall away.

99-year leasehold scheme

274. Mr K M ANDREW asked the Minister of Constitutional Development and Planning:

(1) Whether the (a) 99-year-leasehold scheme is in operation, and (b) right to hold freehold title to land applies, in all Black townships in the Republic; if not, (i) why not and (ii) in respect of which townships is this (aa) scheme and (bb) right not applicable;

(2) in respect of what date is this information furnished?

The MINISTER OF CONSTITUTIONAL DEVELOPMENT AND PLANNING:

If the hon member's question refers to townships within urban areas of the Republic of South Africa, the answer is as follows:

(1) (a) No.

(i) because certain policy and executive actions are still in process and because the scheme does apparently not appeal to the inhabitants of certain townships.

(ii) (aa) Sobantu
KwaMevana
Shayamoya
Mfuleni
Bongolethu
Hankey
Kareedouw
Klipplaat
Lady Grey
Richmond
Steytlerville
Ugie
Maclear
Victoria West
Verkeerdevlei
Vanstadensrus

(b) Yes.

(ii) (bb) Falls away.

(2) 16 July 1987.

FRIDAY, 7 AUGUST 1987

†Indicates translated version.

For written reply:

General Affairs:

Full-time employees 7/8/87

147. Mr R M BURROWS asked the State President:

(1) What was the total number of persons employed in a full-time capacity in the State President's Office as at the latest specified date for which information is available;

(2) (a) how many such persons were employed in each of the eight most senior post levels in his Office, (b) how many of these persons were (i) male and (ii) female and (c) to which

Council 'transfer' sparks staff strike

5/8/87 Sowetan

355

By THEMBA MOLEFE

ABOUT 500 employees — including township managers and senior administrative staff — at the Diepmeadow City Council yesterday downed tools against the transfer of 12 workers to a private company and "poor working conditions".

The workers also demanded the dismissal of the town clerk, Mr Noel Gaum, who informed the 12 meter readers that they would be transferred to a private company, Messrs Oxers (Pty) Limited with effect from August 1.

They said Mr Gaum only informed the workers of the decision on July 31, a day before they would be transferred, instead of consulting them in due time.

The workers were informed by letter that should they refuse to be transferred they were "at liberty to find other employment".

At a meeting held at the council's Central Camp in Diepkloof the workers said they did not want to be transferred because they feared losing pension, medical and other benefits they enjoyed at the Diepmeadow Council.

They said had they been informed in time they could have looked for alternative employment rather than go to the private company.

They said Mr Gaum told them that they were actually dismissed if they still refused to transfer.

The workers also resolved to:

- Demand the dismissal of white employees recently acquired to fill certain posts;
- Urge the council to reinstate the 12 meter readers;
- Fight for the improvement of conditions of work for employees in the cleansing department;
- Demand the council to allow formal staff representative structures; and
- Ask the council to give them housing and study loans, study leave and introduce an off-day structure.

They elected 10 representatives who will begin negotiations with the council today.

Mr Gaum is a former town clerk of the Tumahole and Lekoa town councils, and was described by workers as an "insensitive" person who did not consider their decisions as vital.

- Meanwhile drivers in the water branch, cleansing and electrical departments at the Soweto City Council stopped work yesterday in protest against the Mayor, Mr Nelson Botile's decision that they would in future pay R2 500 in case of accidents involving the council's vehicles.

According to the Municipal Workers' Union, the mayor had scrapped the council's insurance scheme which covered the vehicles and now shifted expenses to the drivers.



SOME of the 500 employees of the Diepmeadow City Council at yesterday's meeting after downing tools in protest against the "dismissal" of 12 colleagues.

LABOUR BRIEFS

Iscor ultimatum

ISCOR yesterday gave an ultimatum to the National Union of Metal Workers of SA (Numsa), that unless the union's striking workers at the corporation's Vanderbijlpark plant returned to work this Thursday, they will be regarded to have terminated their employment.

The ultimatum — contained in a message Iscor sent to the union yesterday — said workers who are involved in the two-week-old wage strike who did not return to work on that day "will therefore have to be dismissed."

Iscor said in its message that the wage offer it had made to the union was a "reasonable one" and appealed to the union to withdraw its dispute and urge its members to return to work on Thursday.

Worker campaign

THE Textile Workers Industrial Union launches a "Restoration of the Dignity of the Worker" campaign at the weekend.

A launch meeting will be held at the Funda Centre, Soweto, at 10am on August 9.

The TWIU began its campaign in Port Elizabeth and has decided to make it a national project.

The campaign is for the right to work, the right to a living wage, decent housing, fair treatment and justice, proper health and safety protection at the workplace, human dignity and the prohibition of racial remarks by white officials at the workplace.

Strike continues

ABOUT 1 000 black postal workers on the Witwatersrand and the Vaal Triangle yesterday continued a work stoppage that started on Monday, apparently in support of 1 700 striking Eastern Cape postal workers.

Services were not unduly affected, according to a Post Office spokesman.

The striking Eastern Cape workers demanded that pay parity adjustments be made, and that about 60 employees who had been dismissed over the past 4 years be reinstated.

- Meanwhile, it is understood that a Post Office application to the Supreme Court that the Post and Telecommunication Workers' Association be restrained from inducing workers to strike is still "pending." — Sapa.

SOUTH, AUGUST 6 TO 12



LABOUR BRIEFS

CWIU workers want to stop paying taxes

CHEMICAL Workers Industrial Union workers at Mon tagu Gardens have asked the management to stop de ducting taxes from their wages, a union spokesperso says.

In negotiations with the management of Amalgamate Chemist the CWIU is also demanding:

• A minium wage of R5 an hour. The present rat ranges from R1,90 to R4.

• Reinstatement of a shopsteward, Grace Bosman, wh was dismissed after a union meeting was held on th company's property.

• Recognition of June 16, March 21 (Sharpeville Day) and May Day as public holidays.

A spokesman for Amalgamated Chemist said an appea would be heard later this week regarding the dismissal o Bosman.

She said the company understood that the way taxe were used by the government might not be fair to every body.

But the Receiver of Revenue would close down th company if it did not collect taxes from its employees.

The company, nevertheless, sympathises with th workers.

Negotiations were under way and "running smoothly".

(2) (a) how many such persons were employed in each of the eight most senior post levels in his Department, (b) how many of these persons were (i) male and (ii) female and (c) to which population group did each of these persons belong;

(3) (a) what will be the applicable salaries and/or salary scales of each of the eight most senior post levels in his Department with effect from 1 July 1987 and (b) what financial and other specified benefits will be applicable to each of these posts levels as at 1 July 1987?

The MINISTER OF CONSTITUTIONAL DEVELOPMENT AND PLANNING:

(1) 6 644 persons.

(2) (a) R105 894 per annum 1
R67 530 per annum 1
R62 205 per annum 4
R55 278 per annum 8
R48 843 per annum 22
R43 446 – 45 072 11
R38 568 × 1 626 – 41 820 33
R29 871 – 30 918 × 1 275 – 34 743/36 018 × 1 275 – 38 568 × 1 626 – 41 820 13

(b) (i) Men 88.

(ii) Women 5.

(c) White.

(3) (a) R119 136 per annum (fixed).
R75 993 per annum (fixed).
R70 017 per annum (fixed).
R62 199 per annum (fixed).
R54 954 per annum (fixed).
R48 879 – 50 709.
R33 624 – 34 803 × 1 431 – 39 096/40 527 × 1 431 – 43 389 × 1 830 – 47 049.

(b)

Salary per annum R	Service Bonus per annum R	Housing Subsidy per annum R	Motor Financing Scheme per annum R	Total per annum R
119 136	9 233	4 536	37 704	170 609
75 993	5 889	4 536	27 456	113 874
70 017	5 426	4 536	27 456	107 435
62 199	4 820	4 536	21 768	93 323
54 954	4 258	4 536	14 736	78 484
49 794	3 859	4 536	—	58 189
45 219	3 504	4 536	—	53 259
40 336	3 126	4 536	—	47 998

Crossroads: upgrading

264. Mr K M ANDREW asked the Minister of Constitutional Development and Planning:

(1) Whether, with reference to his reply to Question No 144 on 23 February 1987, the upgrading of the Crossroads area has been completed; if not, what remains to be completed; if so, how many persons can be accommodated in this upgraded portion of Crossroads;

(2) whether any persons have been allowed to settle in this upgraded portion; if so, how many;

(3) whether officials of his Department were in possession of a list of persons requiring housing in this portion from which a selection was made for settlement purposes; if not, what procedure was followed in this regard; if so, (a) who drew up this list, (b) how many names were on the list and (c) how many of these persons were living in this portion of Crossroads at the time it was devastated by unrest;

HoA

(4) what other procedures have been or will be followed in selecting persons who may settle in the upgraded portion of Crossroads;

(5) whether any persons have been unable to be accommodated in the Crossroads area following upgrading; if so, (a) how many and (b) what action is being taken in respect of these persons?

The MINISTER OF CONSTITUTIONAL DEVELOPMENT AND PLANNING:

(1) No. The Town Committee of Crossroads has decided to investigate the possibility of providing formal housing. The above committee has furthermore decided that alterations be brought about on the layout plan to provide larger sites in the area referred to.

(2) No.

(3) No. This function is vested in the Town Committee of the relevant area and is currently being considered by the committee in question.

(4) and (5) Fall away.

99-year leasehold scheme

274. Mr K M ANDREW asked the Minister of Constitutional Development and Planning:

(1) Whether the (a) 99-year-leasehold scheme is in operation, and (b) right to hold freehold title to land applies, in all Black townships in the Republic; if not, (i) why not and (ii) in respect of which townships is this (aa) scheme and (bb) right not applicable;

(2) in respect of what date is this information furnished?

The MINISTER OF CONSTITUTIONAL DEVELOPMENT AND PLANNING:

If the hon member's question refers to townships within urban areas of the Republic of South Africa, the answer is as follows:

(1) (a) No.

(i) because certain policy and executive actions are still in process and because the scheme does apparently not appeal to the inhabitants of certain townships.

(ii) (aa) Sobantu
KwaMevana
Shayamoya
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Hankey
Kareedouw
Klipplaat
Lady Grey
Richmond
Steytlerville
Ugie
Maclear
Victoria West
Verkeerdevlei
Vanstadensrus

(b) Yes.

(ii) (bb) Falls away.

(2) 16 July 1987.

FRIDAY, 7 AUGUST 1987

†Indicates translated version.

For written reply:

General Affairs:

Full-time employees

147. Mr R M BURROWS asked the State President:

(1) What was the total number of persons employed in a full-time capacity in the State President's Office as at the latest specified date for which information is available;

(2) (a) how many such persons were employed in each of the eight most senior post levels in his Office, (b) how many of these persons were (i) male and (ii) female and (c) to which

HoA

population group did each of these persons belong;

(3) (a) what will be the applicable salaries and/or salary scales of each of the eight most senior post levels in his Office with effect from 1 July 1987 and (b) what financial and other specified benefits will be applicable to each of these post levels as at 1 July 1987?

The STATE PRESIDENT:

(1) 137: specified date 8 June 1987.

(2) (a)

Postlevel	Number of persons employed
1	1
2	4
3	8
4	15
5	12
6	11
7	2
8	4

(b) (i) 45.

(ii) 12.

(c) Whites: 57;
Coloureds: Nil;
Indians: Nil;
Blacks: Nil.

(3) (a)

Post level	Salary scale with effect from 1 July 1987
1	R119 136
2	R62 199
3	R54 954
4	R43 389 × 1 830 – 47 049
5	R33 624 – 34 803 × 1 431 – 37 665
6	R25 371 × 1 179 – 30 087
7	R19 068 × 789 – 22 224/22 224 × 789 – 23 013 × 1 179 – 26 550
8	R15 912 × 789 – 22 224

(3) (b) (i) Annual Service bonus that amounts to 93% of one month's salary.

(ii) Housing Subsidy on interest and capital redemption up to a maximum of a housing loan of R50 000,00, subject to the compliance with certain conditions.

(iii) Car Financing Scheme for officers occupying posts in the *management echelon* (ie those officers who are in receipt of an annual salary of R54 954 fixed and higher). The amount payable varies for each level as it is based on an officer's grading.

HoA

Full-time employees

149. Mr R M BURROWS asked the Minister in the State President's Office entrusted with Administration and Broadcasting Services:

(1) What was the total number of persons employed in a full-time capacity in his Department as at the latest specified date for which information is available;

(2) (a) how many such persons were employed in each of the eight most senior post levels in his Department, (b) how many of these persons were (i) male and (ii) female and (c) to which population group did each of these persons belong;

(3) (a) what will be the applicable salaries and/or salary scales of each of the eight most senior post levels in his Department with effect from 1 July 1987 and (b) what financial and other specified benefits will be applicable to each of these post levels as at 1 July 1987?

The MINISTER IN THE STATE PRESIDENT'S OFFICE ENTRUSTED WITH ADMINISTRATION AND BROADCASTING SERVICES:

(1) 857: specified date 10 June 1987.

(2) (a)

Post level	Number of persons employed
1	1
2	1
3	4
4	19

(2) (a)

Post level	Number of persons employed
5	59
6	1
7	32
8	1

(b) (i) 112.

(ii) 6.

(c) Whites: 118;
Coloureds: Nil;
Indians: Nil;
Blacks: Nil.

(3) (a)

Post level	Salary scale with effect from 1 July 1987
1	R119 136
2	R70 017
3	R62 199
4	R54 954
5	R43 389 × 1 830 – 47 069
6	R32 445 × 1 179 – 41 958
7	R34 803 × 1 431 – 39 096
8	R34 803 × 1 431 – 37 665

(b) (i) Annual Service bonus that amounts to 93% of one month's salary.

(ii) Housing Subsidy on interest and capital redemption up to a maximum of a housing loan of R50 000,00, subject to the compliance with certain conditions.

(iii) Car Financing Scheme for officers occupying posts in the *management echelon* (ie those officers who are in receipt of an annual salary of R54 954 fixed and higher). The amount payable varies for each level as it is based on an officer's grading.

Full-time employees

150. Mr R M BURROWS asked the Deputy Minister of Information:

(1) What was the total number of persons employed in a full-time capacity in the Bureau for Information as at the latest specified date for which information is available;

(2) (a) how many such persons were employed in each of the eight most senior post levels in the Bureau, (b) how many of these persons were (i) male and (ii) female and (c) to which population group did each of these persons belong;

(3) (a) what will be the applicable salaries and/or salary scales of each of the eight most senior post levels in the Bureau with effect from 1 July 1987 and (b) what financial and other specified benefits will be applicable to each of these post levels as at 1 July 1987?

The DEPUTY MINISTER OF INFORMATION:

(1) 499: specified date 4 June 1987.

(2) (a)

Post level	Number of persons employed
1	1
2	3
3	8
4	21
5	39
6	0
7	50
8	5

(b) (i) 84.

(ii) 43.

(c) Whites: 122;
Coloureds: 1;
Indians: 3;
Blacks: 1.

(3) (a)

Post level	Salary scale with effect from 1 July 1987
1	R70 017
2	R62 199
3	R54 954
4	R43 389 × 1 830 – 47 049
5	R33 624 × 1 179 – 34 803 × 1 431 – 37 665
6	R30 087 × 1 179 – 34 803
7	R25 371 × 1 179 – 30 087
8	R20 646 × 789 – 23 013 × 1 179 – 25 371

Top officials' pay beats private sector's

TOP civil servants earn about R20 000 more than their private sector counterparts.

That is the view of top executives approached last night to comment on the salaries of top officials, disclosed in Parliament yesterday.

In reply to a question from Roger Burrows (PFP Pinetown), Minister of Constitutional Development and Planning Chris Heunis said the top civil servant in

HELOISE HENNING

his department earned a package of R170 609, SAPA reports.

This consisted of a salary of R119 136, a R9 233 bonus, a R4 563 housing subsidy and a R37 704 motor financing scheme.

The department employed 664 people.

Business Day yesterday canvassed management-placement services and executives on this package.

Most felt an MD who headed a company employing 700 people would not earn more than a R150 000 package, and most expressed surprise at the size of the car allowance.

Others were sceptical whether the whole package had been disclosed, a source saying his "inside" information was that top civil servants got perks in excess of R60 000.

Heunis's top man has a salary of R170 609

PARLIAMENT — The top civil servant in his department earned R170 609 annually, the Minister of Constitutional Development and Planning, Mr Chris Heunis, said yesterday.

In a written reply to a question by Mr Roger Burrows (PFP, Pinetown), he said the second most senior man earned R113 874.

The top salary consisted of an annual salary of R119 136, a R9 233 bonus, a R4 536 housing subsidy and a motor financing scheme of R37 704.

Asked to list the top eight earners' salaries and total emoluments, he said their total earnings were (excluding the first two above) R107 435, R93 323, R78 484, R58 189, R53 259 and R47 998.

The department employed 664 people. Of those earning the eight top-graded salaries, 88 were men and five women, all of them whites, he said. — Sapa.

Own Affairs:

Full-time employees

19. Mr R M BURROWS asked the Minister of the Budget and Welfare:

(1) What was the total number of persons employed in a full-time capacity in the Department of Budgetary and Auxiliary Services as at the latest specified date for which information is available;

(2) (a) how many such persons were employed in each of the eight most senior post levels in this Department, (b) how many of these persons were (i) male and (ii) female and (c) to which population group did each of these persons belong;

(3) (a) what will be the applicable salaries and/or salary scales of each of the eight most senior post levels in this Department with effect from 1 July 1987 and (b) what financial and other specified benefits will be applicable to each of these post levels as at 1 July 1987?

The MINISTER OF THE BUDGET AND WELFARE:

(1) 526: specified date 31 May 1987.

(2) (a)

Post level	Number of persons employed
1	1
2	4
3	18
4	46
5	1
6	17
7	5
8	10

(b) (i) 83.

(ii) 19.

(c) Whites: 102
Coloureds: Nil;
Indians: Nil;
Blacks: Nil.

(3) (a)

Post level	Salary scale with effect from 1 July 1987
1	R62 199
2	R54 954
3	R43 389 × 1 830 – 47 049
4	R33 624 × 1 179 – 34 803 × 1 431 – 37 665
5	R30 087 × 1 179 – 34 803
6	R25 371 × 1 179 – 30 087
7	R20 646 × 789 – 23 013 × 1 179 – 27 729
8	R19 086 × 789 – 23 013 × 1 179 – 26 550

(b) (i) Annual Service bonus that amounts to 93% of one month's salary.

(ii) Housing Subsidy on interest and capital redemption up to a maximum of a housing loan of R50 000,00, subject to the compliance with certain conditions.

(iii) Car Financing Scheme for officers occupying posts in the *management echelon* (ie those officers who are in receipt of an annual salary of R54 954 fixed and higher). The amount payable varies for each level as it is based on an officer's grading.

Full-time employees

20. Mr R M BURROWS asked the Minister of the Budget and Welfare:

(1) What was the total number of persons employed in a full-time capacity in the Department of Welfare as at the latest specified date for which information is available;

(2) (a) how many such persons were employed in each of the eight most senior post levels in this Department,

(b) how many of these persons were (i) male and (ii) female and (c) to which population group did each of these persons belong;

(3) (a) what will be the applicable salaries and/or salary scales of each of the eight most senior post levels in this Department with effect from 1 July 1987 and (b) what financial and other specified benefits will be applicable to each of these post levels as at 1 July 1987?

The MINISTER OF THE BUDGET AND WELFARE:

(1) 1 169: specified date 31 May 1987.

(2) (a)

Post level	Number of persons employed
1	2
2	6
3	20
4	45
5	72
6	2
7	304
8	3

(b) (i) 116.

(ii) 290.

(c) Whites: 406
Coloureds: Nil;
Indians: Nil;
Blacks: Nil.

(3) (a)

Post level	Salary scale with effect from 1 July 1987
1	R54 952
2	R43 389 × 1 830 – 47 049
3	R33 624 × 1 179 – 34 803 × 1 431 – 37 665
4	R25 371 × 1 179 – 30 087
5	R22 224 × 789 – 23 013 × 1 179 – 26 550
6	R19 857 × 789 – 23 013 × 1 179 – 25 371
7	R15 912 × 789 – 22 224
8	R12 243 – 19 857

(b) (i) Annual Service bonus that amounts to 93% of one month's salary.

(ii) Housing Subsidy on interest and capital redemption up to a maximum of a housing loan of R50 000,00, subject to the compliance with certain conditions.

(iii) Car Financing Scheme for officers occupying posts in the *management echelon* (ie those officers who are in receipt of an annual salary of R54 954 fixed and higher). The amount payable varies for each level as it is based on an officer's grading.

Full-time employees

21. Mr R M BURROWS asked the Minister of Agriculture and Water Supply:

(1) What was the total number of persons employed in a full-time capacity in his Department as at the latest specified date for which information is available;

(2) (a) how many such persons were employed in each of the eight most senior post levels in his Department, (b) how many of these persons were (i) male and (ii) female and (c) to which population group did each of these persons belong;

(3) (a) what will be the applicable salaries and/or salary scales of each of the eight most senior post levels in his Department with effect from 1 July 1987 and (b) what financial and other specified benefits will be applicable to each of these post levels as at 1 July 1987?

The MINISTER OF AGRICULTURE AND WATER SUPPLY:

(1) 4 735: specified date 31 May 1987.

(2) (a)

Post level	Number of persons employed
1	1
2	6
3	28
4	12
5	78
6	71
7	214
8	317

(b) (i) 681.

(ii) 46.

(c) Whites: 727
Coloureds: Nil;
Indians: Nil;
Blacks: Nil.

(3) (a)

Post level	Salary scale with effect from 1 July 1987
1	R119 136
2	R62 199
3	R54 954
4	R48 879 × 1 830 – 50 709
5	R43 389 × 1 830 – 47 049
6	R32 445 – 34 803 × 1 431 – 39 096
7	R33 624 × 1 179 – 34 803 × 1 431 – 37 665
8	R30 087 × 1 179 – 34 803

(3) (b) (i) Annual Service bonus that amounts to 93% of one month's salary.

(ii) Housing Subsidy on interest and capital redemption up to a maximum of a housing loan of R50 000,00, subject to the compliance with certain conditions.

(iii) Car Financing Scheme for officers occupying posts in the *management echelon* (ie those officers who are in receipt of an annual salary of R54 954 fixed and higher). The amount payable varies for each level as it is based on an officer's grading.

HoA

Full-time employees

22. Mr R M BURROWS asked the Minister of Education and Culture:

(1) What was the total number of persons employed in a full-time capacity in his Department as at the latest specified date for which information is available;

(2) (a) how many such persons were employed in each of the eight most senior post levels in his Department, (b) how many of these persons were (i) male and (ii) female and (c) to which population group did each of these persons belong;

(3) (a) what will be the applicable salaries and/or salary scales of each of the eight most senior post levels in his Department with effect from 1 July 1987 and (b) what financial and other specified benefits will be applicable to each of these post levels as at 1 July 1987?

The MINISTER OF EDUCATION AND CULTURE:

(1) 95 300: specified date 31 March 1987.

(2) (a)

Post level	Number of persons employed
1	1
2	5
3	6
4	8
5	67
6	423
7	16
8	1 293

(b) (i) 1 675.

(ii) 144.

(c) Whites: 1 819
Coloureds: Nil;

Indians: Nil;
Blacks: Nil.

(3) (a)

Post level	Salary scale with effect from 1 July 1987
1	R119 136
2	R70 017
3	R62 199
4	R54 954
5	R50 706 × 1 842 – 52 548 × 2 406 – 54 954
6	R47 022 × 1 842 – 50 706
7	R43 389 × 1 830 – 47 049
8	R31 149 – 47 022

(3) (b) (i) Annual Service bonus that amounts to 93% of one month's salary.

(ii) Housing Subsidy on interest and capital redemption up to a maximum of a housing loan of R50 000,00, subject to the compliance with certain conditions.

(iii) Car Financing Scheme for officers occupying posts in the *management echelon* (ie those officers who are in receipt of an annual salary of R54 954 fixed and higher). The amount payable varies for each level as it is based on an officer's grading.

Full-time employees

23. Mr R M BURROWS asked the Minister of Health Services:

(1) What was the total number of persons employed in a full-time capacity in his Department as at the latest specified date for which information is available;

(2) (a) how many such persons were employed in each of the eight most senior post levels in his Department, (b) how many of these persons were (i) male and (ii) female and (c) to which population group did each of these persons belong;

(3) (a) what will be the applicable salaries and/or salary scales of each of the eight most senior post levels in his Department with effect from 1 July 1987 and (b) what financial and other specified benefits will be applicable to each of these post levels as at 1 July 1987?

The MINISTER OF HEALTH SERVICES:

(1) 1 643: specified date 31 May 1987.

(2) (a)

Post level	Number of persons employed
1	1
2	32
3	29
4	40
5	1
6	153
7	8
8	12

(b) (i) 212.

(ii) 64.

(c) Whites: 276
Coloureds: Nil;
Indians: Nil;
Blacks: Nil.

(3) (a)

Post level	Salary scale with effect from 1 July 1987
1	R75 993
2	R62 199
3	R54 954
4	R43 389 × 1 830 – 47 049
5	R37 665 × 1 430 – 40 527
6	R33 624 × 1 179 – 34 803 × 1 431 – 37 665
7	R28 908 × 1 179 – 34 803
8	R25 371 × 1 179 – 30 087

(3) (b) (i) Annual Service bonus that amounts to 93% of one month's salary.

HoA

(ii) Housing Subsidy on interest and capital redemption up to a maximum of a housing loan of R50 000,00, subject to the compliance with certain conditions.

(iii) Car Financing Scheme for officers occupying posts in the *management echelon* (ie those officers who are in receipt of an annual salary of R54 954 fixed and higher). The amount payable varies for each level as it is based on an officer's grading.

Full-time employees

24. Mr R M BURROWS asked the Minister of Local Government, Housing and Works:

(1) What was the total number of persons employed in a full-time capacity in his Department as at the latest specified date for which information is available;

(2) (a) how many such persons were employed in each of the eight most senior post levels in his Department, (b) how many of these persons were (i) male and (ii) female and (c) to which population group did each of these persons belong;

(3) (a) what will be the applicable salaries and/or salary scales of each of the eight most senior post levels in his Department with effect from 1 July 1987 and (b) what financial and other specified benefits will be applicable to each of these post levels as at 1 July 1987?

The MINISTER OF LOCAL GOVERNMENT, HOUSING AND WORKS:

(1) 588: specified date 31 May 1987.

(2) (a)

Post level	Number of persons employed
1	1
2	1
3	2
4	4
5	17
6	9
7	6
8	17

(b) (i) 55.

(ii) 2.

(c) Whites: 57
Coloureds: Nil;
Indians: Nil;
Blacks: Nil.

(3) (a)

Post level	Salary scale with effect from 1 July 1987
1	R70 017
2	R62 199
3	R54 954
4	R48 879 × 1 830 – 50 709
5	R43 389 × 1 830 – 47 049
6	R30 087 × 1 179 – 34 803 × 1 431 – 41 958
7	R32 445 × 1 179 – 34 803 × 1 431 – 39 096
8	R33 624 × 1 179 – 34 803 × 1 431 – 37 665

(3) (b) (i) Annual Service bonus that amounts to 93% of one month's salary.

(ii) Housing Subsidy on interest and capital redemption up to a maximum of a housing loan of R50 000,00, subject to the compliance with certain conditions.

(iii) Car Financing Scheme for officers occupying posts in the *management echelon* (ie those officers who are in receipt of an annual salary of R54 954 fixed and higher). The amount payable varies for each level as it is based on an officer's grading.

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(2) (a)

Post level	Number of persons employed
1	1
2	6
3	28
4	12
5	78
6	71
7	214
8	317

(b) (i) 681.

(ii) 46.

(c) Whites: 727
Coloureds: Nil;
Indians: Nil;
Blacks: Nil.

(3) (a)

Post level	Salary scale with effect from 1 July 1987
1	R119 136
2	R62 199
3	R54 954
4	R48 879 × 1 830 – 50 709
5	R43 389 × 1 830 – 47 049
6	R32 445 – 34 803 × 1 431 – 39 096
7	R33 624 × 1 179 – 34 803 × 1 431 – 37 665
8	R30 087 × 1 179 – 34 803

(3) (b) (i) Annual Service bonus that amounts to 93% of one month's salary.

(ii) Housing Subsidy on interest and capital redemption up to a maximum of a housing loan of R50 000,00, subject to the compliance with certain conditions.

(iii) Car Financing Scheme for officers occupying posts in the *management echelon* (ie those officers who are in receipt of an annual salary of R54 954 fixed and higher). The amount payable varies for each level as it is based on an officer's grading.

HoA

Full-time employees

22. Mr R M BURROWS asked the Minister of Education and Culture:

(1) What was the total number of persons employed in a full-time capacity in his Department as at the latest specified date for which information is available;

(2) (a) how many such persons were employed in each of the eight most senior post levels in his Department, (b) how many of these persons were (i) male and (ii) female and (c) to which population group did each of these persons belong;

(3) (a) what will be the applicable salaries and/or salary scales of each of the eight most senior post levels in his Department with effect from 1 July 1987 and (b) what financial and other specified benefits will be applicable to each of these post levels as at 1 July 1987?

The MINISTER OF EDUCATION AND CULTURE:

(1) 95 300: specified date 31 March 1987.

(2) (a)

Post level	Number of persons employed
1	1
2	5
3	6
4	8
5	67
6	423
7	16
8	1 293

(b) (i) 1 675.

(ii) 144.

(c) Whites: 1 819
Coloureds: Nil;

Hansard 7/8/87 355

Indians: Nil;
Blacks: Nil.

(3) (a)

Post level	Salary scale with effect from 1 July 1987
1	R119 136
2	R70 017
3	R62 199
4	R54 954
5	R50 706 × 1 842 – 52 548 × 2 406 – 54 954
6	R47 022 × 1 842 – 50 706
7	R43 389 × 1 830 – 47 049
8	R31 149 – 47 022

(3) (b) (i) Annual Service bonus that amounts to 93% of one month's salary.

(ii) Housing Subsidy on interest and capital redemption up to a maximum of a housing loan of R50 000.00, subject to the compliance with certain conditions.

(iii) Car Financing Scheme for officers occupying posts in the *management echelon* (ie those officers who are in receipt of an annual salary of R54 954 fixed and higher). The amount payable varies for each level as it is based on an officer's grading.

Full-time employees

23. Mr R M BURROWS asked the Minister of Health Services:

(1) What was the total number of persons employed in a full-time capacity in his Department as at the latest specified date for which information is available;

(2) (a) how many such persons were employed in each of the eight most senior post levels in his Department, (b) how many of these persons were (i) male and (ii) female and (c) to which population group did each of these persons belong;

(3) (a) what will be the applicable salaries and/or salary scales of each of the eight most senior post levels in his Department with effect from 1 July 1987 and (b) what financial and other specified benefits will be applicable to each of these post levels as at 1 July 1987?

The MINISTER OF HEALTH SERVICES:

(1) 1 643: specified date 31 May 1987.

(2) (a)

Post level	Number of persons employed
1	1
2	32
3	29
4	40
5	1
6	153
7	8
8	12

(b) (i) 212.

(ii) 64.

(c) Whites: 276
Coloureds: Nil;
Indians: Nil;
Blacks: Nil.

(3) (a)

Post level	Salary scale with effect from 1 July 1987
1	R75 993
2	R62 199
3	R54 954
4	R43 389 × 1 830 – 47 049
5	R37 665 × 1 430 – 40 527
6	R33 624 × 1 179 – 34 803 × 1 431 – 37 665
7	R28 908 × 1 179 – 34 803
8	R25 371 × 1 179 – 30 087

(3) (b) (i) Annual Service bonus that amounts to 93% of one month's salary.

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Full-time employees

167. Mr R M BURROWS asked the Minister of Transport Affairs:

(1) What was the total number of persons employed in a full-time capacity in the Department of Transport as at the latest specified date for which information is available;

(2) (a) how many such persons were employed in each of the eight most senior post levels in this Department, (b) how many of these persons were (i) male and (ii) female and (c) to which population group did each of these persons belong;

(3) (a) what will be the applicable salaries and/or salary scales of each of the eight most senior post levels in this Department with effect from 1 July 1987 and (b) what financial and other specified benefits will be applicable to each of these post levels as at 1 July 1987?

The MINISTER OF TRANSPORT AFFAIRS:

(1) 3 516: specified date 15 May 1987.

(2) (a)

Post level	Number of persons employed
1	1
2	2
3	4
4	19
5	15
6	36
7	20
8	6

(b) (i) 103.

(ii) Nil.

(c) Whites: 103
Coloureds: Nil;
Indians: Nil;
Blacks: Nil.

(3) (a)

Post level	Salary scale with effect from 1 July 1987
1	R119 136
2	R70 017
3	R62 199
4	R54 954
5	R48 879 × 1 830 – 50 709
6	R43 389 × 1 830 – 47 049
7	R36 234 × 1 431 – 40 527
8	R34 803 × 1 431 – 39 096

(3) (b) (i) Annual Service bonus that amounts to 93% of one month's salary.

(ii) Housing Subsidy on interest and capital redemption up to a maximum of a housing loan of R50 000,00, subject to the compliance with certain conditions.

(iii) Car Financing Scheme for officers occupying posts in the *management echelon* (ie those officers who are in receipt of an annual salary of R54 954 fixed and higher). The amount payable varies for each level as it is based on an officer's grading.

Full-time employees

169. Mr R M BURROWS asked the Minister of National Health and Population Development:

(1) What was the total number of persons employed in a full-time capacity in his Department as at the latest specified date for which information is available;

(2) (a) how many such persons were employed in each of the eight most senior post levels in his Department, (b) how many of these persons were (i) male and (ii) female and (c) to which population group did each of these persons belong;

(3) (a) what will be the applicable salaries and/or salary scales of each of the eight most senior post levels in his Department with effect from 1 July 1987 and (b) what financial and other specified benefits will be applicable to each of these post levels as at 1 July 1987?

The MINISTER OF NATIONAL HEALTH AND POPULATION DEVELOPMENT:

(1) 25 304: specified date 31 May 1987.

(2) (a)

Post level	Number of persons employed
1	1
2	3
3	66
4	109
5	310
6	117
7	160
8	1 386

(b) (i) 1 696.

(ii) 456.

(c) Whites: 1 951
Coloureds: 11;
Indians: 96;
Blacks: 94.

(3) (a)

Post level	Salary scale with effect from 1 July 1987
1	R119 136
2	R70 017
3	R62 199
4	R54 954
5	R47 049 – 48 879
6	R43 389 × 1 830 – 47 049
7	R33 624 × 1 179 – 34 803 × 1 431 – 37 665
8	R25 371 × 1 179 – 30 087

(3) (b) (i) Annual Service bonus that amounts to 93% of one month's salary.

(ii) Housing Subsidy on interest and capital redemption up to a maximum of a housing loan of R50 000,00, subject to the compliance with certain conditions.

(iii) Car Financing Scheme for officers occupying posts in the *management echelon* (ie those officers who are in receipt of an annual salary of R54 954 fixed and higher). The amount payable varies for each level as it is based on an officer's grading.

Full-time employees

170. Mr R M BURROWS asked the Minister of Law and Order:

(1) What was the total number of persons employed in a full-time capacity in the South African Police as at the latest specified date for which information is available;

(2) (a) how many such persons were employed in each of the eight most senior post levels in the Police, (b) how many of these persons were (i) male and (ii) female and (c) to which population group did each of these persons belong;

(3) (a) what will be the applicable salaries and/or salary scales of each of the eight most senior post levels in the Police with effect from 1 July 1987 and (b) what financial and other specified benefits will be applicable to each of these post levels as at 1 July 1987?

The MINISTER OF LAW AND ORDER:

(1) 66 503: specified date 8 June 1987.

(2) (a)

Post level	Number of persons employed
1	1
2	5
3	15
4	30
5	91
6	171
7	344
8	517

(b) (i) 1 166

(ii) 8.

(c) Whites: 1 149
Coloureds: 6;
Indians: 5;
Blacks: 14.

(3) (a)

Post level	Salary scale with effect from 1 July 1987
1	R119 136

(2) (a)

Post level	Number of persons employed
5	0
6	49
7	1
8	3

(b) (i) 77.

(ii) 1.

(c) Whites: 78
Coloureds: Nil;
Indians: Nil;
Blacks: Nil.

(3) (a)

Post level	Salary scale with effect from 1 July 1987
1	R119 136
2	R70 017
3	R62 199
4	R54 954
5	R48 879 – R50 709
6	R43 389 – R47 049
7	R36 234 – R40 527
8	R34 803 – R39 096

(3) (b) (i) Annual Service bonus that amounts to 93% of one month's salary.

(ii) Housing Subsidy on interest and capital redemption up to a maximum of a housing loan of R50 000,00, subject to the compliance with certain conditions.

(iii) Car Financing Scheme for officers occupying posts in the *management echelon* (ie those officers who are in receipt of an annual salary of R54 954 fixed and higher). The amount payable varies for each level as it is based on an officer's grading.

Full-time employees

165. Mr R M BURROWS asked the Minister of Water Affairs:

(1) What was the total number of persons employed in a full-time capacity in his Department as at the latest specified date for which information is available;

(2) (a) how many such persons were employed in each of the eight most senior post levels in his Department, (b) how many of these persons were (i) male and (ii) female and (c) to which population group did each of these persons belong;

(3) (a) what will be the applicable salaries and/or salary scales of each of the eight most senior post levels in his Department with effect from 1 July 1987 and (b) what financial and other specified benefits will be applicable to each of these post levels as at 1 July 1987?

The MINISTER OF WATER AFFAIRS:

(1) 13 747: specified date 30 April 1987.

(2) (a)

Post level	Number of persons employed
1	1
2	1
3	6
4	17
5	1
6	49
7	94
8	2

(b) (i) 168.

(ii) 3.

(c) Whites: 171
Coloureds: Nil;
Indians: Nil;
Blacks: Nil.

(3) (a)

Post level	Salary scale with effect from 1 July 1987
1	R119 136
2	R70 017
3	R62 199
4	R54 954
5	R43 389 × 1 830 – 47 049/ 48 879 × 1 830 – 52 539 – 54 954
6	R48 879 – 50 709
7	R43 389 × 1 830 – 47 049
8	R30 078 – 31 266 – 33 624 – 36 234 × 1 431 – 41 958

(3) (b) (i) Annual Service bonus that amounts to 93% of one month's salary.

(ii) Housing Subsidy on interest and capital redemption up to a maximum of a housing loan of R50 000,00, subject to the compliance with certain conditions.

(iii) Car Financing Scheme for officers occupying posts in the *management echelon* (ie those officers who are in receipt of an annual salary of R54 954 fixed and higher). The amount payable varies for each level as it is based on an officer's grading.

Full-time employees

166. Mr R M BURROWS asked the Minister of Home Affairs:

(1) What was the total number of persons employed in a full-time capacity in his Department as at the latest specified date for which information is available;

(2) (a) how many such persons were employed in each of the eight most senior post levels in his Department, (b) how many of these persons were (i) male and (ii) female and (c) to which population group did each of these persons belong;

(3) (a) what will be the applicable salaries and/or salary scales of each of the eight most senior post levels in his Department with effect from 1 July 1987 and (b) what financial and other specified benefits will be applicable to each of these post levels as at 1 July 1987?

The MINISTER OF HOME AFFAIRS:

(1) 4 763: specified date 8 June 1987.

(2) (a)

Post level	Number of persons employed
1	1
2	1
3	4
4	1
5	43
6	3
7	99
8	4

(b) (i) 148.

(ii) 8.

(c) Whites: 156
Coloureds: Nil;
Indians: Nil;
Blacks: Nil.

(3) (a)

Post level	Salary scale with effect from 1 July 1987
1	R119 136
2	R70 017
3	R62 199
4	R54 954
5	R43 389 × 1 830 – 47 049
6	R34 803 × 1 431 – 39 096
7	R33 624 – 34 803 × 1 431 – 37 665
8	R30 087 × 1 179 – 34 803 – 36 234

(3) (b) (i) Annual Service bonus that amounts to 93% of one month's salary.

(ii) Housing Subsidy on interest and capital redemption up to a maximum of a housing loan of R50 000,00, subject to the compliance with certain conditions.

(iii) Car Financing Scheme for officers occupying posts in the *management echelon* (ie those officers who are in receipt of an annual salary of R54 954 fixed and higher). The amount payable varies for each level as it is based on an officer's grading.

(c) Whites: 1 775
Coloureds: 5;
Indians: 19;
Blacks: Nil.

(3) (a)

Post level	Salary scale with effect from 1 July 1987
1	R119 136
2	R70 017
3	R62 199
4	R54 954
5	R50 709 – 52 539 – 54 954
6	R43 389 × 1 830 – 47 049
7	R33 624 – 34 803 × 1 431 – 37 665
8	R30 087 × 1 179 – 34 803

(b) (i) Annual Service bonus that amounts to 93% of one month's salary.

(ii) Housing Subsidy on interest and capital redemption up to a maximum of a housing loan of R50 000,00, subject to the compliance with certain conditions.

(iii) Car Financing Scheme for officers occupying posts in the *management echelon* (ie those officers who are in receipt of an annual salary of R54 954 fixed and higher). The amount payable varies for each level as it is based on an officer's grading.

Full-time employees

159. Mr R M BURROWS asked the Minister of Defence:

(1) What was the total number of persons employed in a full-time capacity in the South African Defence Force as at the latest specified date for which information is available;

(2) (a) how many such persons were employed in each of the eight most senior post levels in the Defence Force, (b) how many of these persons were (i) male and (ii) female and (c) to which population group did each of these persons belong;

(3) (a) what will be the applicable salaries and/or salary scales of each of the eight most senior post levels in the Defence Force with effect from 1 July 1987 and (b) what financial and other specified benefits will be applicable to each of these post levels as at 1 July 1987?

The MINISTER OF DEFENCE:

The SA Defence Force has indicated that, as a result of the sensitivity of the nature of its activities and functions, the particulars, as requested, cannot be supplied.

Full-time employees

160. Mr R M BURROWS asked the Minister of Agriculture:

(1) What was the total number of persons employed in a full-time capacity in his Department as at the latest specified date for which information is available;

(2) (a) how many such persons were employed in each of the eight most senior post levels in his Department, (b) how many of these persons were (i) male and (ii) female and (c) to which population group did each of these persons belong;

(3) (a) what will be the applicable salaries and/or salary scales of each of the eight most senior post levels in his Department with effect from 1 July 1987 and (b) what financial and other specified benefits will be applicable to each of these post levels as at 1 July 1987?

The MINISTER OF AGRICULTURE:

(1) 3 493: specified date 8 June 1987.

(2) (a)

Post level	Number of persons employed
1	1
2	1
3	4
4	11
5	43
6	88
7	449
8	155

(b) (i) 666.

(ii) 86.

(c) Whites: 729
Coloureds: Nil;
Indians: 16;
Blacks: 7.

(3) (a)

Post level	Salary scale with effect from 1 July 1987
1	R119 136
2	R70 017
3	R62 199
4	R54 954
5	R43 389 × 1 830 – 47 049
6	R33 624 × 1 179 – 34 803 × 1 413 – 37 665
7	R25 371 × 1 179 – 30 087
8	R15 912 × 789 – 22 224

(b) (i) Annual Service bonus that amounts to 93% of one month's salary.

(ii) Housing Subsidy on interest and capital redemption up to a maximum of a housing loan of R50 000,00, subject to the compliance with certain conditions.

(iii) Car Financing Scheme for officers occupying posts in the *management echelon* (ie those officers who are in receipt of an annual salary of R54 954 fixed and higher). The amount payable varies for each level as it is based on an officer's grading.

Full-time employees

161. Mr R M BURROWS asked the Minister of Economic Affairs and Technology:

(1) What was the total number of persons employed in a full-time capacity in the Department of Trade and Industry as at the latest specified date for which information is available;

(2) (a) how many such persons were employed in each of the eight most senior post levels in this Department, (b) how many of these persons were (i) male and (ii) female and (c) to which population group did each of these persons belong;

(3) (a) what will be the applicable salaries and/or salary scales of each of the eight most senior post levels in this Department with effect from 1 July 1987 and (b) what financial and other specified benefits will be applicable to each of these post levels as at 1 July 1987?

The MINISTER OF ECONOMIC AFFAIRS AND TECHNOLOGY:

(1) 953: specified date 8 June 1987.

(2) (a)

Post level	Number of persons employed
1	1
2	3
3	6
4	18
5	1
6	49
7	1
8	115

(b) (i) 190.

(ii) 4.

(c) Whites: 194;
Coloureds: Nil;
Indians: Nil;
Blacks: Nil.

(3) (a)

Post level	Salary scale with effect from 1 July 1987
1	R119 136
2	R70 017
3	R62 199
4	R54 954
5	R48 879 × 1 830 – 50 709
6	R43 389 × 1 830 – 47 049
7	R34 803 × 1 431 – 39 096
8	R33 624 – 34 803 × 1 431 – 37 665

(b) (i) Annual Service bonus that amounts to 93% of one month's salary.

(ii) Housing Subsidy on interest and capital redemption up to a maximum of a housing loan of R50 000,00, subject

to the compliance with certain conditions.

(iii) Car Financing Scheme for officers occupying posts in the *management echelon* (ie those officers who are in receipt of an annual salary of R54 954 fixed and higher). The amount payable varies for each level as it is based on an officer's grading.

Full-time employees

162. Mr R M BURROWS asked the Minister of Finance:

(1) What was the total number of persons employed in a full-time capacity in the Department of Finance as at the latest specified date for which information is available;

(2) (a) how many such persons were employed in each of the eight most senior post levels in this Department, (b) how many of these persons were (i) male and (ii) female and (c) to which population group did each of these persons belong;

(3) (a) what will be the applicable salaries and/or salary scales of each of the eight most senior post levels in this Department with effect from 1 July 1987 and (b) what financial and other specified benefits will be applicable to each of these post levels as at 1 July 1987?

The MINISTER OF FINANCE:

(1) 8 175: specified date 1 June 1987.

(2) (a)

Post level	Number of persons employed
1	1
2	2
3	7
4	19
5	52
6	1
7	118
8	1

(b) (i) 200.

(ii) 1.

(c) Whites: 200;
Coloureds: 1;
Indians: Nil;
Blacks: Nil.

(3) (a)

Post level	Salary scale with effect from 1 July 1987
1	R119 136
2	R75 993
3	R70 017
4	R62 199
5	R54 954
6	R50 709 – 52 539 – 54 954
7	R43 389 × 1 830 – 47 049
8	R33 624 – 34 803 × 1 431 – 39 096

(b) (i) Annual Service bonus that amounts to 93% of one month's salary.

(ii) Housing Subsidy on interest and capital redemption up to a maximum of a housing loan of R50 000,00, subject to the compliance with certain conditions.

(iii) Car Financing Scheme for officers occupying posts in the *management echelon* (ie those officers who are in receipt of an annual salary of R54 954 fixed and higher). The amount payable varies for each level as it is based on an officer's grading.

Full-time employees

163. Mr R M BURROWS asked the Minister of Finance:

(1) What was the total number of persons employed in a full-time capacity in the Office of the Auditor-General as at the latest specified date for which information is available;

(2) (a) how many such persons were employed in each of the eight most senior post levels in this Office, (b) how many of these persons were (i) male and (ii) female and (c) to which population group did each of these persons belong;

(3) (a) what will be the applicable salaries and/or salary scales of each of the eight most senior post levels in this Office with effect from 1 July 1987 and (b) what financial and other specified benefits will be applicable to each of these post levels as at 1 July 1987?

The MINISTER OF FINANCE:

(1) 893: specified date 31 May 1987.

(2) (a)

Post level	Number of persons employed
1	1
2	1
3	4
4	9
5	33
6	114
7	284
8	38

(b) (i) 461.

(ii) 23.

(c) Whites: 478
Coloureds: 3;
Indians: 3;
Blacks: Nil.

(3) (a)

Post level	Salary scale with effect from 1 July 1987
1	R131 034
2	70 017
3	R62 119
4	R54 954
5	R43 389 × 1 830 – 47 049
6	R33 624 × 1 179 – 34 803 × 1 431 – 37 665
7	R19 068 × 789 – 22 224/ 22 224 × 789 – 23 013 × 1 179 – 26 550/26 550 × 1 179 – 30 087
8	R13 395 × 576 – 15 123 × 789 – 17 490

(b) (i) Annual Service bonus that amounts to 93% of one month's salary.

(ii) Housing Subsidy on interest and capital redemption up to a maximum of a housing loan of R50 000,00, subject to the compliance with certain conditions.

(iii) Car Financing Scheme for officers occupying posts in the *management echelon* (ie those officers who are in receipt of an annual salary of R54 954 fixed and higher). The amount payable varies for each level as it is based on an officer's grading.

Full-time employees

164. Mr R M BURROWS asked the Minister of Environment Affairs:

(1) What was the total number of persons employed in a full-time capacity in his Department as at the latest specified date for which information is available;

(2) (a) how many such persons were employed in each of the eight most senior post levels in his Department, (b) how many of these persons were (i) male and (ii) female and (c) to which population group did each of these persons belong;

(3) (a) what will be the applicable salaries and/or salary scales of each of the eight most senior post levels in his Department with effect from 1 July 1987 and (b) what financial and other specified benefits will be applicable to each of these post levels as at 1 July 1987?

The MINISTER OF ENVIRONMENT AFFAIRS:

(1) 12 436: specified date 1 May 1987.

(2) (a)

Post level	Number of persons employed
1	1
2	2
3	6
4	16

(c) Whites: 1 775
Coloureds: 5;
Indians: 19;
Blacks: Nil.

(3) (a)

Post level	Salary scale with effect from 1 July 1987
1	R119 136
2	R70 017
3	R62 199
4	R54 954
5	R50 709 – 52 539 – 54 954
6	R43 389 × 1 830 – 47 049
7	R33 624 – 34 803 × 1 431 – 37 665
8	R30 087 × 1 179 – 34 803

(3) (b) (i) Annual Service bonus that amounts to 93% of one month's salary.

(ii) Housing Subsidy on interest and capital redemption up to a maximum of a housing loan of R50 000,00, subject to the compliance with certain conditions.

(iii) Car Financing Scheme for officers occupying posts in the *management echelon* (ie those officers who are in receipt of an annual salary of R54 954 fixed and higher). The amount payable varies for each level as it is based on an officer's grading.

Full-time employees

159. Mr R M BURROWS asked the Minister of Defence:

(1) What was the total number of persons employed in a full-time capacity in the South African Defence Force as at the latest specified date for which information is available;

(2) (a) how many such persons were employed in each of the eight most senior post levels in the Defence Force, (b) how many of these persons were (i) male and (ii) female and (c) to which population group did each of these persons belong;

(3) (a) what will be the applicable salaries and/or salary scales of each of the eight most senior post levels in the Defence Force with effect from 1 July 1987 and (b) what financial and other specified benefits will be applicable to each of these post levels as at 1 July 1987?

The MINISTER OF DEFENCE:

The SA Defence Force has indicated that, as a result of the sensitivity of the nature of its activities and functions, the particulars, as requested, cannot be supplied.

Full-time employees

160. Mr R M BURROWS asked the Minister of Agriculture:

(1) What was the total number of persons employed in a full-time capacity in his Department as at the latest specified date for which information is available;

(2) (a) how many such persons were employed in each of the eight most senior post levels in his Department, (b) how many of these persons were (i) male and (ii) female and (c) to which population group did each of these persons belong;

(3) (a) what will be the applicable salaries and/or salary scales of each of the eight most senior post levels in his Department with effect from 1 July 1987 and (b) what financial and other specified benefits will be applicable to each of these post levels as at 1 July 1987?

The MINISTER OF AGRICULTURE:

(1) 3 493: specified date 8 June 1987.

(2) (a)

Post level	Number of persons employed
1	1
2	1
3	4
4	11
5	43
6	88
7	449
8	155

(b) (i) 666.

(ii) 86.

(c) Whites: 729
Coloureds: Nil;
Indians: 16;
Blacks: 7.

(3) (a)

Post level	Salary scale with effect from 1 July 1987
1	R119 136
2	R70 017
3	R62 199
4	R54 954
5	R43 389 × 1 830 – 47 049
6	R33 624 × 1 179 – 34 803 × 1 413 – 37 665
7	R25 371 × 1 179 – 30 087
8	R15 912 × 789 – 22 224

(3) (b) (i) Annual Service bonus that amounts to 93% of one month's salary.

(ii) Housing Subsidy on interest and capital redemption up to a maximum of a housing loan of R50 000,00, subject to the compliance with certain conditions.

(iii) Car Financing Scheme for officers occupying posts in the *management echelon* (ie those officers who are in receipt of an annual salary of R54 954 fixed and higher). The amount payable varies for each level as it is based on an officer's grading.

Full-time employees

161. Mr R M BURROWS asked the Minister of Economic Affairs and Technology:

(1) What was the total number of persons employed in a full-time capacity in the Department of Trade and Industry as at the latest specified date for which information is available;

(2) (a) how many such persons were employed in each of the eight most senior post levels in this Department, (b) how many of these persons were (i) male and (ii) female and (c) to which population group did each of these persons belong;

(3) (a) what will be the applicable salaries and/or salary scales of each of the eight most senior post levels in this Department with effect from 1 July 1987 and (b) what financial and other specified benefits will be applicable to each of these post levels as at 1 July 1987?

The MINISTER OF ECONOMIC AFFAIRS AND TECHNOLOGY:

(1) 953: specified date 8 June 1987.

(2) (a)

Post level	Number of persons employed
1	1
2	3
3	6
4	18
5	1
6	49
7	1
8	115

(b) (i) 190.

(ii) 4.

(c) Whites: 194;
Coloureds: Nil;
Indians: Nil;
Blacks: Nil.

(3) (a)

Post level	Salary scale with effect from 1 July 1987
1	R119 136
2	R70 017
3	R62 199
4	R54 954
5	R48 879 × 1 830 – 50 709
6	R43 389 × 1 830 – 47 049
7	R34 803 × 1 431 – 39 096
8	R33 624 – 34 803 × 1 431 – 37 665

(3) (b) (i) Annual Service bonus that amounts to 93% of one month's salary.

(ii) Housing Subsidy on interest and capital redemption up to a maximum of a housing loan of R50 000,00, subject

(3) (a)

Post level	Salary Scale with effect from 1 July 1987
2	R70 017
3	R62 199
4	R54 954
5	R48 879 × 1 830 – 50 709
6	R43 389 × 1 830 – 47 049
7	R34 803 × 1 431 – 37 665
8	R26 550 × 1 179 – 33 624

(b) (i) Annual Service bonus that amounts to 93% of one month's salary.

(ii) Housing Subsidy on interest and capital redemption up to a maximum of a housing loan of R50 000,00, subject to the compliance with certain conditions.

(iii) Car Financing Scheme for officers occupying posts in the *management echelon* (ie those officers who are in receipt of an annual salary of R54 954 fixed and higher). The amount payable varies for each level as it is based on an officer's grading.

Full-time employees

171. Mr R M BURROWS asked the Minister of Justice:

(1) What was the total number of persons employed in a full-time capacity in the Prisons Service as at the latest specified date for which information is available;

(2) (a) how many such persons were employed in each of the eight most senior post levels in this Service, (b) how many of these persons were (i) male and (ii) female and (c) to which population group did each of these persons belong;

(3) (a) what will be the applicable salaries and/or salary scales of each of the eight most senior post levels in this Service with effect from 1 July 1987 and (b) what financial and other specified benefits will be applicable to each of these post levels as at 1 July 1987?

The MINISTER OF JUSTICE:

(1) 20 086: specified date 1 June 1987.

(2) (a)

Post level	Number of persons employed
1	1
2	3
3	6
4	4
5	28
6	82
7	112
8	1 057

(b) (i) 1 126.

(ii) 167.

(c) Whites: 1 181;
Coloureds: 44;
Indians: 3;
Blacks: 65.

(3) (a)

Post level	Salary scale with effect from 1 July 1987
1	R70 017
2	R70 017
3	R62 199
4	R62 199
5	R54 954
6	R43 389 – 47 049
7	R34 803 – 37 665
8	R19 857 – 24 192/23 013 – 30 087/26 550 – 33 624

(b) (i) Annual Service bonus that amounts to 93% of one month's salary.

(ii) Housing Subsidy on interest and capital redemption up to a maximum of a housing loan of R50 000,00, subject to the compliance with certain conditions.

(iii) Car Financing Scheme for officers occupying posts in the *management echelon* (ie those officers who are in receipt of an annual salary of R54 954 fixed and higher). The amount payable varies for each level as it is based on an officer's grading.

Full-time employees

172. Mr R M BURROWS asked the Minister of Economic Affairs and Technology:

(1) What was the total number of persons employed in a full-time capacity in the Department of Mineral and Energy Affairs as at the latest specified date for which information is available;

(2) (a) how many such persons were employed in each of the eight most senior post levels in this Department, (b) how many of these persons were (i) male and (ii) female and (c) to which population group did each of these persons belong;

(3) (a) what will be the applicable salaries and/or salary scales of each of the eight most senior post levels in this Department with effect from 1 July 1987 and (b) what financial and other specified benefits will be applicable to each of these post levels as at 1 July 1987?

The MINISTER OF ECONOMIC AFFAIRS AND TECHNOLOGY:

(1) 802: specified date 8 June 1987.

(2) (a)

Post level	Number of persons employed
1	1
2	2
3	7
4	25
5	71
6	82
7	47
8	2

(b) (i) 237.

(ii) Nil.

(c) Whites: 237;
Coloureds: Nil;
Indians: Nil;
Blacks: Nil.

(3) (a)

Post level	Salary scale with effect from 1 July 1987
1	R119 136
2	R70 017
3	R62 199
4	R54 954
5	R43 389 × 1 830 – 47 049
6	R33 624 – 34 803 × 1 431 – 39 096
7	R33 624 – 34 803 × 1 431 – 37 665
8	R25 371 × 1 179 – 30 087/ 33 624 – 34 803 × 1 431 – 37 665

(b) (i) Annual Service bonus that amounts to 93% of one month's salary.

(ii) Housing Subsidy on interest and capital redemption up to a maximum of a housing loan of R50 000,00, subject to the compliance with certain conditions.

(iii) Car Financing Scheme for officers occupying posts in the *management echelon* (ie those officers who are in receipt of an annual salary of R54 954 fixed and higher). The amount payable varies for each level as it is based on an officer's grading.

the *management echelon* (ie those officers who are in receipt of an annual salary of R54 954 fixed and higher). The amount payable varies for each level as it is based on an officer's grading.

Full-time employees

156. Mr R M BURROWS asked the Minister of Manpower:

(1) What was the total number of persons employed in a full-time capacity in his Department as at the latest specified date for which information is available;

(2) (a) how many such persons were employed in each of the eight most senior post levels in his Department, (b) how many of these persons were (i) male and (ii) female and (c) to which population group did each of these persons belong;

(3) (a) what will be the applicable salaries and/or salary scales of each of the eight most senior post levels in his Department with effect from 1 July 1987 and (b) what financial and other specified benefits will be applicable to each of these post levels as at 1 July 1987?

The MINISTER OF MANPOWER:

(1) 3 642: specified date 8 June 1987.

(2) (a)

Post level	Number of persons employed
1	1
2	1
3	9
4	1
5	2
6	16
7	1
8	52

(b) (i) 81.

(ii) 2.

(c) Whites: 79;
Coloureds: 1;
Indians: 21;
Blacks: 1.

(3) (a)

Post level	Salary scale with effect from 1 July 1987
1	R119 136
2	R70 017
3	R62 199
4	R57 268
5	R57 106
6	R54 954
7	R50 477
8	R43 389 × 1 830 – 47 049

(b) (i) Annual Service bonus that amounts to 93% of one month's salary.

(ii) Housing Subsidy on interest and capital redemption up to a maximum of a housing loan of R50 000.00, subject to the compliance with certain conditions.

(iii) Car Financing Scheme for officers occupying posts in the *management echelon* (ie those officers who are in receipt of an annual salary of R54 954 fixed and higher). The amount payable varies for each level as it is based on an officer's grading.

Full-time employees

157. Mr R M BURROWS asked the Minister of Public Works:

(1) What was the total number of persons employed in a full-time capacity in his Department as at the latest specified date for which information is available;

(2) (a) how many such persons were employed in each of the eight most senior post levels in his Department, (b) how many of these persons were (i) male and (ii) female and (c) to which population group did each of these persons belong;

(3) (a) what will be the applicable salaries and/or salary scales of each of the eight most senior post levels in his Department with effect from 1 July 1987 and (b) what financial and other specified benefits will be applicable to each of these post levels as at 1 July 1987?

The MINISTER OF PUBLIC WORKS:

(1) 12 324: specified date 31 May 1987.

(2) (a)

Post level	Number of persons employed
1	1
2	2
3	8
4	26
5	28
6	99
7	46
8	1

(b) (i) 208.

(ii) 3.

(c) Whites: 211;
Coloureds: Nil;
Indians: Nil;
Blacks: Nil.

(3) (a)

Post level	Salary scale with effect from 1 July 1987
1	R119 136
2	R70 017
3	R62 199
4	R54 954
5	R48 879 × 1 830 – 50 709
6	R43 389 × 1 830 – 47 049
7	R32 445 × 1 179 – 34 803 × 1 431 –41 958
8	R34 803 × 1 431 – 39 096

(b) (i) Annual Service bonus that amounts to 93% of one month's salary.

(ii) Housing Subsidy on interest and capital redemption up to a maximum of a housing loan of R50 000,00, subject to the compliance with certain conditions.

(iii) Car Financing Scheme for officers occupying posts in the *management echelon* (ie those officers who are in receipt of an annual salary of R54 954 fixed and higher). The amount payable varies for each level as it is based on an officer's grading.

Full-time employees

158. Mr R M BURROWS asked the Minister of Justice:

(1) What was the total number of persons employed in a full-time capacity in the Department of Justice as at the latest specified date for which information is available;

(2) (a) how many such persons were employed in each of the eight most senior post levels in this Department, (b) how many of these persons were (i) male and (ii) female and (c) to which population group did each of these persons belong;

(3) (a) what will be the applicable salaries and/or salary scales of each of the eight most senior post levels in this Department with effect from 1 July 1987 and (b) what financial and other specified benefits will be applicable to each of these post levels as at 1 July 1987?

The MINISTER OF JUSTICE:

(1) 8 123: specified date 31 May 1987.

(2) (a)

Post level	Number of persons employed
1	1
2	2
3	30
4	65
5	171
6	244
7	719
8	530

(b) (i) 1 639.

(ii) 140.

(3) (b) (i) Annual Service bonus that amounts to 93% of one month's salary.

(ii) Housing Subsidy on interest and capital redemption up to a maximum of a housing loan of R50 000,00, subject to the compliance with certain conditions.

(iii) Car Financing Scheme for officers occupying posts in the *management echelon* (ie those officers who are in receipt of an annual salary of R54 954 fixed and higher). The amount payable varies for each level as it is based on an officer's grading.

Full-time employees

151. Mr R M BURROWS asked the Minister of Foreign Affairs:

(1) What was the total number of persons employed in a full-time capacity in his Department as at the latest specified date for which information is available;

(2) (a) how many such persons were employed in each of the eight most senior post levels in his Department, (b) how many of these persons were (i) male and (ii) female and (c) to which population group did each of these persons belong;

(3) (a) what will be the applicable salaries and/or salary scales of each of the eight most senior post levels in his Department with effect from 1 July 1987 and (b) what financial and other specified benefits will be applicable to each of these post levels as at 1 July 1987?

The MINISTER OF FOREIGN AFFAIRS:

(1) 1 383: specified date 9 June 1987.

(2) (a)

Post level	Number of persons employed
1	1
2	2
3	12
4	49
5	105
6	152
7	147
8	255

(b) (i) 442.

(ii) 281.

(c) Whites: 713;
Coloureds: 5;
Indians: 5;
Blacks: Nil.

(3) (a)

Post level	Salary scale with effect from 1 July 1987
1	R119 136
2	R70 117
3	R62 199
4	R50 709 × 1 830 – 52 539 × 2 415 – 54 954
5	R43 389 – 1 830 – 47 049
6	R30 087 × 1 179 – 34 803 × 1 431 – 43 389
7	R20 646 × 789 – 23 013 × 1 179 –30 087
8	R15 912 × 789 – 23 013

(b) (i) Annual Service bonus that amounts to 93% of one month's salary.

(ii) Housing Subsidy on interest and capital redemption up to a maximum of a housing loan of R50 000,00, subject to the compliance with certain conditions.

(iii) Car Financing Scheme for officers occupying posts in the *management echelon* (ie those officers who are in receipt of an annual salary of R54 954 fixed and higher). The amount payable varies for each level as it is based on an officer's grading.

Full-time employees

152. Mr R M BURROWS asked the Minister of National Education:

(1) What was the total number of persons employed in a full-time capacity in his Department as at the latest specified date for which information is available;

(2) (a) how many such persons were employed in each of the eight most senior post levels in his Department, (b) how many of these persons were (i) male and (ii) female and (c) to which population group did each of these persons belong;

(3) (a) what will be the applicable salaries and/or salary scales of each of the eight most senior post levels in his Department with effect from 1 July 1987 and (b) what financial and other specified benefits will be applicable to each of these post levels as at 1 July 1987?

The MINISTER OF NATIONAL EDUCATION:

(1) 481: specified date 3 June 1987.

(2) (a)

Post level	Number of persons employed
1	1
2	1
3	4
4	9
5	23
6	41
7	61
8	123

(b) (i) 140.

(ii) 123.

(c) Whites: 262
Coloureds: 1;
Indians: Nil;
Blacks: Nil.

(3) (a)

Post level	Salary scale with effect from 1 July 1987
1	R119 136
2	R70 017
3	R62 199
4	R54 954
5	R43 389 × 1 830 – 52 539 × 2 415 – 54 954
6	R30 087 × 1 179 – 34 083 × 1 431 – 39 096
7	R23 013 × 1 179 – 34 083
8	R13 395 × 789 – 22 224

(3) (b) (i) Annual Service bonus that amounts to 93% of one month's salary.

(ii) Housing Subsidy on interest and capital redemption up to a maximum of a housing loan of R50 000,00, subject to the compliance with certain conditions.

(iii) Car Financing Scheme for officers occupying posts in the *management echelon* (ie those officers who are in receipt of an annual salary of R54 954 fixed and higher). The amount payable varies for each level as it is based on an officer's grading.

Full-time employees

153. Mr R M BURROWS asked the Minister of Constitutional Development and Planning:

(1) What was the total number of persons employed in a full-time capacity in his Department as at the latest specified date for which information is available;

(2) (a) how many such persons were employed in each of the eight most senior post levels in his Department, (b) how many of these persons were (i) male and (ii) female and (c) to which population group did each of these persons belong;

(3) (a) what will be the applicable salaries and/or salary scales of each of the eight most senior post levels in his Department with effect from 1 July 1987 and (b) what financial and other specified benefits will be applicable to each of these post levels as at 1 July 1987?

The MINISTER OF CONSTITUTIONAL DEVELOPMENT AND PLANNING:

(1) 664: specified date 8 June 1987.

(2) (a)

Post level	Number of persons employed
1	1
2	1
3	4
4	8
5	22
6	11
7	33
8	13

(b) (i) 88.

(ii) 5.

(c) Whites: 93;
Coloureds: Nil;
Indians: Nil;
Blacks: Nil.

(3) (a)

Post level	Salary scale with effect from 1 July 1987
1	R119 136
2	R75 993
3	R70 017
4	R62 199
5	R54 954
6	R48 879 – 50 709
7	R43 389 × 1 830 – 47 049
8	R33 624 – 34 803 × 1 431 – 39 096/40 527 × 1 431 – 43 389 × 1 830 – 47 049

(b) (i) Annual Service bonus that amounts to 93% of one month's salary.

(ii) Housing Subsidy on interest and capital redemption up to a maximum of a housing loan of R50 000,00, subject to the compliance with certain conditions.

(iii) Car Financing Scheme for officers occupying posts in the *management echelon* (ie those officers who are in receipt of an annual salary of R54 954 fixed and higher). The amount payable varies for each level as it is based on an officer's grading.

HoA

Full-time employees

154. Mr R M BURROWS asked the Minister of Education and Development Aid:

(1) What was the total number of persons employed in a full-time capacity in the Department of Education and Training as at the latest specified date for which information is available;

(2) (a) how many such persons were employed in each of the eight most senior post levels in his Department, (b) how many of these persons were (i) male and (ii) female and (c) to which population group did each of these persons belong;

(3) (a) what will be the applicable salaries and/or salary scales of each of the eight most senior post levels in his Department with effect from 1 July 1987 and (b) what financial and other specified benefits will be applicable to each of these post levels as at 1 July 1987?

The MINISTER OF EDUCATION AND DEVELOPMENT AID:

(1) 58 953: specified date 30 April 1987.

(2) (a)

Post level	Number of persons employed
1	1
2	2
3	5
4	13
5	43
6	30
7	157
8	41

(b) (i) 281.

(ii) 11.

(c) Whites: 272;
Coloureds: Nil;
Indians: Nil;
Blacks: 20.

(3) (a)

Post level	Salary scale with effect from 1 July 1987
1	R119 136
2	R70 017
3	R62 199
4	R54 954
5	R45 069 × 1 638 – 46 707 × 2 136 – 48 843
6	R43 389 × 1 830 – 47 049
7	R41 793 × 1 638 – 45 069
8	R33 624 – 34 803 × 1 431 – 37 665

(b) (i) Annual Service bonus that amounts to 93% of one month's salary.

(ii) Housing Subsidy on interest and capital redemption up to a maximum of a housing loan of R50 000,00, subject to the compliance with certain conditions.

(iii) Car Financing Scheme for officers occupying posts in the *management echelon* (ie those officers who are in receipt of an annual salary of R54 954 fixed and higher). The amount payable varies for each level as it is based on an officer's grading.

HoA

Full-time employees

155. Mr R M BURROWS asked the Minister of Education and Development Aid:

(1) What was the total number of persons employed in a full-time capacity in the Department of Development Aid as at the latest specified date for which information is available;

(2) (a) how many such persons were employed in each of the eight most senior post levels in this Department, (b) how many of these persons were (i) male and (ii) female and (c) to which population group did each of these persons belong;

(3) (a) what will be the applicable salaries and/or salary scales of each of the eight most senior post levels in this Department with effect from 1 July 1987 and (b) what financial and other specified benefits will be applicable to each of these post levels as at 1 July 1987?

The MINISTER OF EDUCATION AND DEVELOPMENT AID:

(1) 2 914: specified date 30 April 1987.

(2) (a)

Post level	Number of persons employed
1	1
2	2
3	5
4	28
5	35
6	70
7	17
8	50

(b) (i) 205.

(ii) Nil.

(c) Whites: 205;
Coloureds: Nil;
Indians: Nil;
Blacks: Nil.

(3) (a)

Post level	Salary scale with effect from 1 July 1987
1	R119 136
2	R70 017
3	R62 199
4	R54 954
5	R48 879 × 1 830 – 50 709
6	R43 389 × 1 830 – 47 049
7	R30 080 × 1 179 – 34 803 × 1 431 – 41 958
8	R24 192 × 1 179 – 28 908/ R32 445 × 1 179 – 34 803 × 1 431 – 41 958

(b) (i) Annual Service bonus that amounts to 93% of one month's salary.

(ii) Housing Subsidy on interest and capital redemption up to a maximum of a housing loan of R50 000,00, subject to the compliance with certain conditions.

(iii) Car Financing Scheme for officers occupying posts in

the *management echelon* (ie those officers who are in receipt of an annual salary of R54 954 fixed and higher). The amount payable varies for each level as it is based on an officer's grading.

Full-time employees

156. Mr R M BURROWS asked the Minister of Manpower:

(1) What was the total number of persons employed in a full-time capacity in his Department as at the latest specified date for which information is available;

(2) (a) how many such persons were employed in each of the eight most senior post levels in his Department, (b) how many of these persons were (i) male and (ii) female and (c) to which population group did each of these persons belong;

(3) (a) what will be the applicable salaries and/or salary scales of each of the eight most senior post levels in his Department with effect from 1 July 1987 and (b) what financial and other specified benefits will be applicable to each of these post levels as at 1 July 1987?

The MINISTER OF MANPOWER:

(1) 3 642: specified date 8 June 1987.

(2) (a)

Post level	Number of persons employed
1	1
2	1
3	9
4	1
5	2
6	16
7	1
8	52

(b) (i) 81.

(ii) 2.

(c) Whites: 79;
Coloureds: 1;
Indians: 21;
Blacks: 1.

(3) (a)

Post level	Salary scale with effect from 1 July 1987
1	R119 136
2	R70 017
3	R62 199
4	R57 268
5	R57 106
6	R54 954
7	R50 477
8	R43 389 × 1 830 – 47 049

(b) (i) Annual Service bonus that amounts to 93% of one month's salary.

(ii) Housing Subsidy on interest and capital redemption up to a maximum of a housing loan of R50 000,00, subject to the compliance with certain conditions.

(iii) Car Financing Scheme for officers occupying posts in the *management echelon* (ie those officers who are in receipt of an annual salary of R54 954 fixed and higher). The amount payable varies for each level as it is based on an officer's grading.

Full-time employees

157. Mr R M BURROWS asked the Minister of Public Works:

(1) What was the total number of persons employed in a full-time capacity in his Department as at the latest specified date for which information is available;

(2) (a) how many such persons were employed in each of the eight most senior post levels in his Department, (b) how many of these persons were (i) male and (ii) female and (c) to which population group did each of these persons belong;

(3) (a) what will be the applicable salaries and/or salary scales of each of the eight most senior post levels in his Department with effect from 1 July 1987 and (b) what financial and other specified benefits will be applicable to each of these post levels as at 1 July 1987?

The MINISTER OF PUBLIC WORKS:

(1) 12 324: specified date 31 May 1987.

(2) (a)

Post level	Number of persons employed
1	1
2	2
3	8
4	26
5	28
6	99
7	46
8	1

(b) (i) 208.

(ii) 3.

(c) Whites: 211;
Coloureds: Nil;
Indians: Nil;
Blacks: Nil.

(3) (a)

Post level	Salary scale with effect from 1 July 1987
1	R119 136
2	R70 017
3	R62 199
4	R54 954
5	R48 879 × 1 830 – 50 709
6	R43 389 × 1 830 – 47 049
7	R32 445 × 1 179 – 34 803 × 1 431 –41 958
8	R34 803 × 1 431 – 39 096

(b) (i) Annual Service bonus that amounts to 93% of one month's salary.

(ii) Housing Subsidy on interest and capital redemption up to a maximum of a housing loan of R50 000,00, subject to the compliance with certain conditions.

(iii) Car Financing Scheme for officers occupying posts in the *management echelon* (ie those officers who are in receipt of an annual salary of R54 954 fixed and higher). The amount payable varies for each level as it is based on an officer's grading.

Full-time employees

158. Mr R M BURROWS asked the Minister of Justice:

(1) What was the total number of persons employed in a full-time capacity in the Department of Justice as at the latest specified date for which information is available;

(2) (a) how many such persons were employed in each of the eight most senior post levels in this Department, (b) how many of these persons were (i) male and (ii) female and (c) to which population group did each of these persons belong;

(3) (a) what will be the applicable salaries and/or salary scales of each of the eight most senior post levels in this Department with effect from 1 July 1987 and (b) what financial and other specified benefits will be applicable to each of these post levels as at 1 July 1987?

The MINISTER OF JUSTICE:

(1) 8 123: specified date 31 May 1987.

(2) (a)

Post level	Number of persons employed
1	1
2	2
3	30
4	65
5	171
6	244
7	719
8	530

(b) (i) 1 639.

(ii) 140.

(3) (b) (i) Annual Service bonus that amounts to 93% of one month's salary.

(ii) Housing Subsidy on interest and capital redemption up to a maximum of a housing loan of R50 000,00, subject to the compliance with certain conditions.

(iii) Car Financing Scheme for officers occupying posts in the *management echelon* (ie those officers who are in receipt of an annual salary of R54 954 fixed and higher). The amount payable varies for each level as it is based on an officer's grading.

Full-time employees

151. Mr R M BURROWS asked the Minister of Foreign Affairs:

(1) What was the total number of persons employed in a full-time capacity in his Department as at the latest specified date for which information is available;

(2) (a) how many such persons were employed in each of the eight most senior post levels in his Department, (b) how many of these persons were (i) male and (ii) female and (c) to which population group did each of these persons belong;

(3) (a) what will be the applicable salaries and/or salary scales of each of the eight most senior post levels in his Department with effect from 1 July 1987 and (b) what financial and other specified benefits will be applicable to each of these post levels as at 1 July 1987?

The MINISTER OF FOREIGN AFFAIRS:

(1) 1 383: specified date 9 June 1987.

(2) (a)

Post level	Number of persons employed
1	1
2	2
3	12
4	49
5	105
6	152
7	147
8	255

(b) (i) 442.

(ii) 281.

(c) Whites: 713;
Coloureds: 5;
Indians: 5;
Blacks: Nil.

(3) (a)

Post level	Salary scale with effect from 1 July 1987
1	R119 136
2	R70 117
3	R62 199
4	R50 709 × 1 830 – 52 539 × 2 415 – 54 954
5	R43 389 – 1 830 – 47 049
6	R30 087 × 1 179 – 34 803 × 1 431 – 43 389
7	R20 646 × 789 – 23 013 × 1 179 – 30 087
8	R15 912 × 789 – 23 013

(b) (i) Annual Service bonus that amounts to 93% of one month's salary.

(ii) Housing Subsidy on interest and capital redemption up to a maximum of a housing loan of R50 000,00, subject to the compliance with certain conditions.

(iii) Car Financing Scheme for officers occupying posts in the *management echelon* (ie those officers who are in receipt of an annual salary of R54 954 fixed and higher). The amount payable varies for each level as it is based on an officer's grading.

Full-time employees

152. Mr R M BURROWS asked the Minister of National Education:

(1) What was the total number of persons employed in a full-time capacity in his Department as at the latest specified date for which information is available;

(2) (a) how many such persons were employed in each of the eight most senior post levels in his Department, (b) how many of these persons were (i) male and (ii) female and (c) to which population group did each of these persons belong;

(3) (a) what will be the applicable salaries and/or salary scales of each of the eight most senior post levels in his Department with effect from 1 July 1987 and (b) what financial and other specified benefits will be applicable to each of these post levels as at 1 July 1987?

The MINISTER OF NATIONAL EDUCATION:

(1) 481: specified date 3 June 1987.

(2) (a)

Post level	Number of persons employed
1	1
2	1
3	4
4	9
5	23
6	41
7	61
8	123

(b) (i) 140.

(ii) 123.

(c) Whites: 262
Coloureds: 1;
Indians: Nil;
Blacks: Nil.

(3) (a)

Post level	Salary scale with effect from 1 July 1987
1	R119 136
2	R70 017
3	R62 199
4	R54 954
5	R43 389 × 1 830 – 52 539 × 2 415 – 54 954
6	R30 087 × 1 179 – 34 083 × 1 431 – 39 096
7	R23 013 × 1 179 – 34 083
8	R13 395 × 789 – 22 224

(3) (b) (i) Annual Service bonus that amounts to 93% of one month's salary.

(ii) Housing Subsidy on interest and capital redemption up to a maximum of a housing loan of R50 000,00, subject to the compliance with certain conditions.

(iii) Car Financing Scheme for officers occupying posts in the *management echelon* (ie those officers who are in receipt of an annual salary of R54 954 fixed and higher). The amount payable varies for each level as it is based on an officer's grading.

Full-time employees

153. Mr R M BURROWS asked the Minister of Constitutional Development and Planning:

(1) What was the total number of persons employed in a full-time capacity in his Department as at the latest specified date for which information is available;

(2) (a) how many such persons were employed in each of the eight most senior post levels in his Department, (b) how many of these persons were (i) male and (ii) female and (c) to which population group did each of these persons belong;

(3) (a) what will be the applicable salaries and/or salary scales of each of the eight most senior post levels in his Department with effect from 1 July 1987 and (b) what financial and other specified benefits will be applicable to each of these post levels as at 1 July 1987?

population group did each of these persons belong;

(3) (a) what will be the applicable salaries and/or salary scales of each of the eight most senior post levels in his Office with effect from 1 July 1987 and (b) what financial and other specified benefits will be applicable to each of these post levels as at 1 July 1987?

The STATE PRESIDENT:

(1) 137: specified date 8 June 1987.

(2) (a)

Postlevel	Number of persons employed
1	1
2	4
3	8
4	15
5	12
6	11
7	2
8	4

(b) (i) 45.

(ii) 12.

(c) Whites: 57;
Coloureds: Nil;
Indians: Nil;
Blacks: Nil.

(3) (a)

Post level	Salary scale with effect from 1 July 1987
1	R119 136
2	R62 199
3	R54 954
4	R43 389 × 1 830 – 47 049
5	R33 624 – 34 803 × 1 431 – 37 665
6	R25 371 × 1 179 – 30 087
7	R19 068 × 789 – 22 224/ 22 224 × 789 – 23 013 × 1 179 – 26 550
8	R15 912 × 789 – 22 224

(3) (b) (i) Annual Service bonus that amounts to 93% of one month's salary.

(ii) Housing Subsidy on interest and capital redemption up to a maximum of a housing loan of R50 000,00, subject to the compliance with certain conditions.

(iii) Car Financing Scheme for officers occupying posts in the *management echelon* (ie those officers who are in receipt of an annual salary of R54 954 fixed and higher). The amount payable varies for each level as it is based on an officer's grading.

HoA

Full-time employees

149. Mr R M BURROWS asked the Minister in the State President's Office entrusted with Administration and Broadcasting Services:

(1) What was the total number of persons employed in a full-time capacity in his Department as at the latest specified date for which information is available;

(2) (a) how many such persons were employed in each of the eight most senior post levels in his Department, (b) how many of these persons were (i) male and (ii) female and (c) to which population group did each of these persons belong;

(3) (a) what will be the applicable salaries and/or salary scales of each of the eight most senior post levels in his Department with effect from 1 July 1987 and (b) what financial and other specified benefits will be applicable to each of these post levels as at 1 July 1987?

The MINISTER IN THE STATE PRESIDENT'S OFFICE ENTRUSTED WITH ADMINISTRATION AND BROADCASTING SERVICES:

(1) 857: specified date 10 June 1987.

(2) (a)

Post level	Number of persons employed
1	1
2	1
3	4
4	19

(2) (a)

Post level	Number of persons employed
5	59
6	1
7	32
8	1

(b) (i) 112.

(ii) 6.

(c) Whites: 118;
Coloureds: Nil;
Indians: Nil;
Blacks: Nil.

(3) (a)

Post level	Salary scale with effect from 1 July 1987
1	R119 136
2	R70 017
3	R62 199
4	R54 954
5	R43 389 × 1 830 – 47 069
6	R32 445 × 1 179 – 41 958
7	R34 803 × 1 431 – 39 096
8	R34 803 × 1 431 – 37 665

(b) (i) Annual Service bonus that amounts to 93% of one month's salary.

(ii) Housing Subsidy on interest and capital redemption up to a maximum of a housing loan of R50 000,00, subject to the compliance with certain conditions.

(iii) Car Financing Scheme for officers occupying posts in the *management echelon* (ie those officers who are in receipt of an annual salary of R54 954 fixed and higher). The amount payable varies for each level as it is based on an officer's grading.

Full-time employees

150. Mr R M BURROWS asked the Deputy Minister of Information:

(1) What was the total number of persons employed in a full-time capacity in the Bureau for Information as at the latest specified date for which information is available;

(2) (a) how many such persons were employed in each of the eight most senior post levels in the Bureau, (b) how many of these persons were (i) male and (ii) female and (c) to which population group did each of these persons belong;

(3) (a) what will be the applicable salaries and/or salary scales of each of the eight most senior post levels in the Bureau with effect from 1 July 1987 and (b) what financial and other specified benefits will be applicable to each of these post levels as at 1 July 1987?

The DEPUTY MINISTER OF INFORMATION:

(1) 499: specified date 4 June 1987.

(2) (a)

Post level	Number of persons employed
1	1
2	3
3	8
4	21
5	39
6	0
7	50
8	5

(b) (i) 84.

(ii) 43.

(c) Whites: 122;
Coloureds: 1;
Indians: 3;
Blacks: 1.

(3) (a)

Post level	Salary scale with effect from 1 July 1987
1	R70 017
2	R62 199
3	R54 954
4	R43 389 × 1 830 – 47 049
5	R33 624 × 1 179 – 34 803 × 1 431 – 37 665
6	R30 087 × 1 179 – 34 803
7	R25 371 × 1 179 – 30 087
8	R20 646 × 789 – 23 013 × 1 179 – 25 371

HoA

(3) (b) (i) Annual Service bonus that amounts to 93% of one month's salary.

(ii) Housing Subsidy on interest and capital redemption up to a maximum of a housing loan of R50 000,00, subject to the compliance with certain conditions.

(iii) Car Financing Scheme for officers occupying posts in the *management echelon* (ie those officers who are in receipt of an annual salary of R54 954 fixed and higher). The amount payable varies for each level as it is based on an officer's grading.

Full-time employees

151. Mr R M BURROWS asked the Minister of Foreign Affairs:

(1) What was the total number of persons employed in a full-time capacity in his Department as at the latest specified date for which information is available;

(2) (a) how many such persons were employed in each of the eight most senior post levels in his Department, (b) how many of these persons were (i) male and (ii) female and (c) to which population group did each of these persons belong;

(3) (a) what will be the applicable salaries and/or salary scales of each of the eight most senior post levels in his Department with effect from 1 July 1987 and (b) what financial and other specified benefits will be applicable to each of these post levels as at 1 July 1987?

The MINISTER OF FOREIGN AFFAIRS:

(1) 1 383: specified date 9 June 1987.

(2) (a)

Post level	Number of persons employed
1	1
2	2
3	12
4	49
5	105
6	152
7	147
8	255

(b) (i) 442.

(ii) 281.

(c) Whites: 713;
Coloureds: 5;
Indians: 5;
Blacks: Nil.

(3) (a)

Post level	Salary scale with effect from 1 July 1987
1	R119 136
2	R70 117
3	R62 199
4	R50 709 × 1 830 – 52 539 × 2 415 – 54 954
5	R43 389 – 1 830 – 47 049
6	R30 087 × 1 179 – 34 803 × 1 431 – 43 389
7	R20 646 × 789 – 23 013 × 1 179 –30 087
8	R15 912 × 789 – 23 013

(b) (i) Annual Service bonus that amounts to 93% of one month's salary.

(ii) Housing Subsidy on interest and capital redemption up to a maximum of a housing loan of R50 000,00, subject to the compliance with certain conditions.

(iii) Car Financing Scheme for officers occupying posts in the *management echelon* (ie those officers who are in receipt of an annual salary of R54 954 fixed and higher). The amount payable varies for each level as it is based on an officer's grading.

Full-time employees

152. Mr R M BURROWS asked the Minister of National Education:

(1) What was the total number of persons employed in a full-time capacity in his Department as at the latest specified date for which information is available;

(2) (a) how many such persons were employed in each of the eight most senior post levels in his Department, (b) how many of these persons were (i) male and (ii) female and (c) to which population group did each of these persons belong;

(3) (a) what will be the applicable salaries and/or salary scales of each of the eight most senior post levels in his Department with effect from 1 July 1987 and (b) what financial and other specified benefits will be applicable to each of these post levels as at 1 July 1987?

The MINISTER OF NATIONAL EDUCATION:

(1) 481: specified date 3 June 1987.

(2) (a)

Post level	Number of persons employed
1	1
2	1
3	4
4	9
5	23
6	41
7	61
8	123

(b) (i) 140.

(ii) 123.

(c) Whites: 262
Coloureds: 1;
Indians: Nil;
Blacks: Nil.

(3) (a)

Post level	Salary scale with effect from 1 July 1987
1	R119 136
2	R70 017
3	R62 199
4	R54 954
5	R43 389 × 1 830 – 52 539 × 2 415 – 54 954
6	R30 087 × 1 179 – 34 083 × 1 431 – 39 096
7	R23 013 × 1 179 – 34 083
8	R13 395 × 789 – 22 224

(3) (b) (i) Annual Service bonus that amounts to 93% of one month's salary.

(ii) Housing Subsidy on interest and capital redemption up to a maximum of a housing loan of R50 000,00, subject to the compliance with certain conditions.

(iii) Car Financing Scheme for officers occupying posts in the *management echelon* (ie those officers who are in receipt of an annual salary of R54 954 fixed and higher). The amount payable varies for each level as it is based on an officer's grading.

Full-time employees

153. Mr R M BURROWS asked the Minister of Constitutional Development and Planning:

(1) What was the total number of persons employed in a full-time capacity in his Department as at the latest specified date for which information is available;

(2) (a) how many such persons were employed in each of the eight most senior post levels in his Department, (b) how many of these persons were (i) male and (ii) female and (c) to which population group did each of these persons belong;

(3) (a) what will be the applicable salaries and/or salary scales of each of the eight most senior post levels in his Department with effect from 1 July 1987 and (b) what financial and other specified benefits will be applicable to each of these post levels as at 1 July 1987?

population group did each of these persons belong;

(3) (a) what will be the applicable salaries and/or salary scales of each of the eight most senior post levels in his Office with effect from 1 July 1987 and (b) what financial and other specified benefits will be applicable to each of these post levels as at 1 July 1987?

The STATE PRESIDENT:

(1) 137: specified date 8 June 1987.

(2) (a)

Postlevel	Number of persons employed
1	1
2	4
3	8
4	15
5	12
6	11
7	2
8	4

(b) (i) 45.

(ii) 12.

(c) Whites: 57;
Coloureds: Nil;
Indians: Nil;
Blacks: Nil.

(3) (a)

Post level	Salary scale with effect from 1 July 1987
1	R119 136
2	R62 199
3	R54 954
4	R43 389 × 1 830 – 47 049
5	R33 624 – 34 803 × 1 431 – 37 665
6	R25 371 × 1 179 – 30 087
7	R19 068 × 789 – 22 224/ 22 224 × 789 – 23 013 × 1 179 – 26 550
8	R15 912 × 789 – 22 224

(3) (b) (i) Annual Service bonus that amounts to 93% of one month's salary.

(ii) Housing Subsidy on interest and capital redemption up to a maximum of a housing loan of R50 000,00, subject to the compliance with certain conditions.

(iii) Car Financing Scheme for officers occupying posts in the *management echelon* (ie those officers who are in receipt of an annual salary of R54 954 fixed and higher). The amount payable varies for each level as it is based on an officer's grading.

HoA

Full-time employees

149. Mr R M BURROWS asked the Minister in the State President's Office entrusted with Administration and Broadcasting Services:

(1) What was the total number of persons employed in a full-time capacity in his Department as at the latest specified date for which information is available;

(2) (a) how many such persons were employed in each of the eight most senior post levels in his Department, (b) how many of these persons were (i) male and (ii) female and (c) to which population group did each of these persons belong;

(3) (a) what will be the applicable salaries and/or salary scales of each of the eight most senior post levels in his Department with effect from 1 July 1987 and (b) what financial and other specified benefits will be applicable to each of these post levels as at 1 July 1987?

The MINISTER IN THE STATE PRESIDENT'S OFFICE ENTRUSTED WITH ADMINISTRATION AND BROADCASTING SERVICES:

(1) 857: specified date 10 June 1987.

(2) (a)

Post level	Number of persons employed
1	1
2	1
3	4
4	19

(2) (a)

Post level	Number of persons employed
5	59
6	1
7	32
8	1

(b) (i) 112.

(ii) 6.

(c) Whites: 118;
Coloureds: Nil;
Indians: Nil;
Blacks: Nil.

(3) (a)

Post level	Salary scale with effect from 1 July 1987
1	R119 136
2	R70 017
3	R62 199
4	R54 954
5	R43 389 × 1 830 – 47 069
6	R32 445 × 1 179 – 41 958
7	R34 803 × 1 431 – 39 096
8	R34 803 × 1 431 – 37 665

(b) (i) Annual Service bonus that amounts to 93% of one month's salary.

(ii) Housing Subsidy on interest and capital redemption up to a maximum of a housing loan of R50 000,00, subject to the compliance with certain conditions.

(iii) Car Financing Scheme for officers occupying posts in the *management echelon* (ie those officers who are in receipt of an annual salary of R54 954 fixed and higher). The amount payable varies for each level as it is based on an officer's grading.

Full-time employees

150. Mr R M BURROWS asked the Deputy Minister of Information:

(1) What was the total number of persons employed in a full-time capacity in the Bureau for Information as at the latest specified date for which information is available;

(2) (a) how many such persons were employed in each of the eight most senior post levels in the Bureau, (b) how many of these persons were (i) male and (ii) female and (c) to which population group did each of these persons belong;

(3) (a) what will be the applicable salaries and/or salary scales of each of the eight most senior post levels in the Bureau with effect from 1 July 1987 and (b) what financial and other specified benefits will be applicable to each of these post levels as at 1 July 1987?

The DEPUTY MINISTER OF INFORMATION:

(1) 499: specified date 4 June 1987.

(2) (a)

Post level	Number of persons employed
1	1
2	3
3	8
4	21
5	39
6	0
7	50
8	5

(b) (i) 84.

(ii) 43.

(c) Whites: 122;
Coloureds: 1;
Indians: 3;
Blacks: 1.

(3) (a)

Post level	Salary scale with effect from 1 July 1987
1	R70 017
2	R62 199
3	R54 954
4	R43 389 × 1 830 – 47 049
5	R33 624 × 1 179 – 34 803 × 1 431 – 37 665
6	R30 087 × 1 179 – 34 803
7	R25 371 × 1 179 – 30 087
8	R20 646 × 789 – 23 013 × 1 179 – 25 371

NUFW, Co-op reach wage agreement

Dispatch Reporter

EAST LONDON — A wage agreement between the Langeberg Co-operative and the National Union of Food Workers (NUFW) was reached here yesterday, the manager, Mr Andre Esterhuyse, said.

He declined to reveal what agreement was reached as a joint statement from the union and management would be released next week.

The co-operative was operating at full capacity, he said.

Over 800 black workers were dismissed from the company in April this year after a wage dispute. The employees returned to work on Monday this week after an out of court settlement in July.

The company was also involved in a dispute with some 700 coloured workers hired to fill the vacancies in April. Management maintained they were hired on a temporary basis and began retrenching them last week. The employees said they were hired permanently.

Mr Esterhuyse said about 150 coloured workers were still employed but he did not expect them to stay with the company.

"On Monday we still had about 400 coloured employees after 350 left last week. They have been resigning at quite a pace this week and I don't think the others will stay on although we would like them too because they are skilled."

Mr Esterhuyse said the retrenched workers had received two weeks' pay.

Spokesmen for the NUFW and the coloured employees could not be contacted.

355 DD 7/8/87.

TO ADVERTISE ON THIS PAGE — TELEPHONE

Pay dispute at EL hotel

Dispatch Reporter

EAST LONDON —Tipplers at a local hotel were thrown into confusion yesterday when staff stopped work because they said they had not received their pay for last month.

A pay dispute at the Grand Hotel in Drury Lane resulted in a work stoppage of about four and three-quarter hours, when workers refused to resume work until they received last month's pay.

The vice-chairman of the Border Catering Workers' Union and an employee at the hotel, Mr Bernard Gregory, said most of the staff had stopped working at 10 am because they had not received pay for last month.

A director of the controlling company in Vereeniging, Mr Anton Meyer, said as far as he was concerned, there was no problem with the pay.

The manager of the hotel, Mr Shaun Branfield, said the employees were paid half their salaries by 2.45 pm yesterday and confirmed they had been paid in full by last evening.

"The whole staff has stopped working because the commitments made to them were not met," Mr Gregory said.

"Of the 30 people working here, most have stopped working.

"Enough is enough. The telephone has been cut off and everything is cash and carry. The company is certainly suffering from a cash flow problem."

Earlier Mr Meyer said the company was awaiting a new telephone installation to block out all the outgoing calls because unauthorised people were using the telephone.

"As far as I know, there are no cash flow problems and the stock and everything is going well.

"I know there was a pay dispute but the manager has sorted it out," Mr Meyer said.

"The problem resulted from a pay rise dispute involving the previous owners."

The present owners took over the hotel in March.

Mr Branfield said the reason the employees were not paid was that a new partnership had been drawn up and agreement had not been reached on who would pay the expenses.

"The payment to employees would have been delayed two months, but a wrong account number for the company's local account was handed in, which resulted in further delay," Mr Branfield said.



Workers stand around outside the Grand Hotel in East London, during a four-hour work stoppage yesterday over a pay dispute.

LABOUR AFFAIRS

DICK USHER



Union movement pushes for maternity benefits

MATERNITY benefits for workers is an area that has long been ignored by employers, but the union movement is pushing strongly in this field.

It's part of the process of broadening demands about worker needs and the fight against sex and race discrimination.

For years many companies expected women to simply give up work once they were pregnant, which was out-and-out discrimination against women, but others discriminated against black women and gave benefits to white women only.

The demand for equal maternity benefits for all women is one leg of the living wage campaign of the Congress of South African Trade Unions (Cosatu) and affiliates and other unions have been making significant progress.

In the Western Cape, the National Union of Textile Workers (NUTW), a Cosatu affiliate, recently concluded an agreement with South African Nylon Spinners which will give six months' maternity leave, four of which will be paid leave and two months unpaid.

The University and Allied Workers' Union (UAWU) demanded during pay negotiations with the University of Cape Town that maternity leave be extended to six months from the present four months.

ADDED A GRATUITY

UCT proposed that leave remain at four months but added a gratuity of 23 percent of the salary which would have been earned during the leave period, payable immediately before starting leave.

With the 32 percent of salary they already receive, plus maternity benefits from UIF, this would give them full salary for four months.

Women workers also received a boost when theSteel and Engineering Industries Federation of South Africa agreed to six months' paid "maternity absence" with guaranteed re-employment.

Women in the industry still have to resign their jobs but are guaranteed re-employment in the same or a similar job at the same rate of pay and automatically qualify for any increases gained nationally.

The NUTW agreement, which is thought to be a first in the Western Cape textile, clothing or leather industries, provides for workers to get 32 percent of their salary which, together with the 45 percent UIF payout, will give them an income of 77 percent of normal salary for four months.

There will be no loss of benefits and the company will carry medical and pension contributions during the two-month period of unpaid leave.

RE-EMPLOYMENT GUARANTEED

Re-employment is guaranteed and, if health and safety considerations warrant it, women will be found alternative employment in the company on terms and conditions no less favourable than the previous job. It also provides for guaranteed annual leave for the father of a child.

The benefits are crucially important to a woman and her family.

Losing her income, especially in the current economic climate where it is thought as many as nine people are dependant on each workers' income, causes a significant drop in already low standards of living.

Six months off is considered the very minimum necessary.

Women have to stop work two months before confinement.

An agreement that gives, for example, only four months off means that mothers have to leave their children — normally with neighbours or a relative — at a very vulnerable stage when they are in need of constant attention.

LP: wage demands justified

CAPE TOWN — The Labour Party (LP) has come out in support of the 30 per cent wage increase demands made by striking mineworkers saying that this is not exorbitant in the light of the backlog in miners' wages.

The statement by the LP's spokesman on Economic Affairs and Technology, Mr Sam Leeuw, is the first by a political party.

It dovetails, however, with LP policy on the mines.

The LP's Leader, the Reverend Allan Hendrickse, stated in 1984 that the LP was in favour of nationalising the gold mines. This is now part of the Labour Party's policy.

Mr Leeuw expressed the hope that an agreement would be reached soon between the National Union of Mineworkers and the Chamber of Mines to end the dispute.

He welcomed the fact that the Mines and Works Amendment Bill, which ends job reservation on the mines, was to find a place on the Statute Book. — DDC

11/8/87



Part of the more than 100 janitors at a meeting in Elsies River at the weekend listen to a speaker complaining about low wages

Janitors in wage row

355 SOUTH 13-19/8/87

MORE than a hundred school janitors, some from as far as Lamberts Bay, gathered at Elsies River at the weekend to voice their grievances.

They pledged to organise themselves and to unite for a better deal from the State and school principals.

Workers' grievances ranged from wages and benefits to working conditions and the attitude of some principals and teachers.

Workers also said they wanted to receive their year-end wages in mid-December instead of at the end of December because they had difficulty providing their families with food and clothes during the festive season.

All the workers were unhappy with their low wages and long working hours.

Some said they were expected to work up to 12 hours a day although policy was that they should work only 48 hours a week.

Janitors who had been serving for more than 20 years, earned a maximum wage of about R425,00 a month.

Others earned about R378,00 a month before deductions.

A janitor, Mr Steven Lemboela, said workers were victimised and treated without respect.

He showed an envelope containing an invitation to the meeting, which he said had been opened by the principal.

The principal, he said, dismissed the issue with a token apology for opening the letter.

Workers also complained that at some schools no staff cloakroom was available.

It was alleged that workers had to spend their breaks in rooms opening into toilets.

Mr D Brown, a Cosatu member at the meeting in his private capacity said janitors should organise themselves to sort out their problems.

He said Cosatu had made "great strides because workers were prepared to stand up for their rights".

He also said janitors should tell their children - the students - and civic organisations about their problems.

A spokesperson for the Public Servants League, which called the meeting, said it was the State's responsibility to "rectify our problems".

"Private sector workers go on strike when they are unhappy with low wages and poor working conditions, but it is illegal for public servants to go on strike.

"Therefore we must unite to tackle the problems we have through negotiation. However, negotiation on a master servant level will never work," he said.

A Department of Education and Culture spokesperson said they were not aware of the meeting and could not comment.

However, chances were good that demands could be addressed if tabled before the department.

Chamber replies

IN a statement yesterday the Chamber of Mines said the current average cash earnings of black underground workers on gold mines amounted to R571 a month.

"This, together with free food, accommodation and other benefits valued at R164 a month gives an average all-inclusive income of R735 a month."

"By focussing on the lowest starting wages paid in the industry the National Union of Mineworkers presents a distorted picture of the true situation.

"The real increase in gold mine wages over the period 1972 and 1986 amounted to 249 percent.

"Minimum starting wages apply to only 10 percent of the workforce and the wages are increased within a very short period of a man commencing work — in some cases days and at most a few weeks.

"Furthermore the lowest minimum wage applies to only a minority of mines.

"It is against this background that the lowest minimum starting wage which NUM has been quoting, namely R228 a month (1986 figure), should be seen.

"The current minimum underground starting wage on gold mines is R263 but the fact is that a relatively small proportion of the 10 percent of novices receive this wage, the vast majority of them starting at R300 a month or more and receive an increase within a very short time."

300 support union demand

SAM MABE

Three hundred workers at Cinqplast in Nugget and Albert streets, Johannesburg, have been on strike since Tuesday in support of a demand for the recognition of their union.

A spokesman for the workers said they were dissatisfied with working conditions and claimed management was not prepared to give them a hearing.

The managing director of the company, Mr H Howard, said he had no knowledge of grievances by his employees.

He said he gave the workers an opportunity to speak to him about their problems on Tuesday and that they had refused.

He said there has been no contact between him and the striking workers. He confirmed that a union had sent him a telex, but he did not know who the union represented.

He said the situation was back to normal at the firm as he has made alternative arrangements to continue production.

Workers claim that management is breaching SEIFSA's main agreement regarding minimum wages and that women who go on maternity leave lose their jobs.

EL strike talks fail as Numsa stages walkout

By BARBARA HART

EAST LONDON — Negotiations between the National Union of Metalworkers of South Africa (Numsa) and Mercedes Benz of South Africa (MBSA) broke down yesterday, when white union members attended a meeting at the strike-hit plant here.

Numsa's regional organiser, Mr Les Kettledas, said the union, which represented some 2 600 black workers at the plant, had demanded on Friday that representatives of the white South African Iron and Steel Workers Union be excluded from the negotiations with Numsa.

The union had again been represented at a meeting with management yesterday morning, and Numsa had walked out of the meeting objecting to their presence, Mr Kettledas said.

An MBSA spokesman, Mrs Delene MacFarlane, said in a statement yesterday that negotiations to resolve the dispute would continue.

Production at the factory had not been resumed, she said.

The plant has been closed for almost two weeks, after workers in the chassis and body works division went on strike demanding there be no loss of earnings owing to reduced working hours, and that workers be paid a minimum of R5 an hour.

A total of 188 workers were dismissed last Monday, after ignoring an ultimatum to return to work.

Mr Kettledas said Numsa had demanded at the meeting on Friday that management meet with a delegation which included dismissed shop stewards, the unconditional re-instatement of dismissed workers, payment to workers for time lost during the dispute, an actual rate of pay of R5 per hour, compensation for reduced working hours, and that any conditions of employment agreed on be backdated to August 1.

The company had agreed at Friday's meeting to meet with any delegation elected by the workers, the unconditional reinstatement of dismissed workers and the backdating of conditions agreed to with the union, Mr Kettledas said.

Workers would return to the plant this morning "and we hope management will agree to meet with Numsa", Mr Kettledas said.

Rugby player hurt in crash

DURBAN — Natal rugby centre Des McClean was seriously injured when his car overturned while he was driving home to Pinetown early yesterday morning.

According to his wife, Mrs Ilsmarie McClean, he has a fractured skull, cracked collarbone and a "nasty" gash on his head. — Sapa

Pay rises of 20% forecast

Cape Times 19/8/87

By AUDREY D'ANGELO
Financial Editor

WAGES and salaries may rise by nearly 20% this year, the director of Stellenbosch Bureau for Economic Research, Dr Ockie Stuart, forecasts in its quarterly report on trade and commerce. This will be the first real increase in spending power for three years.

Figures given by the bureau show that although pay packets rose by an average of 17,6% in 1984, 10,9% in 1985 and 13,3% last year, inflation and high taxation meant that spending power fell steadily so that in real terms the man in the street was 4,3% worse off in 1985 and 6,4% worse off last year.

Even this year Dr Stuart expects inflation and tax to take a huge slice out of the higher increases. But he expects most people to have about 3% more spending power this year and 5% more next year.

Explaining why he expects pay packets to rise so steeply, Dr Stuart says that profits in general improved in 1986.

And, although there has been a slowing down of the rate at which business confidence is improving, economic activity is expected to be livelier with better sales of furniture, cars and clothes.

"Trade unions are thus in an extremely strong bargaining position. It should also be borne in mind that the 12,5% increase granted to civil servants is likely to turn out at least three percentage points higher as a result of notch increases and fringe benefits.

"The private sector will thus be put under pressure to grant fairly substantial pay increases.

"Unfortunately our high inflation rate will wipe out a great deal of the additional income and direct taxes will, by way of bracket creep (when pay rises push people up into a higher tax bracket), reduce it even further."

But next year Dr Stuart expects the inflation rate to be lower, leading to improved confidence and more consumer spending, with buying on credit increasing.

"Credit is currently cheap and easy to come by. Interest rates are expected to remain soft and consumers will probably make use of the available cheap credit at an increasing tempo."

This is already beginning to happen. Dr Stuart says that during the quarter "Credit sales increased at a faster pace than cash sales."

This implied that consumer confidence had at last been restored to a level at which people were willing to take on new credit commitments.

Wholesalers found demand increasing and "conditions in the retail sector are much better than compared with those of a year ago. Retailers dealing in durable goods and semi-durable goods are doing particularly well".

PROTEST - 30 ARE ARRESTED

(343) 19/8/87 Sowetan

R10 000 for Sundowns



PRETORIA's Mamelodi Sundowns was last night presented with a R10 000 cheque by South African Breweries for holding first position on the log in the first round of the NSL's Castle League. Receiving the cheque are Ngamula Molewa (PRO) and Mike Ntombela, a player.

POLICE yesterday arrested 30 Soweto City Council employees and trade unionists after a meeting to protest against the council's refusal to meet their demands.

By JOSHUA RABOROKO

After the arrests an incident, which may not be reported because of emergency regulations, occurred.

A spokesman for the SAP public relations division in Pretoria yesterday said:

"This office does not deem it necessary to furnish the information at this stage.

"However, if the alleged incident had occurred it will be mentioned in the unrest report on August 19, 1987."

The mayor of Soweto, Mr Nelson Botile, yesterday confirmed that there was trouble at the council chambers, but declined to give details.

He said the workers had presented a list of grievances to the council.

Urgent

"We are to hold an urgent meeting soon to look into the workers' problems," Mr Botile said.

Workers said that on Monday they met councillors led by the chairman of the executive committee, Mr Letsatsi Radebe.

The meeting deadlocked when Mr Radebe walked out after using derogatory statements when referring to their problems.

The workers' demands included: pay increases; better working conditions; abolition of the staff association; removal of racial discrimination and an end to victimisation.

The workers said the council was not prepared to meet their demands.

The national organiser of the Municipal Workers' Union of South Africa, Mr Themba Mbandlwa, said workers who were arrested will appear in the Protea Magistrate's Court today on charges of attending an illegal gathering.

The general secretary of the South African Black Municipal and Allied Workers' Union, Mr Phillip Dlamini, condemned the arrests.

Tale of worn-out boots

By THEMBA MOLEFE

A PAIR of worn-out boots was all that remained after what happened outside the premises of the Soweto City Council yesterday.

More than 30 people were arrested in the incident that occurred between 10am and 10.30am.

The workers included superintendents of townships falling under the Soweto City Council. From as early as 9.30am workers converged at the council's cleansing department in Zondi.

Many walked from Zondi to the Jabulani headquarters. They were in good spirits, with some saying they hoped their demands would be addressed by the council officials.

But this was not to be.

The workers gathered at the council's gates as police monitored their arrival. A policeman recorded the proceedings with a video camera.

Then there was an announcement through a loudhailer. The speaker said the workers should go back to their posts.

● The major portion of this report has been censored to comply with state of emergency regulations.

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19/8/87 355 BIDay

GOVT IS TOLD HOW TO AVOID A WAGE SPIRAL

HELENA PATTEN

SA will avoid a dangerous wage-price spiral only if government adopts a consistent and credible demand management policy, says Standard Bank's latest Review.

It says the labour movement, better organised and more militant than ever, is demanding and achieving higher wage settlements, while the shortage of managerial and professional skills has resulted in large salary increases.

"The conflict between labour and business could lead to a severe wage-price spiral if policy-makers adopt an accommodative monetary and fiscal policy. Conversely, a policy of conservative and credible demand management can prevent a wage-price spiral from getting out of control."

The Review says the economic upswing has not gathered momentum but will proceed spasmodically, real private consumption having to fluctuate with changes in salaries and wages.

"A large wage settlement in one industry will immediately boost consumption but the effect will fizzle out as rising prices whittle away purchasing power. Then another wage settlement, or an increase in employment, a capital project or, best of all, a cut in taxes will boost incomes and expenditure."

deliberate dishonesty was virtually impossible to prove. As a result of increasing misuse and problems encountered in proving misuse legal advice was taken. It was recommended that the system be amended to place the onus on the user to prove correct use and to monitor use accordingly. For these reasons the new system of refunds was introduced on 1 July 1987 whereby declarations of the actual use have to be made. Law enforcement can now also take place through a single administration and false declarations concerning actual consumption will constitute easily proven fraud.

Own Affairs:

Agricultural colleges

61. Mr R J LORIMER asked the Minister of Agriculture and Water Supply:

How many (a) Coloured and (b) Indian students (i) applied for admission and (ii) were admitted to each specified agricultural college in the Republic in 1986?

The MINISTER OF AGRICULTURE AND WATER SUPPLY:

	(a)		(b)	
	(i)	(ii)	(i)	(ii)
Cedara	3	0	13	0
Potchefstroom	0	0	0	0
Elsenburg	1	0	0	0
Grootfontein	0	0	0	0
Glen	1	0	0	0

THURSDAY, 27 AUGUST 1987

†Indicates translated version.

For written reply:

General Affairs:

Housing by State/private sector

58. Mrs H SUZMAN asked the Minister of Education and Development Aid:

What was the total (a) number of houses built, and (b) amount spent on providing housing for Blacks, by the (i) State and (ii) private sector in the 1985-86 financial year in each of the (aa) urban and (bb) non-urban areas of each national state?

The MINISTER OF EDUCATION AND DEVELOPMENT AID:

(a) (i) (aa) No houses were built by the State but the following number of self-building loans were granted:

Gazankulu	192
Lebowa	105
KwaZulu	926
KaNgwane	300
South African Development Trust land	691
Total	2214

(bb) Nil.

(ii) (aa)

Gazankulu	Unknown
Lebowa	89
KwaZulu	309
KaNgwane	65
South African Development Trust land	1 103
Total	1566

(bb) Unknown.

(b) (i) (aa) The amounts granted in respect of self-building loans are as follows:

Gazankulu	R 1 622 000
Lebowa	R 841 500
KwaZulu	R 4 630 302
KaNgwane	R 1 192 487
South African Development Trust land	R 2 488 500
Total	R10 774 789

(bb) Nil.

(ii) (aa)

Gazankulu	Unknown
Lebowa	R 3 425 286
KwaZulu	R 3 133 700
KaNgwane	R 285 000
South African Development Trust land	R25 150 000
Total	R31 993 986

(bb) Unknown.

The figures in respect of Qwaqwa and KwaNdebele are not available as the functions relating to towns had been transferred to the governments of the said self-governing territories prior to the 1985/86 financial year.

East London Prison

245. Mr F J LE ROUX asked the Minister of Justice:†

(1) Whether any repairs were recently made to the East London Prison; if so, what was the cost involved;

(2) whether tenders were called for; if not, why not; if so, (a) what persons or bodies submitted tenders, (b) what was the amount of each tender and (c) to whom was the tender awarded;

(3) whether he will make a statement on the matter?

The MINISTER OF JUSTICE:

(1), (2) and (3) The East London Prison is presently being modernised and enlarged by the South African Prisons Service at a cost of approximately R1 million. The expenditure will be spread over more than one financial year and the work should be completed during 1989 if progress is according to plan.

This building work was not given out on tender to private contractors because East London Prison, which accommodates long- and short-term convicted prisoners as well as awaiting-trial prisoners, could not, due to a lack of substitute accommodation, be evacuated for the duration of the building and renovation work. In view of the security considerations involved it was decided that the Prisons Service itself should execute the work with prison labour and the necessary technical assistance from the Department of Public Works and Land Affairs, as is normally done in these circumstances.

Tenders, contracts and quotations for the supply of building material or rendering of special services by the private sector (e.g. the cladding of steam boilers which was recently completed) are arranged through the Department of Public Works and Land Affairs and/or the State Tender Board.

For the hon member's information it is confirmed that the South African Prisons Service places a high premium on the job and training opportunities in prisons which are made possible by way of the Prisons Service's own building activities. However, when the private sector, during times of a general and/or regional slack in the building industry requests that building projects of the Prisons Service in a particular region should also be put out on tender, the requests are considered sympathetically where possible. The greater part (± 75% for 1987/88) of the annual budget for building work is, however, traditionally already taken up by contract services.

Reply substituting reply to Question 153 on 6 and 7 August 1987 put by Mr R M Burrows (Col 486 and Col 498):

Full-time employees

153. Mr R M BURROWS asked the Minister of Constitutional Development and Planning:

(1) What was the total number of persons employed in a full-time capacity in his Department as at the latest specified date for which information is available;

(2) (a) how many such persons were employed in each of the eight most senior post levels in his Department, (b) how many of these persons were (i) male and (ii) female and (c) to which population group did each of these persons belong;

(3) (a) what will be the applicable salaries and/or salary scales of each of the eight most senior post levels in his Department with effect from 1 July 1987 and (b) what financial and other specified benefits will be applicable to each of these post levels as at 1 July 1987?

The MINISTER OF CONSTITUTIONAL DEVELOPMENT AND PLANNING:

(1) 664: specified date 8 June 1987.

(2) (a)

Post level	Number of persons employed
1	1
2	1
3	4
4	8
5	22
6	11
7	33
8	13

(b) (i) 88.

(ii) 5.

(c) Whites: 93;
Coloureds: Nil;
Indians: Nil;
Blacks: Nil.

(3) (a)

Post level	Salary scale with effect from 1 July 1987
1	R119 136
2	R75 993
3	R70 017
4	R62 199
5	R54 954
6	R48 879 – 50 709
7	R43 389 × 1 830 – 47 049
8	R33 624 – 34 803 × 1 431 – 39 096/40 527 × 1 431 – 43 389 × 1 830 – 47 049.

(b) (i) Annual service bonus that amounts to 93% of one month's salary.

(ii) Housing subsidy on interest and capital redemption up to a maximum of a housing loan of R50 000,00, subject to the compliance with certain conditions.

(iii) Car financing scheme for officers occupying posts in the *management echelon* (ie those officers who are in receipt of an annual salary of R54 954 fixed and higher). The amount payable varies for each level as it is based on an officer's grading.

HoA

Reply substituting reply to Question 241 on 28 and 31 July 1987, put by Dr M S Barnard (Col 431 and Col 448):

Aids

241. Dr M S BARNARD asked the Minister of National Health and Population Development:

How many carriers of the acquired immune deficiency syndrome virus had been identified in respect of each race group in South Africa as at the latest specified date for which information is available?

The MINISTER OF NATIONAL HEALTH AND POPULATION DEVELOPMENT:

Whites	1 140
Coloureds	31
Indians	3
Blacks	*1 093
Unknown	57
Total	2 324

*Of which 946 were miners.

FRIDAY, 28 AUGUST 1987

†Indicates translated version.

For written reply:

General Affairs:

Group Areas Act

342. Mr J J S PRINSLOO asked the Minister of Justice:†

(1) Whether any criminal cases have been heard in terms of the Group Areas Act, No 36 of 1966, since 1 January 1987; if so, how many such cases have been heard in (a) district and (b) regional courts in each province;

(2) whether any eviction orders have been made by courts since that date against persons who occupied premises in contravention of the provisions of the said Act; if so, how many such orders have been made in (a) district and (b) regional courts in each province;

(3) in respect of what date is this information furnished;

(4) whether he will make a statement on the matter?

The MINISTER OF JUSTICE:

(1) Yes.

(a) 1 (Transvaal)

(b) 0.

(2) No.

(3) 1 January 1987 to 31 July 1987.

(4) A statement is not necessary.

Own Affairs:

~~Teachers: handicapped pupils~~

64. Mr M J ELLIS asked the Minister of Education and Culture:

(1) Whether his Department intends making it compulsory for persons teaching at training centres for mentally handicapped children to have a special qualification for teaching such pupils; if so, (a) what diploma will be required and (b) what will be the duration of this diploma course;

(2) whether this course will be available on a part-time basis; if so, at which institutions?

The MINISTER OF EDUCATION AND CULTURE:

(1) No, although the ideal is for every post incumbent to have such a qualification a specialised course is at present a recommendation.

(a) and (b) Fall away.

(2) Falls away. However, a two-year diploma course in Special Education for the Severely Mentally Handicapped, is available on a part-time basis. It is offered by the University of South Africa.

Schools of industry/reform schools/technical colleges

65. Mr M J ELLIS asked the Minister of Education and Culture:

HoA

Whether his Department intends altering the functions of the governing bodies of (a) schools of industry, (b) reform schools, (c) schools for special education, (d) training centres for mentally retarded children and (e) technical colleges; if so, (i) what changes are to be introduced in each case and (ii) when will these changes become effective?

The MINISTER OF EDUCATION AND CULTURE:

(a), (b), (c), (d) and (e) No, not for the present. The proposed Act on Education Affairs may have the result that anomalies which may exist are eliminated.

(i) and (ii) Fall away.

Mentally handicapped children: training centres

66. Mr M J ELLIS asked the Minister of Education and Culture:

Whether his Department intends changing the formulae for nominating persons to the governing bodies of (a) training centres for mentally handicapped children and (b) special schools; if so, (i) what are the present formulae, (ii) what changes will be made to each formula and (iii) why are these changes being made?

The MINISTER OF EDUCATION AND CULTURE:

(a) and (b) No, not for the present. The proposed Act on Education Affairs may have the result that anomalies which may exist are eliminated.

(i), (ii) and (iii) Fall away.

Cultural affairs: regional councils

67. Mr R M BURROWS asked the Minister of Education and Culture:

What are the names of the persons serving on each of the regional councils for cultural affairs falling under the control of his Department?

The MINISTER OF EDUCATION AND CULTURE:

The following persons have been appointed to the different regional councils for cultural affairs for a three year period from 1 August 1987:

Salaries likely to rise by 20%; in real terms 2,8%

DAVID FURLONGER
Industrial Editor

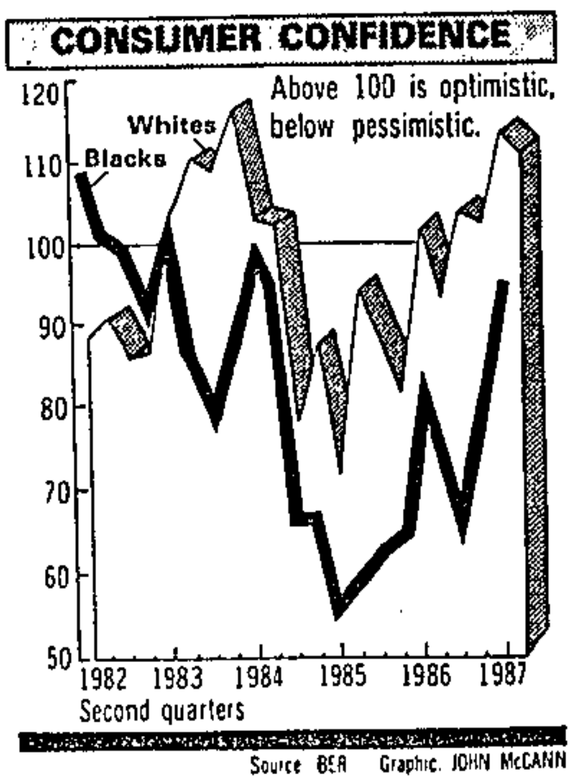
WAGES and salaries are likely to grow by nearly 20% this year before inflation and taxes reduce the improvement to a real 2,8%, says Stellenbosch University's Bureau for Economic Research (BER).

Its latest trade and commerce review predicts real disposable incomes will increase faster in the second half of the year.

Trade unions will seek their share of higher company profits and busier economic activity, while the private sector will come under pressure to match public service pay increases — estimated by the BER to be at least 15,5% once notch increases and fringe benefits are added to the basic 12,5%.

Inflation and direct taxes will take a big bite out of the increases.

"Nevertheless, we forecast a growth of around 3% in real disposable incomes during 1987. This figure can easily reach 5% in 1988," says BER. "This means that real per capita income could, for the first time in this decade, remain above zero for a period of 12 months. This impact of this should



be positive on confidence and ultimately also on consumer spending."

Greater use of credit for retail purchases suggests consumer confidence is already rising. As with wholesale, retail credit sales increased faster than cash sales during the second quarter of this year.

The review says the wholesale and retail sectors both enjoyed better business in the second quarter. Among wholesalers, demand was particularly keen for consumer goods.

Fewer retailers are reporting stock levels too high for expected demand, suggesting depleted stocks. "It would appear as if an inventory cycle has not yet been initiated at the retail level," says BER.

It predicts private consumption expenditure will rise 3,2% this year and 4,3% in 1988.

"Prerequisites for these growth rates to be realised are a lower inflation rate and an absence of political developments which impact negatively on confidence. It needs to be re-stated that any upswing in consumer spending has now become a function of confidence rather than of cash on hand."

The review notes a decline in white consumer expectations of a general economic recovery. A survey earlier this year showed 71% of respondents anticipating general improvement in the next 12 months. Consumers have since scaled down expectations.

"Fewer respondents now anticipate a sharp recovery, most of them (60,9%) look at a slight recovery. This could dampen the outlook for consumer spending somewhat."

Reinstated workers to get back pay

DURBAN — Two hundred and twenty Putco bus drivers will receive more than R500 000 in unpaid wages after an application in the Supreme Court, Durban, yesterday.

Evidence was that the workers were dismissed in November last year but were reinstated on May 12 after an application in the Industrial Court by the Transport and General Workers' Union.

The Industrial Court ordered Putco to pay the dismissed workers their usual wages for the period April 12 to July 3 but this had not been done.

Mr Justice Didcott said the Industrial Court was set up to handle industrial disputes and the whole system would fall away if its decisions were ignored.

355
w/Mail 14-20/8/87

A court nod to employee overtime rights

THE right of workers to refuse to do overtime has been confirmed by a Natal Supreme Court judgement considered highly significant by labour lawyers.

Judge John Broome was asked by Plascon Paints to grant an interdict against the Chemical Workers Industrial Union and 356 workers, restraining them from either holding any unlawful strike concerning an issue currently in dispute or from starting any overtime ban until the procedures under the Labour Relations Act had been exhausted.

The judge granted the bar on any unlawful strike but refused to prohibit workers from initiating an overtime ban. He said it would constitute "a very serious inroad into the rights (of the workers) were (he) to restrain them from inciting, instigating, calling for, supporting or organising an overtime ban.

By CARMEL RICKARD, Durban

"As far as the individual worker is concerned, the working of overtime is something which he should be free to do or to refrain from doing. The notion of a worker being compelled to work overtime as and when required is so one-sided and unfavourable to the worker that the prejudice speaks for itself. This is so even if the obligation to work overtime is qualified with the words 'subject to any legitimate excuse'.

"As far as the union and the shop stewards are concerned, it seems to me that, provided there is no intimidation, it is perfectly valid and unobjectionable if, in order to strengthen their hands, they call for an overtime ban. It represents a weapon available to them and to deprive them of it would be highly prejudicial to them.

"That (the company) is being prejudiced by an overtime ban seems clear. But that prejudice can probably be avoided by employing more workers and adjusting the work times.

"In my view the balance of convenience favours the individual and not the employer, especially as the employer's case, on the merits, seems to be rather thin."

Commenting on the judgement, a labour lawyer said as far as he knew it was the first time the Supreme Court had said that an overtime ban did not constitute an unlawful strike and so the ruling "clarified the issue".

"It is most significant because the judgement goes so far as to say it is contrary to public policy that workers should be compelled to work overtime and that of its nature overtime is voluntary."

mines on strike and 40 percent of the but whether the strikes have been er- estimates.

THE DECENT WAGE: CHOOSE YOUR STATISTICIAN

By JEAN LEGER and PHILLIP VAN NIEKERK

THE mineworkers' strike has led to a war of words on statistics about black miners' wages.

Johann Liebenberg, industrial relations advisor to the Chamber, accused the NUM of "misinformation" for focussing on the minimum wage and for saying it had not risen in a decade.

"Employees do not tuck minimum wages into their back pockets, but actual wages," said Liebenberg, spurring an interest in what the difference between the two actually is.

"There has been a significant increase in the actual basic pay of unskilled and semi-skilled mineworkers from 1975 to 1986," he said. "Actual basic pay increased in real terms for unskilled and semi-skilled mineworkers throughout the industry by 32 percent".

Anglo American's industrial relations advisor, Bobby Godsell, last week released figures which showed that the average wage for all gold and uranium miners is 12 percent above the minimum rates, with all overtime and pay bonuses included.

He described this gap as "significant" and said the minimum wage figures reflect "an artificial collective bargaining rate

"Ninety percent of employees are in grades above the lowest job grade. The majority of Anglo workers are in pay grade four," he said.

"The Anglo group and the mining industry are committed to a real increase in the earnings of all their employees; we are keen to see the take-home pay of our employees increase over time.

"But the increase over time has to be in a responsible and incremental way — the viability of the industry over time has to be protected."

While both sides in such a battle are likely to use figures selectively, the Anglo method of working out the "average pay" is questionable as it includes overtime and production bonuses.

This assumes that a worker will have to work overtime to achieve his basic pay

It is also of no consequence in the dispute which concerns minimum wages — the so-called artificial collective bargaining rates.

The second question involves how one sets about establishing a base date for increases in real wages.

The Chamber and Anglo often use 1972 as a base date because of the massive lift-off in wages shortly thereafter. However, wages were appallingly low at this time — less in real terms than before the Boer war.

What is of interest is the trend, which is not at all helped by arbitrarily using an arbitrary base date.

The important year was 1983, which was when the NUM first negotiated wages with the Chamber. According to the Labour Research Services, after climbing to a peak in 1984, the average wage in real terms in 1986 dropped below that in 1983.

These figures were not disputed by the Chamber — and in fact were drawn from their annual reports. However, they contradict the claim by the Chamber that they are committed to real increases for black miners.

The 30 percent increase which the Chamber has so fervently resisted would in real terms bring the average wage only slightly above 1984 earnings.

Thirdly, averages are misleading. While category four has more workers in than any other, more than half of all workers are spread through categories one to three — the lowest paying job grades.

Only about 13 percent of workers are in grades five to eight — the highest-paying jobs, which inflate the average.

Because grade four workers are receiving wages around the most basic of poverty datum lines (the minimum living level), more than half of all black miners are earning well below this mark.

The Labour Research Centre estimates a minimum living wage of R850 a month.

This fundamental issue — of whether or not workers earn a living wage — have not been touched on either by Liebenberg or Godsell in their responses to the NUM.

Nor at any stage of the debate have they denied that the mines could afford much bigger increases.

(355) Williams 21 - 27/8/87

24/8/87 STAR 355 64

Shocks in report on pay for blacks

The Star Bureau

LONDON — More than 85 percent of British companies operating in South Africa say they are paying black employees minimum wages below the level regarded as necessary, says a report published today by the Ethical Investment Research Service.

The report claims the average reported minimum wage for February 1986 was R394 a month, compared with the National Average Supplemented Living Level as produced by the University of South Africa, of R482.

This compares with the old standard of R559 a month and a minimum monthly living requirement as set out by Cosatu of R850.

The European Community code of conduct for companies with interests in South Africa lays down minimum standards for all aspects of the employment of black Africans, including pay. British companies are required to report each year to the Department of Trade and Industry (DTI) on progress made in implementing the code.

The research body, which conducted its investigation from these reports, found that more than half the black Africans employed by subsidiaries or associates of British companies were not covered by full reports under the code.

In an assessment of more than 200 000 employees, only 10 000 were above the old standard, while 164 000 were below the National Average Supplemented Living Level figure. The lowest minimum monthly wage paid by an individual company was R76.

The report's findings differ from those of the DTI which claims 76 100 out of 79 100 black African employees are paid more than the EC code target.

The report claims the difference arises mainly because the department does not compare like with like in its timing and uses a family size of only five people per household, when the average required by the code is at least eight.

The research body is primarily concerned with checking whether companies meet clients' ethical requirements, usually for investment purposes.

British report on wages shock

Most UK firms in SA 'pay less than minimum'

LONDON — More than 85% of British companies operating in SA reported paying black employees minimum wages below the level regarded as necessary, according to a study released here yesterday.

The study, by the Ethical Investment Research Centre (Eiris), says this was despite a reduction in the minimum wage standard.

Only 14% of black employees of UK firms were paid above the local Supplemented Living Level (SLL), the level called for by the EC Code of Conduct for companies operating in SA.

The study says the average of all companies' minimum wages paid in February 1986 was R394 a month. This compared with the national average SLL of R482. The old standard Minimum Living Level plus 50%, which was dropped by the EC when it revised the code in 1985, was R559.

Eiris says that in order to compare like with like it had compared wages in February 1986 with the SLL for the same month even though in some cases more recent company reports were available.

"Companies' minimum wages in February 1986 ranged from R76 a month (Frank Fehr) to R908 (British Tourist Authority).

"According to our analysis of companies' reports to the DTI, only 28 981 of all the black African employees of British companies were certainly paid above the SLL in February 1986 (14%), while only 10 012 (5%) were certainly paid above the MLL plus 50%.

"Those certainly paid below the SLL amount to 12 036, but because of a lack of clarity in many reports there were an additional 163 909, many of whom could be paid below the SLL."

MIKE ROBERTSON

Eiris says its findings were different from those of the Department and Trade and Industries (DTI), which said that all but 3 000 workers were paid above the target, because the DTI compared the SLL for February with wages paid after that month and used the SLL for a family of five when the Code stipulated it should use the SLL for an average-sized family (in many regions the number is higher than five).

The DTI, the study says, also assumed that any employees whose wages were not given in company reports were paid above the SLL.

The study lists the 20 companies with the lowest minimum wages at February 1986. It includes Shell (3rd worst, R130), Consolidated Goldfields (5th, R162), Lonrho (9th, R208), BP (11th, R229) and Thorn EMI (15th, R252).

The report also says that over half the number of blacks employed by subsidiaries and associates of UK companies are not covered by full reports under the code.

A total of 59 of 168 companies on the FT-All Share Index with SA interests did not provide sufficient information to assess the lowest wage paid to their black employees.

Eiris, which is primarily concerned with checking whether companies meet clients' ethical requirements, said that an investor wishing to avoid all companies that paid a minimum wage below the South Africa Code standard, would still have over £240bn worth of shares in the FT-All Share Index.

SA's public sector wages cost R5 764m

PRETORIA — South Africa's enormous and still expanding public sector cost the country R5 764-million in wages and salaries for the second quarter of the year, according to Central Statistical Services.

At the end of June there were 1 645 907 working in the state's departments, provinces, Sats, post office, the civil services of the self governing states, local authorities, para-statals, boards and public co-operations, and universities and technikons.

According to CSS figures for the first quarter of the year the salary and wage bill came to R5 081-million — an increase of R683-million.

At end-June, 712 224 were employed by the central government and provincial administrations — 5,2 per cent more than last year.

When Sats and post office workers are added, the total amounts to 1 008 224 — 3 per cent more than employed at the end of December.

Central government and provincial workers were paid R2 589-million for the second quarter — 19 per cent more than for the same quarter last year and 17,4 per cent more than for the last quarter of 1986.

When pay-outs to Sats and PO workers are added the total rises to R3 662-million.

White earnings have increased 16,6 per cent, coloured 19,6 per cent, Asians 20,6 per cent and blacks 26,3 per cent. — DDC

Shell denies pay allegation

SHELL SA yesterday denied allegations that it was the third-worst employer among British companies in SA, paying minimum wages of R130 a month.

It was reacting to claims in a report by the Ethical Investment Research Centre (Eiris) released in London this week that Shell was among the 20 companies paying the lowest minimum wages in February 1986.

Eiris said over 85% of British companies operating in SA reported paying black employees minimum wages below

Business Day Reporter

the level regarded as necessary.

In a statement, Shell SA said the information was totally misleading and gave an example of a company it had taken over (in September 1985) where it had raised wages from less than R100 at takeover to R351 about 18 months later.

This information was submitted to Eiris but it had chosen to ignore it, the statement said.

Civil Service pay is one third of Budget

SMH 26/8/87

Political Staff

Civil servants' salaries and benefits cost nearly one third of the national Budget in 1986.

The total spending on salaries and all benefits was about R12 000 million in 1986, the Government's Commission for Administration disclosed in a booklet issued yesterday.

This is 31,4 percent of the R38,2 000 million Budget for the year.

The booklet was issued because of the many "erroneous impressions and insufficient information" about public servants' salaries. The total 1986 salary bill had increased 19,5 percent on the 1985 bill or 16,5 percent per capita.

Of this, 10 percent was for the general salary increase of April 1987 and 6,5 percent for improving the pay for certain jobs, such as nurses, paramedics and teachers with lower qualifications.

The commission denied that since 1980 public servants' pay had increased faster than pay in the private sector. Their pay still lagged behind and was "moderately competitive" at best.

The "relatively high" pay increases between 1981 and 1984 were necessary because they had "fallen behind seriously", it said.

Government policy was that total pay packages for public servants should be equivalent to those in the private sector — but scaled down by between 5 and 15 percent to compensate for such factors as greater job security.

Exchequer Personnel Corps

The 1986 bill of "about" R12 000 million applied to the "exchequer personnel corps" — those paid out of the National Budget.

This excluded the employees of the SA Transport Services and the Department of Posts and Telecommunications.

It included employees of government departments and provincial administrations, the self-governing National States, parastatal institutions such as scientific councils, cultural institutions, the Consumer Council, Parliament, and universities and technikons.

There were 865 385 people in the exchequer personnel corps on September 30, 1986, of a total of 1,6 million in the public sector.

The R12 000 million included basic salaries, employers' contributions to the pension and stabilisation funds, service bonuses, employers' contributions to the medical aid funds, housing subsidies, car benefits for about 1 320 managers, overtime and danger pay.

● The exchequer corps represents 8,4 percent of the economically-active population. It comprises 54,1 percent of the public sector. The rest is SATS staff, 14,5 percent; Post and Telcomunications, 5,9 percent; control boards, 0,2 percent; Local authorities, 14,8 percent; Escom, 4,1 percent; Iscor, 3,4 percent; Others, 3 percent.

R500 000 windfall for bus drivers

200 sacked drivers reinstated

TWO hundred and twenty Putco bus drivers will receive more than R500 000 in unpaid wages following a successful application in the Durban Supreme Court yesterday.

Mr Dumisani Vusumuzi and Mr Edmund Ndimande who brought the application on behalf of the workers said during November last year they had been dismissed.

The Transport and General Workers' Union made an application in the Industrial Court and on May 12 this year they were reinstated.

The order was that Putco Ltd was obliged to pay to all the dismissed workers their usual wages for the period April 12 to July 3.

Putco failed to make any payments in terms of the Industrial Court order," said Mr Vusumuzi.

Attitude

Commenting on the attitude of Putco, Mr Justice Didcott said the Industrial Court had been set up to handle industrial disputes and the whole system would fall away if their decisions were ignored.

He said as a matter of public policy the Supreme Court could not tolerate the lawful decisions of the Industrial Court being ignored.

Amount

Mr Ashley Paul Milanese, operations executive for the Natal area of Putco, said the total wages of the workers amounted to R510 606,42.

The parties reached a settlement in terms of which Putco agreed to pay the outstanding wages on September 4.

A further application by Putco Ltd to have the decision of the Industrial Court reviewed, was adjourned indefinitely.

Sapa.

Strikers accept pay settlement

Argus 31/8/87

Labour Reporter

EMPLOYEES at two textile factories who went on strike for higher wages have accepted an immediate R10 a week pay increase.

About 250 members of the Textile Workers' Industrial Union went on strike last week at Wilmill Narrow Fabrics, Salt River, and Narrow Fabrics at Steenberg.

According to Mr Norman Daniels, the union's general secretary, the workers accepted a settlement which gave them a R10 a week increase from September, a further R5 in January and R5 in April.

Further negotiations would start in April and May next year for increases effective from June.

The existing attendance bonus would be incorporated into the basic wage and there would be no victimisation of strikers, said Mr Daniels.

Organisation's findings disputed

Wages survey is biased, say UK companies in SA

BRITISH-LINKED companies in SA, accused last week of paying wages below the levels determined by the EC Code of Conduct have taken strong issue with the organisation carrying out the study.

In essence, the Ethical Investment Research Centre (Eiris), an "independent" monitoring group has chosen to use selective statistics to create a biased view of the wages being paid by British companies in SA, they conclude.

Eiris maintains in a report recently published in Britain that 85% of British companies in SA pay wages well below the Supplementary Living Level (SLL) called for by the EC Code of Conduct.

This is hotly disputed by the many companies concerned, with accusations that the monitoring group appears to have "intentionally" distorted the picture by considering the cash remunerations only, excluding all supplementary benefits offered to employees.

BP SA — listed as 11th on the list of

CHRIS CAIRNCROSS

worst payers — is adamant Eiris's conclusions are incorrect and misrepresent the information submitted.

It says the figures Eiris uses as a basis for its allegations are from the Eikerboom Colliery in Natal, and Eiris appears to have totally ignored any of the supplementary benefits provided to employees.

The SLL wage for the company as at February last year — about the time the survey was undertaken — amounted to R368,89 against the minimum cash wage suggested by the formula of R376,81.

BP stresses, however, that housing, food and other benefits have obviously been excluded in this colliery's case — an instance which must cast suspicion on the validity of all the statistics submitted by Eiris.

BP estimates that its current minimum wage is R529,77, against the R415,76 SLL requirement found acceptable by the EEC Code.

GM Times 2/9/87 355

15% pay rise — 28% tax increase

PARLIAMENT. — For every 15% increase in private personal income, direct tax increased by 28%, the Central Economic Advisory Service said in its report tabled yesterday.

This increase in individual tax burdens came about through inflation and not as a result of real income growth.

"The adjustments that were made in the period 1972 to 1985 to tax scales, rebates and deductions, were therefore not sufficient to eliminate taxation through inflation."

These were the results of a study on the effects of fiscal drag on direct personal tax which the CEAS carried out for the Margo Commission.

"The average ratio between the growth in direct personal income tax and that in personal income, the fiscal drag, came to 1,87 for the period under review". — Sapa

Glass workers down tools

Sowetan 2/9/87

HUNDREDS of workers at the three plants of the Consolidated Glass Ware downed tools yesterday over demands for better pay.

A South African Allied Workers' Union spokesman said the striking workers belonged to his organisation and the Chemical Workers' Industrial Union. The decision to down tools was reached after wage negotiations reached a stalemate.

The affected plants are Pretoria, Clayville and Wadeville. Workers are demanding an 80 cents across the board hourly increase on the average R3,21 hourly wage they presently earn.

Mr Hennie Roos, managing director for the company's glass division, confirmed the strike. He would not discuss the matter as negotiations were still pending.

Briefs

STRIKING Mercedes-Benz of South Africa workers in East London have been informed individually by letter that if they do not go back to work by 10am tomorrow, the company's final pay rise offer will be withdrawn.

"We have put forward a final offer which has been rejected by the National Union of Metalworkers of SA. We believe this offer is extremely fair," MBSA spokesman, Mrs Delene MacFarlene, said last week.

THE Chemical Workers' Industrial Union and various Transvaal companies recently reached settlement in the "living wage campaign", the union said yesterday.

Settlement has been reached with the following companies:

• At Vulco Latex in Johannesburg, a settlement covering 250 workers was reached "just in time to avert a legal strike" which was due to start the next day, the union said. An increase of R29 per week or R125 per month was agreed upon giving women workers on the bottom grades a percentage increase of 29 percent. Six months paternity leave was agreed with two months on full pay. May Day and June 16th were granted as paid holidays and Sharpeville Day would replace Workers' Day. Shift allowance was improved to 17,5 percent.

• At Reef Chemical in Boksburg, the new minimum wage agreed upon was R4,20 per hour or R800 per month minimum wage. May Day and June 16 were given as holidays and Sharpeville Day would be swapped for another leave day.

• After a two-day strike, 300 Twins-Propan workers at the Durban and Wadeville plants settled their dispute. Increases of between R145 and R150 per month were agreed upon bringing the minimum wage to R740 per month. Maternity leave was increased to 4 months with 2 months on full pay. May Day and June 16 were also recognised as holidays, the union said. — Sapa.

terms of the Education and Training Act, Act No. 90 of 1979, Section 3 (b).
Std. 3—Std. 10: The school committees concerned.

(2) No.

(a), (b) and (c) Fall away.

(3) No.

Own Affairs:

State-aided schools

68. Mr A GERBER asked the Minister of Education and Culture:†

1986:

	(a) (R1 000)	(b) (i) (R1 000)	(b) (ii) (R1 000)
CED	23 504	7 712	19 221
NED	7 472	1 791	3 576
OFSED	4 570	1 388	1 887
TED	43 200	9 719	21 893
TOTAL	78 746	20 610	46 577

(i) Service benefits include: service bonus, housing subsidy, overtime, other emoluments, employers' contributions to the pension fund, provident fund, stabilisation fund, medical aid, leave gratuity and unemployment benefit fund,

(ii) running costs and costs with regard to new fixed assets and the replacement and renewal of fixed assets.

*No existent schools are legally termed State aided schools. All information relates to subsidised schools as defined in section 5 of the Education Services Act, 1967 (Act 41 of 1967) since these institutions were originally designated State-aided schools.

What amounts were spent by each provincial education department in respect of White education in State-aided schools on (a) salaries and (b) other specified (i) service benefits and (ii) aspects of education in 1984, 1985 and 1986, respectively?

The MINISTER OF EDUCATION AND CULTURE:

1984: This information* was not recorded separately and is not available.

1985: The schools were administered centrally and the information is not classified by provincial education department. The total amounts are:

(a) R70 437 000.

(b) (i) R22 422 000.

(ii) R48 154 000.

FRIDAY, 4 SEPTEMBER 1987

†Indicates translated version.

For written reply:

General Affairs:

Annual reports

358. Mr K M ANDREW asked the State President:

(1) (a) (i) How many annual reports were produced in 1986 by his Office and/or statutory bodies falling under his Office and (ii) in respect of what bodies were these reports produced, (b) what was the cost of producing each such report, (c) how many copies of each report were printed and (d) who undertook the printing of each report;

(2) whether the printing of these reports was put out to tender; if not, why not; if so, (a) what was the (i) lowest and (ii) highest tender submitted, and (b) what was the amount of the successful tender, in each case;

(3) whether any copies of these reports were sold; if so, (a) how many, (b) to whom, and (c) at what price, in respect of each report;

(4) in respect of each of the latest specified five years for which information is available, (a) what was the total cost to his Office of these annual reports, (b) how many copies were printed, (c) how many of these reports contained (i) full colour and (ii) black and white pictures, (d) on what quality paper were the annual reports printed and (e) (i) how many of these reports contained a photograph or drawing of the (aa) politial head and (bb) top official of his Office and/or the statutory bodies in question and (ii) how many of these pictures were in (aa) colour and (bb) black and white in each case?

The STATE PRESIDENT:

(1) None.

(2), (3) and (4) Falls away.

Annual reports

362. Mr K M ANDREW asked the Minister of Foreign Affairs:

(1) (a) (i) How many annual reports were produced in 1986 by his Department and/or statutory bodies falling under his Department and (ii) in respect of what bodies were these reports produced, (b) what was the cost of producing each such report, (c) how many copies of each report were printed and (d) who undertook the printing of each report;

(2) whether the printing of these reports was put out to tender; if not, why not; if so, (a) what was the (i) lowest and (ii) highest tender submitted, and (b) what was the amount of the successful tender, in each case;

(3) whether any copies of these reports were sold; if so, (a) how many, (b) to whom, and (c) at what price, in respect of each report;

(4) in respect of each of the latest specified five years for which information is available, (a) what was the total cost to his Department of these annual reports, (b) how many copies were printed, (c) how many of these reports contained (i) full colour and (ii) black and white pictures, (d) on what quality paper were the annual reports printed and (e) (i) how many of these reports contained a photograph or drawing of the (aa) political head and (bb) top official of his Department and/or the statutory bodies in question and (ii) how many of these pictures were in (aa) colour and (bb) black and white in each case?

The MINISTER OF FOREIGN AFFAIRS:

(1) None. (2), (3) and (4) Fall away.

Remuneration packages: disparity

386. Mr R M BURROWS asked the Minister of National Education:

(1) Whether there is a disparity between the remuneration packages of men and women at post level 1; if so, (a) why and (b) what is the extent of the disparity at each of the qualification levels;

(2) whether any calculation has been made of the cost of implementing parity at post level 1 for all education departments; if not, why not; if so, what amount is required to attain parity at present salary scales;

(3) whether he will make a statement on the matter?

The MINISTER OF NATIONAL EDUCATION:

(1) Yes.

(a) As far as could be ascertained.

tween pre- and post graduate students.

* Statistics in accordance with table 2.2.1 of the Financial Statements

The data for 1986 and 1987 are not yet available.

Wages and salaries/facilities: amounts spent

80. Mr W J D VAN WYK asked the Minister of Education and Culture:†

What amounts were spent in each financial year from 1982-83 up to and including 1986-87 in respect of White education on (a) wages and salaries, (b) new school buildings and sports and other specified facilities, (c) the maintenance of school buildings and sports and other specified facilities and (d) other specified expenditure?

The MINISTER OF EDUCATION AND CULTURE:

(a) Wages and salaries.

	Cape	OFS	Natal	TVL
1982-83	261 253 052	90 654 546	111 778 540	450 701 591
1983-84	275 690 885	97 073 017	116 648 604	482 321 437
1984-85	330 211 078	122 032 194	144 228 169	594 950 113
1985-86	384 694 277	136 657 104	165 232 543	691 759 875
1986-87	454 990 518	140 590 000	218 730 428	770 636 717

(b) New school buildings and sports and other facilities.

1982-83	29 471 283	15 662 381	11 892 219	81 605 700
1983-84	29 725 214	9 424 325	16 055 993	37 251 600
1984-85	33 377 708	12 756 309	14 890 359	48 984 800
1985-86	33 577 749	17 240 569	11 335 907	99 494 100
1986-87	26 242 257	24 176 000	11 039 154	134 692 500

(c) Maintenance of school buildings and sports and other facilities.

1982-83	15 067 413	6 308 000	6 530 486	15 890 377
1983-84	16 150 372	6 346 000	6 006 678	20 105 183
1984-85	15 582 172	7 230 000	5 713 569	20 615 350
1985-86	19 638 495	8 785 000	5 676 091	25 552 447
1986-87	18 494 768	10 877 000	5 200 750	30 998 207

(d) Other.

1982-83	113 253 126	21 264 646	49 168 913	90 441 571
1983-84	126 791 052	24 268 254	54 436 614	200 601 096
1984-85	156 749 987	26 787 555	69 461 654	258 725 205
1985-86	193 156 527	37 420 534	80 013 856	308 710 699
1986-87	142 782 812	44 007 000	57 395 721	266 205 233

Other specified items include:

(b) Hostels;
Staff housing;
Security;
Fire fighting equipment.

(c) Maintenance of hostels and staff housing.

(d) Contributions to pension and provident funds;
Subsistance and transport;
Post- and telecommunications;
Furniture and equipment;
Diverse costs.

HoA

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HoA

Mayor will get R1 800 a month

COUNCILLORS at Mangaung township in Bloemfontein are likely to get a dramatic increase in their monthly allowances, a source has disclosed.

The ordinary councillor will have a boost from the present R235 a month to R500 a month.

The mayor's allowance goes up from just over R500 a month to almost R1 800 a month.

The chairman of the executive committee will get over R1 300 a month, compared with just over R600 a month at present.

The deputy mayor will also receive in excess of R1 300 a month from the present R253 a month.

The allowances have been increased according to a new grading structure which will operate nationwide.

It is estimated that the Mangaung Town Council, already about R3-million in debt, will have to find an additional R100 000 a year to meet the increased allowance.

EL car plant fires 2 800 workers

by BARBARA HART

EAST LONDON — Some 2 800 workers were fired from the Mercedes Benz of South Africa (MBSA) plant here yesterday when they ignored an ultimatum to return to work by 7.30 am.

The giant motor manufacturing plant, which injects R120-million into the Border economy annually, has been closed for over five weeks following a wage dispute.

Industry sources estimate the strike to have cost the company some R150-million.

Protracted negotiations between the National Union of Metalworkers of South Africa (Numsa) and the company for an agreed settlement have been unsuccessful.

On Monday the company, after again failing to reach an agreement on a workers' demand of a minimum hourly wage of R5, issued a final ultimatum for employees to resume work by 7.30 am yesterday — or face dismissal.

MBSA's final offer was a minimum wage of R4.04 per hour, which includes compensation for a reduction in working hours.

In a statement yesterday, the company said employees had not started work in accordance with the ultimatum "and as a result non-returning workers have been dismissed".

"The company's recruitment programme will be announced in due course."

A spokesman declined to say when the recruitment drive would begin, or when the factory was expected to resume production.

Over 2 000 workers met at the trimline division of the plant yesterday morning, and after initially being barred from entering the grounds, held a three-hour meeting with union officials.

It was decided not to resume work until the company agreed to pay a minimum of R5 an hour.

The workers streamed from the plant and ran chanting across the Buffalo River bridge to the Buffalo Street bus terminal after the meeting.

With open hands held aloft, they called: "Five rand an hour, five rand an hour".

Traffic police and about five police vehicles monitored the situation. No incidents occurred and no arrests were made, the Border police liaison officer, Major Trevor Haynes, said.

Numsa's regional organiser, Mr Les Kettledas, said the workers would return to the plant this morning to discuss the situation.

He again criticised the company for "ending the negotiations when progress was being made".

He denied that the union was the cause of the protracted negotiations and the final breakdown, claiming the company had at times withdrawn items from the negotiating table which had had to be reintroduced at later discussions.

"The union wants a negotiated settlement. Yesterday (Tuesday) showed that the negotiating process is possible," Mr Kettledas said, referring to agreement reached on compensatory payment for reduced working hours.

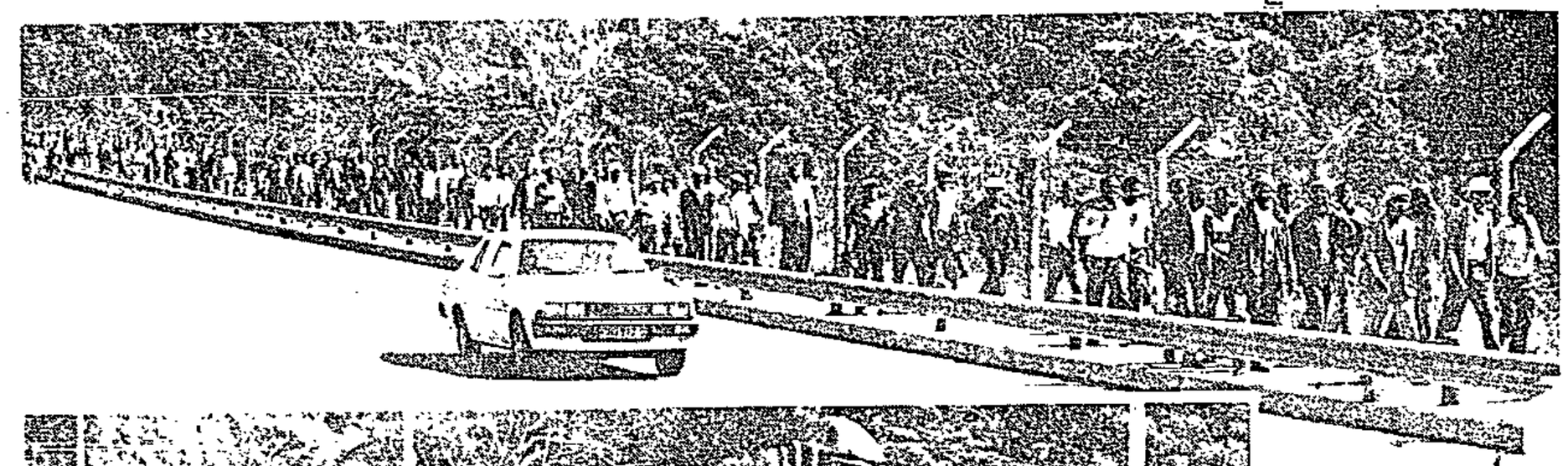
Numsa was prepared to continue negotiations, but no further discussions were scheduled.

Mr Kettledas said the West German metalworkers union, I. G. Metall, after hearing of the dismissals yesterday, had expressed support for the workers.

It had not indicated whether it intended acting on behalf of the union, he said.

Numsa's branch secretary, Mr Viwe Gxarise, said the issue would be raised in West Germany and on other international forums.

Mercedes-Benz's holding company, Daimler-Benz, is based in Frankfurt, Germany.





Some of the 2 800 dismissed National Union of Metalworkers members stream across the Buffalo River bridge from the Mercedes-Benz plant on East London's West Bank after striking workers failed to meet a return-to-work deadline yesterday.

Defiant . . . open hands held aloft indicate the workers' demand for a five rands an hour minimum wage.

Pictures by Marlene Neumann

Deal for Robertsons workers

Deal for Robertson's workers.

THE Durban branch of FAWU clinched a deal for workers of the Rembrand-owned Robertson Spices (Pty) Ltd late last week when the company agreed to grant a 19 percent minimum wage increase and to recognise June 16 as a paid holiday.

Settlement between FAWU and Robertson Spices was reached on September 3.

Besides leave for workers in the event of a wife giving birth or a relative dying or falling seriously ill, the company agreed to increase the minimum wage from R139 to R165 a week.

FAWU will also participate in job evaluation and be entitled to propose new grading systems. — *Concord*

Sowetan 10-16/9/87

Support for EL workers

11/9/82

By KEITH ROSS

EAST LONDON — A pledge to whip up massive overseas support for 2 800 dismissed Mercedes-Benz workers in East London was made today by a West German MP, Mr Willi Hoss.

Mr Hoss, a former shop steward at Daimler-Benz in Stuttgart, was at the Mercedes plant to address a mass gathering of dismissed workers.

The workers, who had been on strike for five weeks, were dismissed on Wednesday when they failed to meet an ultimatum to return to work.

Their dismissal, after asking for a minimum hourly wage of R5, was described by Mr Hoss as a scandal. He said the conditions under which workers lived and worked was also a scandal.

He said Mercedes-Benz's refusal to accede to the workers' demands was particularly shocking after the company had announced a record year.



SOME of the NUM members who have been sleeping at the union's Welkom office after being dismissed by Western Holding Gold Mines. A petrol bomb was thrown into the offices yesterday morning.

Sowetan 11/9/87

Pic: MBUZENI ZULU

Bombers in attack

TWO workers were injured when a petrol bomb was thrown into the offices of the National Union of Mineworkers in Welkom yesterday, the union said.

About 100 Num members — dismissed during the national wage strike at Western Holdings in Welkom — were sleeping in the office when the bomb was thrown at about 3am, regional organiser, Mr Mzwandile Khundulu, said.

He said the bomb did not go off and the workers were cut by broken glass as they desperately tried to get out of the building.

"The attack was aimed at my office which houses important documents and files of the dismissed workers," Mr Khundulu said, adding that five litres of petrol were found outside the office.

The case has been reported to the Welkom police.

Equal pay on way

By TOS WENTZEL
Political Correspondent

ALL public servants, regardless of race, will get equal pay and benefits from March 1 next year.

Mr Alwyn Schlebusch, Minister in the Office of the State President entrusted with the public service, announced in Parliament today that all remaining disparities between the salaries of various population groups in the public service would be removed from that date.

Legislation to provide parity in service conditions for all 198 000 employees of SA Transport Services was also published today.

Mr Schlebusch said the final stage in the programme to eliminate disparities would cost about R135-million for a full year.

Full co-operation

He pointed out that he had recently stated in Parliament that he was giving urgent attention to the issue of salary disparities. In this he had received the full co-operation of other Ministers and the issue could be resolved before the end of this financial year.

The step meant that the same salary scales and measures which governed the determination of individual salaries applied to all population groups in the public service.

The elimination of disparities would include general measures such as those applying to compensation for transfer costs, subsistance allowances and stand-by allowances.

Mr Schlebusch paid tribute to the various staff associations, particularly the Public Service League, the Public Service Union and the Institute of Public Servants.

Wider powers

He said the dignified manner in which they had submitted their representations and their understanding of the complexities and constraints involved advanced the process of eliminating disparities.

The South African Transport Service Amendment Bill, introduced in Parliament by the Minister of Transport Affairs, Mr Eli Louw, also grants wider powers to the general manager of Sats to dismiss workers who were involved in illegal strikes.

The Bill also enables the service to establish or acquire interests in South Africa and elsewhere.

The proposed legislation enables Sats to implement the last phase of the programme to grant equal service conditions to employees of all races.

Negotiated

According to a Sats spokesman, employees would now enjoy the same service benefits except for travel and medical fringe benefits.

The extension of these benefits to all employees was now being negotiated with trade unions and was dependent on finances.

The Minister of Communications, Mr Stoffel Botha, announced earlier this year that parity was being introduced for the remaining categories of employment in the Post Office.

DP 12/9/87

Warning for beer drinkers

355

JOHANNESBURG — South African beer drinkers face a national shortage of their favourite drink unless a pay settlement is reached soon between the Food and Allied Workers' Union (Fawu) and South African Breweries.

Fawu's assistant general secretary, Mr Mike Madlala, said wage negotiations, had deadlocked and the union had decided to apply for a conciliation board, a last step before industrial action can be taken.

Mr Madlala said the union had suggested the dispute be referred to mediation, but management rejected this.

SAB's manager of industrial relations, Mr Rob Childs, said the company would go to the conciliation board with the hope of resolving the problem.

Mr Madlala said about 5 000 workers at 15 plants in the Transvaal, the Free State and the Eastern and Western Cape were affected by the dispute. — Sapa

Public service, SATS wage parity



Mr A Schlebusch



Mr Abe Williams

By ANTHONY JOHNSON
Political Correspondent

ALL racially-based inequalities in pay and benefits in the public service will be eliminated by March 1 next year.

And legislation providing for parity of service conditions for employees of all races in SATS was tabled in Parliament yesterday.

The programme to eliminate disparities between the different races in the public service would cost about R135 million a year, the Minister in the Office of the State President, Mr Alwyn Schlebusch, said yesterday.

Mr Schlebusch told the House of Assembly that by the end of this financial year people in all departments of the public service would be paid according to the same salary scales and everyone would receive the same benefits in regard to transport costs, subsistence allowances and stand-by allowances.

The move had been taken with the full co-operation of the cabinet and the "dignified manner" in which the Public Service League, the Public Service Union and the Institute of Public Servants had submitted their representations had "definitely advanced the porcess", he said.

The Labour Party spokesman, Mr Abe Williams, welcomed the step, saying it would make a "major contribution" to the economic upgrading of "our community" and advance the need for the elimination of social inequalities.

'Inflationary'

The Conservative Party spokesman, Professor Fanie Jacobs, labelled the move as "inflationary" and expressed fears that it could lead to discrimination against white public servants.

The South African Transport Services Amendment Bill introduced yesterday specifies that the general manager of SATS may make regulations, retrospectively, in connection with the appointment of temporary or permanent employees, "as may be necessary to achieve parity of service conditions for all races".

SATS sources indicated yesterday that provision meant that the roughly 200 000 workers could soon enjoy the same benefits, travel and medical fringe benefits excepted.

355 B/day 14/9/87. K

PAY HIKES LIKELY THIS YEAR FOR STATE DOCTORS

PRETORIA — Doctors in provincial and State service are to receive big pay hikes before the end of the year.

This is clear from a statement in Cape Town last week by Health Minister Willie van Niekerk when he said he was aware of the acute shortage of doctors in these instituitons.

Basic reason for the shortage which, it is claimed, has adversely affected services in many hospi-

GERALD REILLY

tals, is the wide gap between the salaries of government doctors and those earned by doctors in private practice.

Van Niekerk said adjustments could be expected before the year's end. And last week retiring head of the Department of Medicine at Baragwanath Hospital Leo Schamroth warned doctors were leaving State service "in droves", mainly because of deteriorating conditions of service.

Baragwanath, he claimed, was being transformed from an internationally-renowned academic centre of teaching and research into a glorified primary health care centre.

The situation, he said, could be irreversible. Earlier this year the Medical Association of SA warned of the threat to health services constituted by doctors opting out of State service.

Voluntary days negotiable, report suggests

Move to cut paid public holidays

SAPA 15/9/82

3 55

By David Braun, Political Correspondent

CAPE TOWN

The Government was today advised by the President's Council to prescribe only four paid public holidays, leaving six or seven others to be negotiated between employees and employers.

This would open the way to making Soweto Day (June 16) a paid public holiday as proposed.

According to the report on public holidays of the Committee for Economic Affairs of the President's Council, published today, only "core statutory paid public holidays" should be stipulated — Christmas Day, Good Friday, Republic Day (May 31) and Day of the Vow (December 16).

Additional paid holidays should be determined by means of negotiation between employers and employees, but the maximum number should not exceed 10 or 11.

The President's Council investigation was conducted on the instructions of the State President, Mr P W Botha.

The investigation had revealed that the number (11) of public holidays currently observed was not excessive by international standards, but representations had been received to have the number reduced to 10. Each public holiday cost the country about R400 million in lost productivity.

It was recommended that Founders' Day (April 6) be scrapped as a public holiday but retained as a commemorative day; that Kruger Day (October 10) be scrapped but replaced by a public holiday on the first or second Monday in September. Consideration could be given to designating the proposed public holiday "Heroes' Day".

To ensure the highest degree of acceptability, public holidays should be determined in accordance with certain guidelines.

They should as far as possible be evenly spread throughout the year. In cases where such days were not purely neutral, the needs of groups that could be reconciled with endeavours to achieve broad acceptance should be taken into account.

Widely accepted

A public holiday may also come into being when a particular day was already so widely accepted as a paid holiday as a result of negotiation between employers and employees that its acceptance as a public holiday would be a *de jure* recognition of a *de facto* situation.

June 16 was such a day.

But the resulting public holiday had to be acceptable generally and not merely sectionally, the committee said.

June 16 would contribute to the concentration of holidays in the first half of the year.

Other recommendations were:

- A very limited number of public holidays, preferably not more than one, determined on a regional or group basis, might perhaps be desirable to provide for the urgent needs of people or areas, that could not claim national importance, provided that the total number of public holidays in the country was not increased in this way.
- A holiday falling on a Sunday should be transferred to the following Monday.
- Remuneration for work on a paid holiday should at least amount to that for Sunday work.
- There should be provision for negotiation on whether workers would have paid holidays separately or could work on some and add these to annual leave.

● See Page 13.

UNDERGROUND SIT IN BY 800 MINERS



ALL work has stopped at Rand Mines' Winterveldt chrome mine at Steelpoort in the Northern Transvaal where 800 miners staged a two-day underground sit-in last week following a deadlock in wage increase negotiations.

SA PRESS ASSOCIATION

A spokesman for Rand Mines confirmed yesterday that the Winterveldt mine had not resumed production since the sit-in. Workers returned to the surface on Thursday afternoon after mine management obtained a Supreme Court order to evict them from mine premises.

The sit-in, which started on Tuesday, was intended to last a week — workers reportedly took supplies down with them to last seven days.

"After the court order was presented to them the workers returned to surface and went home. Most did not report for duty on Friday or yesterday morning. There were no incidents," said the Rand Mines spokesman.

He said the strike action was illegal when it started on Tuesday but had since become legal.

"In terms of labour legislation the workers were obliged to wait 30 days after the wage negotiations deadlocked at conciliation board level.

"The 30 days only elapsed on Friday," he said.

In total 1 200 workers — Winterveldt's total black workforce — are on strike, 400 are surface workers who downed tools when the underground team failed to return to surface on Tuesday afternoon.

Deadlock

According to the spokesman 90 percent of Winterveldt's employees are National Union of Mineworkers (Num) members.

Num general secretary Mr Cyril Ramaphosa said yesterday that Rand Mines had not approached the Num to continue negotiation since the deadlock.

Workers have demanded a 26 percent wage increase to which management have responded with a 19,4 percent package increase offer.

The Rand Mines spokesman said the package offer consisted of a 17 percent wage increase, a two percent increase on leave allowance and May Day (May 1) as a paid holiday, "which translates into a 0,4 percent additional increase," he said. — Sapa.

Cop shot dead after knifing

AN argument over women between two policemen ended with the death of one and the stabbing of the other, police PRO Major Fanyana Zwane said yesterday.

The major said the incident happend at the Jabulani barracks on Sunday. The dead policeman was stationed at Lenasia.

The dead man and his colleague had been in a room at the barracks with women. An argument apparently ensued and the dead policeman allegedly stabbed his colleague on the head, neck and shoulders.

Rape

Later shots were fired and the other policeman died.

The body of a 36-year-old man was found in a room at Meadowlands hostel with two bullet wounds in the head. The police suspect a faction fight killing.

Four people were knifed to death in incidents of violence in Moroka, Kliptown and Meadowlands at the weekend. Police have arrested one man in connection with one murder.

There were five attempted armed robberies.

Police have made four arrests in three rape cases out of 11 reported to them at the weekend.

Eight people have been arrested for dealing in liquor without a licence and police have confiscated 99 dozen of 750 ml beer bottles, 24 dozen of 375 ml bottles and 39 dozen of 200 ml bottles of strong liquor.

A further 16 people have been arrested for either dealing in or possessing drugs and or mandrax tablets.

The police confiscated 3 318 kg of dagga and 130 mandrax tablets.

The police have also recovered six stolen vehicles and 18 suspected stolen vehicles. A man was arrested in a stolen vehicle while seven others were arrested in three suspected stolen vehicles.



MAJOR Zwane.



the following statutory bodies each contained photographs of the Head of the body concerned:

South African Library Cape Town;
State Library Pretoria;
Human Sciences Research Council Pretoria.

(ii) No illustrations were in colour. The number of black and white illustrations were as follows:

	1982	1983	1984	1985	1986
South African Library Cape Town	2	2	2	2	15
State Library, Pretoria	0	0	0	2	1
Human Sciences Research Council Pretoria	0	0	1	1	1

Annual reports

371. Mr K M ANDREW asked the Minister of Defence:

(1) (a) (i) How many annual reports were produced in 1986 by the South African Defence Force and/or statutory bodies falling under the Defence Force and (ii) in respect of what bodies were these reports produced, (b) what was the cost of producing each such report, (c) how many copies of each report were printed and (d) who undertook the printing of each report;

(2) whether the printing of these reports was put out to tender; if not, why not; if so, (a) what was the (i) lowest and (ii) highest tender submitted, and (b) what was the amount of the successful tender, in each case;

(3) whether any copies of these reports were sold; if so, (a) how many, (b) to whom, and (c) at what price, in respect of each report;

(4) in respect of each of the latest specified five years for which information is available, (a) what was the total cost to the Defence Force of these annual reports, (b) how many copies were printed, (c) how many of these reports contained (i) full colour and (ii) black and white pictures, (d) on what quality paper were the annual reports printed and (e) (i) how many of these reports contained a photograph or drawing of the (aa) political head and (bb) top official of the Defence Force and/or the statutory bodies in question and (ii) how many of these pictures were in (aa) colour and (bb) black and white in each case?

The MINISTER OF DEFENCE:

(1) (a) (i) 2.

(ii) SA Defence Force
Armscor.

(b) It is not possible to estimate the cost of man hours expended in compiling the annual reports.

(c) None. Five typed copies of the SA Defence Annual Report and four typed copies of the Armscor Report were produced.

(d) Not applicable.

(2) No, too few copies are required to warrant printing costs.

(3) No.

(4) (a) As (1) (b) above.

(b) Not applicable.

(c) (i) and (ii) None.

(d) Typed and duplicated on Bond paper 70 gram.

(e) (i) None.

(aa), (bb), (ii) (aa) and (bb) Fall away.

Immigrants

394. Mr W J D VAN WYK asked the Minister of Home Affairs:†

How many (a) males and (b) females (i) of 21 years and older and (ii) under the age of 21 years were permitted to immigrate from (aa) Pakistan, (bb) India and (cc) Bangladesh to the Republic in each year from 1982 up to and including 1986?

The MINISTER OF HOME AFFAIRS:

Statistics on the basis required, are not being kept by the Department.

WEDNESDAY, 16 SEPTEMBER 1987

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†Indicates translated version.

For written reply:

General Affairs:

Universities

271. Mr A GERBER asked the Minister of Education and Development Aid:†

What is the average amount per student by which students at Black universities under his control were subsidized during the latest specified period of 12 months for which figures are available?

The MINISTER OF EDUCATION AND DEVELOPMENT AID:

For the year 1986 the average amount is calculated per full time equivalent student: R5 738,30.

Teachers: qualifications

349. Mr R M BURROWS asked the Minister of Education and Development Aid:

(a) What are the salary scales currently applicable to teachers serving in his Department with qualifications below M + 3 and (b) how many teachers were there on each salary scale as at the latest specified date for which figures are available?

The MINISTER OF EDUCATION AND DEVELOPMENT AID:

Post Level 1

Category/ Gender	Salary Scale	Number of Teachers
a3 (M)	R4 056 (Fixed) (P)	1 241
(F)	R3 048 (Fixed) (P)	4 821
a2m (M)	R4 980 × 462 – 5 442 × 744 – 6 186 (P)	1 322
(F)	R3 594 × 462 – 4 518 (P)	1 860
a2 (MO)(M)	R4 980 × 462 – 5 442 × 744 – 6 930 × 837 – 8 604 × 957 – 10 518 (P)	295
(F)	R3 594 × 462 – 5 442 × 744 – 6 930 × 837 – 7 767 (P)	2 357
a2 (M1)(M)	5 442 × 744 – 6 930 × 837 – 8 604 × 957 – 11 475 (P)	0
(F)	R4 056 × 5 442 × 744 – 6 930 × 837 – 8 604 (P)	23
a2 (M2)(M)	R6 186 × 744 – 6 930 × 837 – 8 604 × 957 – 12 432 (P)	0
(F)	R415 × 462 – 5 442 × 744 – 6 930 × 837 – 8 604 × 957 – 9 561 (P)	0
a2 (M3)(M)	R6 390 × 837 – 860 × 957 – 12 432 × 1 041 – 13 473 (P)	0
(F)	R4 980 × 462 – 5 442 × 744 – 6 930 × 837 – 8 604 × 957 – 10 518 (P)	0
a1 (MO)(M)	R6 186 × 744 – 6 930 × 837 – 8 604 × 957 – 12 432 (P)	3 562
(F)	R4 518 × 462 – 5 442 × 744 – 6 930 × 837 – 8 604 × 957 – 9 561 (P)	11 319

Category/ Gender	Salary Scale	Number of Teachers
a1 (M1)(M)	R6 930 × 837 – 8 604 × 957 – 12 432 × 1 041 – 13 473 (P)	2
(F)	R4 980 × 462 – 5 442 × 744 – 6 930 × 837 – 8 604 × 957 – 10 518 (P)	58
a1 (M2)(M)	R7 767 × 837 – 8 604 × 957 – 12 432 × 1 041 – 14 514 (P)	0
(F)	R5 442 × 744 – 6 930 × 837 – 8 604 × 957 – 11 475 (P)	0
a1 (M3)(M)	R8 604 × 957 – 12 432 × 1 041 – 15 555 (P)	0
(F)	R6 186 × 744 – 6 930 × 837 – 8 604 × 957 – 12 432 (P)	0
A (MO)(M)	R8 604 × 957 – 12 432 × 1 041 – 16 596	2 396
(F)	R6 186 × 744 – 6 930 × 837 – 8 604 × 957 – 12 432 × 1 041 – 13 473	5 812
A (M1)(M)	R9 561 × 957 – 12 432 × 1 041 – 17 637	6
(F)	R6 930 × 837 – 8 604 × 957 – 12 432 × 1 041 – 14 514	66
A (M2)(M)	R10 518 × 957 – 12 432 × 1 041 – 17 637 × 1 248 – 18 885	0
(F)	R7 767 × 837 – 8 604 × 957 – 12 432 × 1 041 – 15 555	0
A (M3)(M)	R11 475 × 957 – 12 432 × 1 041 – 17 637 × 1 248 – 20 133	0
(F)	R8 604 × 957 – 12 432 × 1 041 – 16 596	0
B (MO)(M)	R9 561 × 957 – 12 432 × 1 041 – 17 637	1 866
(F)	R6 930 × 837 – 8 604 × 957 – 12 432 × 1 041 – 14 514	1 745
B (M1)(M)	R10 518 × 957 – 12 432 × 1 041 – 17 637 × 1 248 – 18 885	0
(F)	R7 767 × 837 – 8 604 × 957 – 12 432 × 1 041 – 15 555	19
B (M2)(M)	R11 475 × 957 – 12 432 × 1 041 – 17 637 × 1 248 – 20 133	0
(F)	R8 604 × 957 – 12 432 × 1 041 – 16 596	0
B (M3)(M)	R12 432 × 1 041 – 17 637 × 1 248 – 21 381	0
(F)	R9 561 × 957 – 12 432 × 1 041 – 17 637	0
Post Level 2		
a3	R7 767 (Fixed) (P)	34
a2	R10 518 × 957 – 12 432 × 1 041 – 13 473 (P)	275
a1	R12 432 × 1 041 – 15 555 (P)	1 170
A	R15 555 × 1 041 – 17 637 × 1 248 – 20 133	1 273
B	R16 596 × 1 041 – 17 637 × 1 248 – 21 381	503
Post Level 3		
a3	R9 561 (Fixed) (P)	22
a2	R12 432 × 1 041 – 15 555 (P)	132
a1	R14 514 × 1 041 – 17 637 (P)	262
A	R17 637 × 1 248 – 22 629	259
B	R18 885 × 1 248 – 22 629 × 1 362 – 23 991	47
Post Level 4		
a3	R10 518 (Fixed) (P)	0
a2	R14 514 × 1 041 – 17 637 (P)	33
a1	R16 596 × 1 041 – 17 637 × 1 248 – 20 133 (P)	73
A	R20 133 × 1 248 – 22 629 × 1 362 – 25 353	190
B	R21 381 × 1 248 – 22 629 × 1 362 – 26 715	75
Post Level 5		
a3	R12 432 (Fixed) (P)	0
a2	R16 596 × 1 041 – 17 637 × 1 248 – 20 133 (P)	30
a1	R18 885 × 1 248 – 22 629 (P)	65
A	R22 629 × 1 362 – 28 077	195
B	R23 991 × 1 362 – 28 077 × 1 536 – 29 613	35

Universities

387. Mr R M BURROWS asked the Minister of Education and Development Aid:

(1) Whether each university falling under his control sets particular school academic standards for the admission of first-year students; if so, (a) what were the particular standards set by each of these universities for the admission of first-year students for the 1987 academic year and (b) what number of first-year students was admitted for the first time to each university for the 1986 and 1987 academic years, respectively;

(2) how many of the first-year students admitted to each university for the first time in 1986 (a) left that university (i) before taking the final examinations and (ii) after failing the final examinations, (b) repeated the first year at that university and (c) passed and proceeded to the second year at that university;

(3) what percentage of students who were admitted as first-year students graduated at each university in the minimum time provided for each degree course?

The MINISTER OF EDUCATION AND DEVELOPMENT AID:

University of Zululand

(1) (a) To be admitted to a degree or diploma course a student must have:

- Exemption from the Matriculation Board; and
- obtain the necessary rating on senate's matric rating scale; or
- if the necessary rating is not obtained must have passed an admission test.

Students for the Institute for Public Service and Vocational Training are however admitted with matric exemption or senior certificate, but must pass an admission test and are individually screened by means of interviews.

(b)

1986	1987
759	1154

(2) (a) (i) 20.

(ii) 133.

(b) 260.

(c) 346.

(3) 23%.

University Of The North

(1) (a) A student must have matric with exemption if he wants to enrol for degree studies. For degrees in the Faculties of Mathematics and Natural Sciences and Health Sciences he must have passed Mathematics, Physical Science or Biology, and obtain at least 30 points on the University of the North's Selection Scale.

(b)

1986	1987
1427	2241

(2) (a) (i) 108.

(ii) 112.

(b) 341.

(c) 594.

(272 are doing other courses or have left the university due to other reasons).

(3) 41,6%.

Medical University of Southern Africa

(1) (a) Medunsa makes use of a variation of the Swedish Rating System whereby its selection of new first year students for most of its courses are based on the candidates' achievements in mathematics and physical science.

- For Medicine and the Bachelor of Medical Sciences course, at least a C in the one subject and a D in the other, both in the Higher Grade, are required although a combination of a

Soothing over the broken panes

By SEFAKO NYAKA

THE dispute between the Chemical Workers' Industrial Union and Pilkington Glass was partly settled this week when the parties signed an agreement for 2 400 hourly-paid workers — including a company pledge to consult with the union on the implementation of social responsibility programmes.

According to CWIU general secretary Rod Crompton, the company also agreed to paternity leave and committed itself to non-racialism and to disclose information so the union can monitor changes.

The wage settlement, which is a boost to the union's "Living Wage" campaign, raises the minimum wage to R4,25 per hour (R810 per month).

The agreement also provides for job security, reduced working hours, improved education and housing benefits and shift and service allowances.

Monthly-paid employees have been excluded from the settlement.

The paternity clause, although won at a basic level, is significant in that more and more companies seem to be acknowledging that they need to enable male and female employees who are parents of young children to exercise their parental responsibilities. The agreement provides for two days' leave. The union has now signed paternity agreements at more than 20 factories.

W Mail

355 16-22/10/87

Council proposals get mixed reception

Pretoria Correspondent

Employers and employees have mixed feelings about the President's Council report on public holidays.

The Association of Chambers of Commerce (Assocom), while welcoming the report, said it regretted the recommendation regarding negotiation of payment for other public holidays.

"The problem here is that, with the majority of workers in South Africa unorganised, and taking into account the large number of small businesses, such negotiations may not be practical," Assocom said.

Assocom described the report as well-researched and one which offered a balanced assessment of the wide range of divergent views that existed on the highly emotional issue of public holidays.

The information officer for the Congress of South African Trade Unions (Cosatu), Mr Frank Meintjies, expressed disappointment that Soweto Day (June 16), Sharpeville Day (March 21), or Labour Day (May 1), were not stipulated public holidays.

But he said the fact that it had not been proposed to enforce the first Friday in May as Labour Day was an acknowledgement of the power of the unions.

Trade unions strongly opposed this suggestion last year and have asked that May Day be a paid public holiday.

Mr Meintjies said the report did not address the needs of Cosatu members, specifically in regard to the Day of the Vow.

"The Government is held hostage by the interests of the conservative elements," he said. "It is not going far enough to address the needs of the majority."

The South African Federated Chamber of Industries welcomed the introduction of a flexible approach to public holidays.

"The FCI particularly appreciates the recommendation regarding the role to be played by the collective bargaining process in determining a number of holidays to be celebrated by specific groups or communities," the chamber said.

"This approach is in line with the submission made to the council by the FCI."

The chamber supported the decision that the number of existing public holidays would not be increased and should be better distributed throughout the year.

"The proposed inquiry into the various Acts relating to holidays to achieve uniformity is also supported.

"The FCI is, however, concerned that certain of the recommended four core statutory paid holidays may be contentious in the eyes of certain communities in the country."

The Government should stipulate the minimum number of public holidays to be agreed upon between workers and management to prevent some companies from exploiting their staff, Mr Randall Falkenberg, head of a human resources consultancy said yesterday.

Mr Falkenberg said the report indicated an incredibly divided society in which "it does not seem possible to arrive at agreed national public holidays".

Mr Falkenberg said the idea of having as many holidays as possible with the widest possible acceptance seemed to be a move to accommodate sectional interests.

Although the holidays were to be negotiated on a "less than national" regional, corporate or provincial basis, he felt the Government should legislate a national minimum number.

"If there is not a national minimum, some companies will exploit workers.

"I do not think the differential between the legalised maximum of 10 or 11 days and the legalised minimum should be more than three days."

Mr Falkenberg said that, while in the process, the Government should scrap existing holidays which were objectional and divisive.

But Labour Day (May 1) was an internationally recognised holiday.

"This is an opportunity to recognise it as it cuts right across colour and acknowledges the importance of labour throughout the world."

If handled properly, the proposed arrangement over holidays could remove one small problem from the industrial relations arena, Mr Falkenberg said.

● The report advised the Government to prescribe only four paid public holidays, leaving six or seven others to be negotiated between employees and employers.

Christmas Day, Good Friday, Republic Day and Day of the Vow should be core statutory paid public holidays, the council said.



355 SMH 16/9/87.

The Star

Public holidays for all seasons

NO NUMBER of public holidays can satisfy all interests in a country. South Africa, in a state of flux and beset by turmoil, seems to need more commemorative days than most. If all religions could select their own holy days; if patriots and sentimentalists could nominate their dedicatory holidays; if political groups were permitted to set aside their special memorial days, and a few obvious special days such as New Year were to be thrown in, we would be close to the seven-day weekend.

The ferment over holidays has been illustrated over recent years by confusing experimental changes. Easter Monday was set aside to honour the Family, the anniversary of Van Riebeeck's landing was broadened to include other Founders of choice, Dingaan's Day metamorphosed through Covenant to Vow, and Boxing Day was set aside, at least in name, for Goodwill.

A bitter wrangle resulted in the first Friday in May being set aside as Workers' Day. And it is the prospect of other disputes over special days, as well as the need to rationalise the distribution of public holidays, that have led to the report of the President's Council, published yesterday.

As if conflicting interests were not a sufficient complication, it is argued in some quarters that holidays arranged so as to form a long weekend affect productivity less than midweek days off. But another lobby says long weekends kill off more people in road accidents.

So the idea of a core of four fixed holidays a year, plus negotiated paid holidays to suit individual preference, is a fair compromise. Yet it will not solve all the differences.

For instance, would pupils and students be given a choice? There would have to be an official ruling for educational institutions if teachers and learners are to be there at the same time. (Pupils, having nothing to lose financially, would tend to opt for as many holidays as are available.)

The only totally rational solution would be for a state of affairs in which the whole nation can accept the allocated holidays — with all the rest as Goodwill days.

LABOUR BRIEFS

Miners accuse bosses of 'starvation' tactics

THE wage strike by 700 members of the National Union of Mineworkers at Tobatse Ferrocrome Mine, Lydenburg, entered its fourth week today with the union accusing management of "starving" the striking workers.

An Num spokeswoman said the workers were being refused access to the kitchens in an attempt to break the strike. She also said there was a "heavy army presence at the mine".

Tobatse mine general manager, Mr N J van der Walt, denied the workers were being starved and said the kitchen was closed after workers in the department also downed tools and joined the strikers.

He said he was not aware of the army's presence at the mine.

Mr Van der Walt said the wage talks with Num were at a standstill with the union refusing to budge on its 35 percent wage rise demand.

The mine, which is owned by Samancor, is offering between 15 and 16 percent increases. The strike began on August 26 — two weeks after Num's national wage strike involving 300 000 workers on gold and coal mines started.

• Production at Rand Mines Winterveld Chrome Mines was still at a halt yesterday with the strike by Num members entering its second week.

A Rand Mines spokesman said work was still at a standstill. Miners returned to the surface after 800 of the 1 200 strikers staged a sit-in almost 2 km underground.

The company obtained a Rand Supreme Court order last week to evict the workers from the mine. The srtike resulted from a wage deadlock.

• Senior officials of the Congress of South African Trade Unions and the National Union of Mineworkers are to speak on modern-day strike action at a public meeting in Johannesburg tonight.

Cosatu general secretary Mr Jay Naidoo and assistant general secretary of Num, Mr Marcel Golding, address the meeting which begins at 7.30pm at Cathedral Hall, Saratoga Avenue, Johannesburg.

The meeting wil also include a slide show and lecture by historian Luli Callinicos of the Wits History Workshop.

The talk will deal with "significant aspects of worker dissatisfaction and strike action — from the miners' strikes of 1922 and 1946 to the rise of today's giant union and worker organisations."

The event is organised by the Johannesburg Democratic Action Committee, Johannesburg Youth Congress and YCS.

Take good care, salons told

By ALINAH DUBE

HAIR dressing salons owners were yesterday accused of driving black hair stylists into backyard operations because they were not paying them standardised salaries.

The accusation was part of many raised at the launching of the Northern Transvaal Hairdressers Association (NTHA) at a Pretoria hotel yesterday. About 200 people from around Pretoria, Rustenburg, Brits, Warmbaths and Pietersburg attended.

Most of the problems affecting the hair dressing field were blamed on lack of professionalism. Speaker after speaker emphasised the need for increased knowledge among those involved in the business.

Body

Mr Norman Ngale, a hair product distributor, said the need to form a body representing hairdressers in the region was felt after the Black Hairdressers Association (BHA) was launched in Johannesburg three months ago.

"But I want all the people gathered here to note that the NTHA is not an opposition to the BHA. This is a body meant to handle matters affecting hairdressers in the Northern Transvaal at local level," he said.

Mr Bonke Mkhonto chairman of the interim committee said it was pleasing that black people were beginning to realise what they had to do for their own betterment.

He said the organisation had been formed to:

- Foster professionalism among members.
- Safeguard the interests of both the hairdressers and their clients by introducing uniform prices.

DD 18/9/87

Probe into factory wage levels

Daily Dispatch Correspondent

BUTTERWORTH — The Transkei Department of Manpower Planning and Utilisation has sent inspectors to Butterworth factories to investigate wage levels following claims of "inhuman exploitation" of factory workers.

The claims were made by a worker, Mr S. S. Mbeshu, who appealed to the government to investigate wage levels in the Butterworth industrial complex.

Mr Mbeshu said it was ridiculous that companies should expect their workers to subsist on between R20 and R30 per week when they had to pay for bus fares, rent, food and clothing.

He said this was a matter for the government to take up seriously, as well as for the people in general to raise their voices in protest against "this inhuman exploitation".

"When I approached the managing director of one large factory here in Butterworth about the low wages they are paying our people, he told me that his company was not a welfare institution.

"I am calling on all working in these factories to stand up for their rights," Mr Mbeshu said.

An official of the Transkei Department of Manpower Planning and Utilisation, Mr M. Qina, said his department was aware of the matter and inspectors had been sent to visit some of the factories in Butterworth to check on levels of remuneration.

He appealed to the general public to report cases of low wages to his department whenever they came across them.

(355) SPM 21/9/87.

Public servants urge an earlier retirement age

By Chris van Gass,
Pretoria Bureau

The 63 500-strong Public Service Association (PSA) meets today to thrash out a number of issues, among them the dissatisfaction with the recently implemented 12,5 percent pay increase.

The PSA, the largest of the four recognised staff associations in the public service, is also expected to press for an across-the-board optional retirement age of 60.

PSA president Dr Colin Cameron said he felt strongly that everyone should have the choice of being able to retire at 60.

He said the dissatisfaction with the 12,5 percent salary increase implemented on July 1 was well-known.

"This adjustment should have been implemented on April 1, or it should have been higher. "Nevertheless, the PSA is grateful for the funds specifically set aside for occupational differentiation and is looking forward to its practical implementation."

Another aspect that may be raised is the question of market-related pay.

"The PSA supports the principle, but it appears that year after year, there are never enough funds available to execute this ideal, with the unfortunate consequence that many public servants have started doubting the credibility of the system," he said.

Other points on the agenda include:

- The current "unsatisfactory" system of organised negotiation between the Government and recognised staff associations.

"The PSA has been making representations for an improvement since 1979 and there is a strong feeling that the matter should now be finalised," said Dr Cameron.

- The optional retirement age of 60.
- A "rapid revision" of the "laborious and clumsy" procedures for the arbitration of public servants' personal grievances, and
- Raising the present R50 000 maximum on housing loans "which is no longer realistic".

"There should be a sliding scale according to which the maximum can be adjusted. It is unrealistic to set the same maximum for all post grades," he said.

E.Post 23/9/8

Civil service wage push

Post Correspondent

JOHANNESBURG — The Public Servants Association (PSA) has been given a mandate by its 63 000 members to formulate fresh representations to the Government for "substantial" wage increases.

"The mandate is for the executive to plan and act as it sees fit," said PSA president, Dr Colin Cameron, after the closed annual congress of the association.

"The first tasks are to make a reassessment of the overall manpower and labour market, to see what is happening about the occupational differentiation scheme, and then to plan action aimed at maintaining the status of the service."

Wage agreement for miners

De Beers Consolidated Mines and the National Union of Mineworkers (NUM) have reached agreement on wages on De Beers mines for 1987/88, a spokesman for the diamond mining group said yesterday.

The wage agreement, in terms of which workers will receive a wage increase of between 16 and 18 percent, applies to some 9 000 employees.

Improvements in service increments, shift allowances, and sick leave benefits have also been agreed upon, the spokesman said. The negotiations took several months.

The wage agreement will be effective from October 1.

Court confirms ruling on furniture workers

Pretoria Correspondent

An interim interdict ordering members of the Allied Workers' Union to vacate the premises of Furniture City in Verwoerdburg and Pretoria after they refused to leave the buildings because of a deadlock in wage talks, was yesterday confirmed in the Pretoria Supreme Court.

In August this year Mr Justice Hartzenberg ordered members of the union, including Mr S S Tshidi, Mr H Ratheagne and Mr S Maruba, to leave the premises of the two shops.

He also ordered that they pay costs of the application.

In a statement before the court, Mr Kenneth Nosworthy, personnel executive of Furniture City, said Mr Ratheagne and Mr Maruba were shop stewards at both the branches of the furniture shop and were also members of the union.

Mr Nosworthy said that following several meetings with representatives of the union since May 1987, various proposals from both sides with regard to wages were made but no agreement could be reached and a dispute was declared.

He said the attitude of Mr Tshidi was that he was not prepared to accept a dispute and indicated that he and Mr Ratheagne and Mr Maruba were not prepared to leave the premises until management came back to discuss the issue.

He said the union representatives and members of the union were illegally on the premises and the application was one of urgency since the building housed a security division of Armscor which had various computer installations holding confidential records.

Public servants to request more pay

23/9/87

PRETORIA — The Public Servants' Association (PSA) has been given a firm mandate to formulate and make fresh representations on pay.

The president of the 63 000-strong body, Dr Colin Cameron, said this after its annual meeting here.

The 12,5 per cent salary hike for public servants on July 1 was said to have been unsatisfactory, with most PSA members also feeling that it should have been backdated to April.

Delegates also backed Dr Cameron's call for better machinery to handle public servants' grievances.

"We feel the time is right to formalise this with the authorities.

Dr Cameron said it was too early to say what percentage increase public servants would seek in April next year. — Sapa

It pays to be a top official

Cape Times 24/9/87

Political Staff

MAJOR salary and other increases granted to directors-general (DGs) — the mandarins of the civil service — are made in virtual isolation of the pay scales set for lower echelons.

This is one reason for the vast remuneration gap of about 70% between what a DG will take home and what his deputy DG receives. On a flat rate, excluding perks, the pay scale for a DG currently amounts to a little more than R119 000 a year. His deputy gets R70 000.

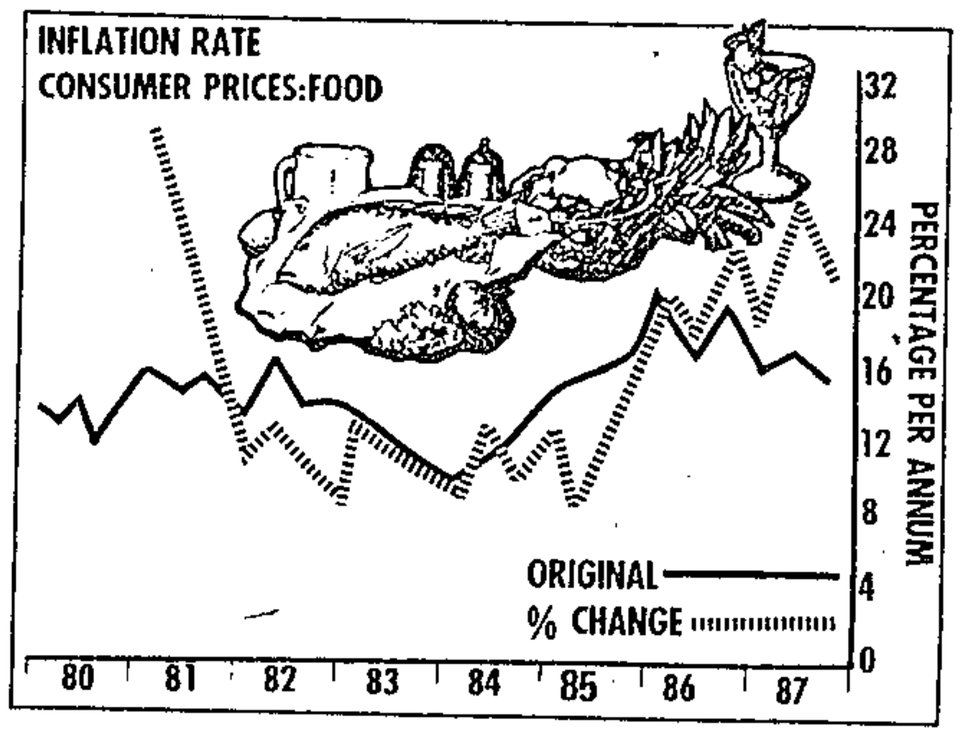
This disparity has been confirmed by Mr Wessel Meyers, at present secretary-general of the Commission for Administration and due to become DG of the Administration of the House of Assembly from December.

He said the existing remuneration scale for DGs was set last year following a survey of pay scales for comparable executives in the private sector — less 5% to 15% to account for the security offered public servants.

This broad disparity has aroused discontent within the public service and has caused the Public Service Association to call for a meeting with Mr Alwyn Schlebusch, minister in charge of public service matters.

Wage demands seen adding to inflation rate

By Sven Lünsche



The year-on-year inflation rate remained unchanged at 16,3 percent in August, compared with July, but economists are now asking whether a forecast drop well below 15 percent by the end of 1988 is possible.

Just when soaring food prices seem to have been brought under control, clouds are forming on the horizon in the form of increasing wage demands from the burgeoning union movement.

"There is a chance that inflation will decline below the 15-percent mark by the beginning of next year, but wage increases will make a further drop very difficult," says Rand Merchant Bank's Rudolf Gouws.

Although the annual rate of increase in food prices remains high at 22 percent, a pleasing development was that for the fourth successive month food prices rose at a noticeably slower rate than the other items in the consumer price index.

"A positive aspect of the 1,4 percent overall monthly increase from July to August was that 40 percent of this was due to premium rate increases in household policies, which rose by 67 percent over the year," says Dr Treurnicht du Toit, head of Central Statistical Services in Pretoria.

He says the monthly 1,2 percent rise in food prices can be attributed to only one source: a sharp 2,6 percent increase in the price of red meat, which, on an annualised basis has soared by over 32 percent.

For almost a year, soaring food prices have been the major contributor to double-digit inflation, thereby replacing the high cost of imported products.

With an improved outlook in agricultural conditions as a result of encouraging rainfall, economists are looking at a gradual drop in the rate — an average of 16 percent for 1987 has been generally forecast.

Now they might have to revise their estimates. Wage increases in the mining and manufacturing sector have been on average well above 20 percent and the increasing clout of trade unions could ensure this trend will continue.

"The recovery in profits over the past year has not escaped the notice of organised labour, while the corporate sector wants to protect its return on capital," Standard Bank said in a recent economic review. It said the conflict between labour and business could lead to a severe wage spiral.

Trust Bank's Ulrich Joubert agrees: "Wage and salary increases will inevitably push up costs and although some companies can afford it in the wake of improved profits, the question remains whether the economy can stomach it."

Mr Gouws says: "We are not facing runaway inflation yet. Tightening the money supply and higher interest rates will prevent inflation from keeping pace with expected high wage increases."

Standard Bank calls for conservative and credible demand management to prevent the wage-price spiral from getting out of control and that the best policy for South Africa would be to aim for steady growth in its total expenditure on goods and services produced.

Most economists agree that there should not be a trade-off between economic growth and higher inflation, but pragmatism seems to prevail.

As Mr Joubert puts it: "We have to bear a high inflation rate until the economy adjusts.

"The short-term focus must be on economic growth, but in the long run we will have to do something about the high inflation rate, otherwise the political and economic costs will be too expensive to carry through to the future."

Workers get a big wage hike

355
Sowetan
24/9/87

By THEMBA MOLEFE

THE minimum pay for employees of the Tembisa Town Council has been increased by 159 percent following negotiations between the council and the South African Black Municipal Workers' Union.

The agreement brings a year-old dispute that involved a strike and a rent boycott to an end.

In a joint statement issued yesterday the council and the union said the new minimum would be increased from R140 a month to R362,75 a month.

All employees have been given increases totalling an average of 45 percent retrospective to July 1.

The statement read:

"Sabmawu expresses its gratitude to the community of Tembisa for its support in this long battle and wishes to inform it that all demands by workers have been met.

"The union has been assured by the council that it would react reasonably with the community in order to resolve the rent boycott which was called in support of the workers' demands for higher wages."

Boycott

In an interview yesterday, the general secretary of Sabmawu, Mr Phillip Dlamini, said that the Tembisa Workers' Support Committee had started the rent boycott in May, 1986 to support the council workers.

"We now believe that the grievances of the workers are now no longer an issue in the rent boycott, but we will be starting consultations with the people who supported us to see what can be done about the boycott," he said.

Campaign to 'capture imagination of millions'

25/9/87

● What is a living wage and what is the background to the launching of Cosatu's national Living Wage Campaign?

Wages have emerged as the biggest cause of strike action in the past three years, costing the economy millions of man-days. ADELE BALETA interviews Congress of South African Trade Unions' (Cosatu) information officer Mr Frank Meintjes on the federation's Living Wage Campaign which began in March.

A living wage is what workers perceive as being enough to enable them to adequately support their families and themselves.

Cosatu has not set an exact figure because wage levels vary in different sectors.

For instance, a demand of R900 or R5,50 an hour would not be an effective negotiating weapon for domestic workers, most of whom earn about R90 a month.

Other demands of the campaign include: a 40-hour week; job security; May Day, June 16 and Sharpeville Day to be declared public holidays; an end to tax deductions; a minimum of six months' paid maternity leave; decent family housing near places of work and decent education and training.

The demand for a living wage became an important rallying cry among workers when three major Cosatu affiliates, the National Union of Mineworkers, the National Union of Metalworkers and the Chemical Workers' Industrial Union began waging their own internal living wage campaigns.

We felt the campaign had the potential to capture the imagination of millions of workers.

Workes are also demanding a redistribution of wealth in South Africa.

The campaign telescopes this demand by linking it up with the day-to-day struggles in the factory, and the campaign challenges the control monopolies have over how the wealth that is created is distributed.

● To what extent did rural and urban poverty and the economic climate form a backdrop to the campaign.?

Low wages consistently paid by most employers, in many cases below the inflation rate, were an important backdrop to the campaign.

Mine employers have historically used the fact that workers come from rural areas as an argument for paying lower wages.

They say families are subsidised through subsistant farming.

Employers use the migrant labour system to separate workers from their families and then claim their only responsibility is to the individual worker.

Limited farming space and the continuing drought in the country has further curtailed the ability of people to provide for themselves. Forced removals have taken people off viable land and pushed them into areas where grazing and farming is impossible.

These factors together with the economic climate have come to a head. It has resulted in rural workers in the mines and railways coming to the frontline of the campaign in a way that even jeopardises their jobs.This is an indication of how desperate conditions are.

● Has the Living Wage Campaign embraced political demands expressed in the Freedom Charter?

The Freedom Charter and its demand for the re-distribution of wealth is assuming a powerful new relevance in Cosatu because it gives workers a vision of a different society.

Our members and leadership feel that managements are doing everything in their power to protect profits. A demand of the Freedom Charter is the dismantling of monopoly structures because they do not act in the interests of the majority.

Our campaign, which revolves around bread-and-butter issues, is also political because it is linked to us wanting to change society and to shape it in terms of the needs of our members. As a trade union we are demanding a political and economic transformation of society, the two being integrally linked.

● What was the effect of the the recent mine strike on the campaign?

We will have to regroup and re-assess the strategies and tactics within the Living Wage Campaign. In some ways the effect of the strike will lead to more careful planning and will also inspire unions to organise the unorganised in the sectors in which they are represented.

● Can you assess the success of the campaign since its launch?

Objectively we have not yet achieved what we set out to do, but subjectively there have been great advances.

Our success can be measured in the way the concept of a living wage has caught on amongst our members. Also, the demand for June 16 as a paid holiday has been won in certain sectors.

Mangagements' co-ordinated resistance, the implementation of oppressive State laws and the detention of our members in terms of the state of emergency in an attempt to curb strike action has caused us several set-backs.

Deadline day for Anglo's fired workers

By ERNEST SIDERIS

ANGLO American's deadline for 2 100 dismissed workers to apply for re-employment was extended to 7am today after employees rejected yesterday's 3pm ultimatum.

The workers at four of Anglo's iron and steel plants in the Eastern Transvaal were fired on Monday after they refused to accept the company's offer on wage increases.

Anglo's Highveld Steel and Vanadium Corporation locked National Union of Metalworkers of South Africa's members out of the plants at the beginning of this week, saying the move was designed to persuade workers to accept their wage offer and that management was prepared to hold further talks to resolve the issue.

But the company had refused to budge from its minumum offer of a 41c an hour increase at talks initiated by the union yesterday — despite the willingness of workers to come down from their initial demand for a "living wage" increase of R1 an hour across the board to below 50c an hour, according to Bernie Fanaroff, secretary for Numsa's steel and engineering sector.

Management had also refused to

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Workers' deadline

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consider a union request that the issue be sent to mediation and said the workers would be dismissed if they did not accept the company's offer, either individually or as group, by 3pm yesterday, said Fanaroff.

A meeting of Numsa members at the plants yesterday rejected the ultimatum and refused to return to work under management conditions.

The deadline was then extended to 7am today.

Anglo representative James Duncan said earlier that management had only decided on the lockout after concluding an agreement with five of the six unions that are recognised at Highveld Steel.

The Anglo representative said Highveld Steel management was aware of the allegations made by Numsa but was not prepared at the time of going to press to comment.

The Congress of South African Trade Unions has rejected management's claim that the lockout was an attempt to resolve the dispute.

Agenda News Service

Steel plant strike not settled

JOHANNESBURG — Talks to end the wage dispute at South Africa's biggest private steel producing company, Highveld Steel, ended inconclusively yesterday, union and management spokesmen said.

On Monday, the company fired 2 000 workers after locking them out.

"The matter hasn't been finalised," a management spokesman said.

But a spokesman of the National Union of Metalworkers, Dr Bernie Fanaroff, said: "There was no movement from management. They refused all our suggestions."

Dr Fanaroff said management had extended the lockout until 7 am today. After the deadline, no members of Numsa would be re-employed.

The workers are up in arms over a bid to secure a 75c an hour increase. The company is offering 41c.

"They are not prepared to consider any change in their position and they are not prepared to consider our proposals," he said.

Dr Fanaroff said about 400 workers at the Mapochs iron ore mine and at the Pispitskop quarry downed tools on Monday in sympathy with the Highveld workers.

The management spokesman declined to comment.

An Anglo American Corporation spokesman said the lockout deadline had been extended "to show management's good faith and to assist the process of negotiation."

He declined to comment on the effect of the dispute on production, saying: "We're not discussing the effect."

Dr Fanaroff said the company had urged the workers to withdraw the dispute, resume work on its conditions and negotiate later on matters concerning fringe benefits.

He said his union was seeking the support of the International Metalworkers Federation, the Congress of South African Trade Unions and members in other Anglo American Corporation plants.

The union would also seek a meeting with the directors of Anglo American "soon," he said.

Dr Fanaroff also said management had admitted in the meeting they had expected the workers would return to work after the lockout.

There were no indications the two sides would meet again soon. — Sapa

Heavy cost of divided society

By MARLENE BURGER

TWELVE cents out of every rand spent by the State last year was used to enforce and maintain apartheid in South Africa.

Professor Mike Savage, head of the Sociology Department at the University of Cape Town, said yesterday direct expenditure on a segregated society had cost R3,9-billion last year.

He estimated that South Africa's gross national product would have been 50 percent — or R66-billion — higher during the period if there had been no "wasteful" apartheid.

Speaking at the Five Freedoms Forum's first national conference at Wits University, Professor Savage said the Government's "mad, bad and dangerous policy" was also responsible for an economic growth rate of only one percent last year.

Balkans

Warning that the Government's present policy of reform would not provide solutions to the economic crisis facing South Africa, Professor Savage said the tricameral parliamentary system would merely reinforce "Balkanisation".

One of the three spokesmen for the Five Freedoms Forum, Dr David Webster of the Detainees Parents Support Committee, said it was an alliance of approximately 26 human rights organisations working towards genuine democracy.

Speakers at the three-day conference included Mrs Sheena Duncan, vice-president of the SA Council of Churches and former national president of the Black Sash; Dr Frederik van Zyl Slabbert, former leader of the Opposition and currently Idasa's director of policy and planning; Azhar Cachalia, national treasurer of the United Democratic Front; Independent MPs Wynand Malan and Jan van Eck; and Sir Richard Luyt, former vice-chancellor of UCT.



ANGRY workers on strike . . . a typical reaction when negotiations fail.

World labour scene continues to darken

FOCUS

ONLY a few bright spots lighten an otherwise generally dark picture of the world labour situation which has continued to deteriorate since the early 1980s. It has been marked by growing impoverishment of Third World rural and urban populations, persistent high unemployment in many industrialised market economy countries and falling work incomes in most parts of the world.

In presenting this picture the third ILO *Labour Report* shows that a majority of workers in sub-Saharan Africa and Latin America have suffered a drop in real income of as much as 40 percent.

In Mexico, for example, real agricultural wages — which had risen enormously between 1965 and 1980 — are now back to the 1965 levels.

Regular wage employment is stagnant or contracting in these regions, forcing an increasing number of people into self-employment or casual wage work.

In developing countries there are many dead-end jobs with little or no possibility of moving to something better. Relatively few job-seekers have found work in larger enterprises or in government where, in many cases, austerity policies have led to sharp falls in real incomes in both private and public sectors accompanied by a general shrinking of opportunities for regular employment.

Some groups of workers — including labour circulants, labour migrants and women — are especially vulnerable to low incomes and poor working conditions.

Incomes

A significant proportion of workers in some Asian and Western industrialised market economy countries (IMECs) also have experienced declining real incomes and in many IMECs increasing numbers of workers are exposed to job and income insecurity. Thus, in Sweden real wages fell by more than 10 percent between 1979 and 1983.

The overall situation in Asia is less gloomy. The most striking example is China which, as a result of rural reforms and a change in industrial policy, has enjoyed large increases in incomes and employment opportunities. Similar trends are apparent in most countries in south-east Asia but with some exceptions.

The proportion of people living in poverty probably has remained high in southern Asia and unemployment may have increased somewhat in most west Asian countries which have been — directly or indirectly — dependent on oil revenue.

In contrast, Africa's predicament has worsened still. Besides economic shocks such as the foreign exchange crisis, this region suffered from the associated phenomena of drought and famine, which were not the work of nature alone.

Population growth in the context of a relatively unchanged agricultural technology generated ecologically unwise use of land, which in part laid the basis for the famine.

But perhaps the most glaring and disquieting contributions to starvation have been social factors — the distribution of land and other agricultural wealth.



The better-off segment of rural populations in Africa have protected themselves by selling assets such as livestock, by hoarding or by taking advantage of less drought-sensitive technologies — all strategies of survival not available to the poor.

Too many people for too little land is a problem in Asia. Between 1967 and 1977, for example, landlessness in Bangladesh rose sharply from 20 percent to 37 percent of the agricultural workforce.

Pressure

Clearly, employment opportunities outside the rural sector would relieve pressure on agriculture, as has indeed happened in the Republic of Korea and Malaysia. In the absence of such possibilities, one option is to increase the factor inputs in land cultivation in order to raise productivity.

Efficiency has been increasingly emphasised and wage adjustments in developed and developing countries have been geared to objectives such as low inflation, economic growth, employment promotion and balance of payments' equilibrium.

However, in spite of labour cost moderation in Werstern Europe and the improved profitability of enterprises, unemployment has not fallen significantly in most IMECs.

Government monetary and fiscal policies are still restrictive in Western Europe and output growth is modest. Real interest rates are high and exchange rates — particularly between the US dollar and other IMEC currencies — are volatile.

This instability makes investment in employment-generating capital assets hazardous and diverts an increasing part of profits into financial investments.

In addition, labour cost moderation has decreased the wage share in national income. This would be acceptable only if it contributed to the reduction of joblessness. It would, therefore, seem desirable to link a degree of wage moderation with the demand policies that governments follow in the future, both at the national and international level.

Security

Efficiency considerations also have become more important in government social expenditures, such as for training and social security. Studies of various training modes in developing countries suggest that a higher proportion of training resources should go to developing skills in the informal sector.

Expenditure on social assistance in the IMECs has increased for such people as the long-term unemployed and single-parent families who are no longer or not sufficiently covered by social insurance benefits.

These outlays now account for one-fourth of all social security spending in the United States, while in France social assistance expenditure rose by nearly 25 percent between 1980 and 1984. At the same time governments have introduced various measures and reforms in an effort to hold down social insurance costs.

Changes

Profound changes are taking place in most centrally planned economies. The so-called "extensive" development is being replaced by the "intensification" of production. Its emphasis is on technologically more advanced machinery, increased labour productivity and savings in raw materials, manpower and financial resources.

Labour shortages are likely to become a thing of the past. Re-tooling of workers, particularly those released from manual jobs, is coming to the fore. So is a new wage policy.

Enterprises are being given more autonomy in wage bill determination and distribution of incentives. An important vehicle for doing this is group payment, especially through brigades in which workers decide among themselves how to reward labour input and performance.

Work

These approaches are expected to play a growing role in the planned introduction of pay differentials linked to the type of work and performance.

This third volume of the *World Labour Report* takes as its theme "Incomes from work: between equity and efficiency". It provides a global overview of current trends in such key issues as employment, wages, skills development, productivity, labour relations and social security.

Political comment in this issue by A Klaaste and J Thloloe. Sub-editing, headlines and posters by S Matlhaku. All of 61 Commando Road, Industria West, Johannesburg.

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Sats faces 16% pay hike demand

THE half-yearly meeting of the federal council of Sats' 10 trade unions in Johannesburg tomorrow is expected to recommend a salary increase demand of at least 16% from April next year.

This, if granted, would raise Sats' labour costs by about R550m, and the total pay out, including overtime and bonuses, to more than R4bn.

As Sats is heading for another deficit year — it was R75m for the first four months of the current financial year — another tariff adjustment is considered certain in the Transport budget in March.

GERALD REILLY

Council chairman Dudley Henn told Business Day a far Higher demand could be justified against a background of increases during the past few years which failed to compensate for inflation.

However, he said, the council took into account the current economic circumstances, and the efforts being made to slow down the price spiral.

The council is also expected to demand a decision from government on the labour council recommended by the Wiehan Committee to determine Sats workers' service conditions, including pay levels. Both issues, Henn said, would be raised at a meeting with Transport Minister Eli Louw in Pretoria on November 12.

At a meeting with Louw last month, the 24 000-strong Sats Artisan Staff Association submitted a 16,5% pay increase demand.

Sats trade union leaders are still angry at being done out of their increased service bonuses earlier this year because this year's 12,5% pay hikes were delayed until July, instead of from April.

Doctors support hospital strike

DOCTORS at Hillbrow Hospital, which has been hit by a "living wage" strike, have come out in support of the striking workers, saying the stoppage should concern all health workers.

The National Medical and Dental Association (Namda) called for the unconditional reinstatement of 600 striking workers fired last week.

"Namda supports the demands of the workers for a living wage and decent working conditions," a statement said.

"The decision of the authorities to dismiss the workers is misguided, especially in view of the continuing crisis in State hospitals."

The strike by cleaners, porters and attendants over higher pay and other issues entered its fifth day today. The workers are members of the National Education and Health Workers Union, a Cosatu affiliate.

Hospital spokesman J W Olivier said yesterday no negotiations had taken place with the union which is not recognised at the hospital.

"The law prohibits us from negotiating with the union."

He said some workers reported for work yesterday but "were prohibited by some other people".

Re-employment of dismissed workers would take place today, but Olivier said: "Some of them will not be re-employed."

Union members were reported to be meeting yesterday at Khotso House in Johannesburg.

Cosatu, SA's biggest trade union federation, recently launched a "living wage" campaign aimed at improving workers' pay. — Sapa.

SOWETAN, Tuesday, October 6, 1987

Hospital move

THE Transvaal Hospital Services which dismissed 600 workers at Hillbrow Hospital last week following a work-stoppage begins re-employing the workers on a selective basis today.

The workers, members of the National Education, Health and Allied Workers' Union (Nehawu), were dismissed on Friday after downing tools over "living wage" and working condition demands

400 on strike

ABOUT 400 members of the National Union of Metalworkers of South Africa yesterday began a legal strike at Cadac in Johannesburg, the union has said.

Spokesman Mr Allister Smith, said more than 80 percent of the workers at Cadac's Stormill plant voted in support of the action after wage talks reached deadlock. BCWU said it demanded an increase of R18,50 on every R56,50.

(i) Western Cape
Algoa
Walvis Bay
Bloem Area
Pretoria
West Rand
East Rand
Central Witwatersrand

(ii) (aa) Western Cape .. R900 000
Algoa R800 000
Walvis Bay R100 000
Bloem Area R150 000
Pretoria R550 000
West Rand R200 000
East Rand R500 000
Central Witwatersrand R750 000

(ii) (bb) Regarded as bridging finance to defray administrative costs until adequate own revenue is being received.

(b) Yes.

(i) Vaal Triangle
West Vaal
Rustenburg-Marico
Highveld
Bushveld
Northern Transvaal
East Vaal
Lowveld Escarpment

It is envisaged that the four regional services councils mentioned last, will function as from December 1987/January 1988.

(ii) (aa) Amounts have not yet been determined.

(bb) Will be regarded as bridging finance to defray administrative costs until adequate own revenue is being received.

KwaZulu/Natal-Indaba

532. Mr C J DERBY-LEWIS asked the Minister of National Health and Population Development:

(1) Whether his Department has issued a certain organisation, the name of which has been furnished to the Minister's Department for the purpose of his reply, with a welfare number for fund-raising purposes; if so, (a) on what date and (b) what is the name of this organisation;

(2) whether this organisation is a political organisation; if so, on what basis did it become eligible for being issued with a welfare number; if not, (a) what kind of organisation is it and (b) on what grounds was it issued with such a number?

The MINISTER OF NATIONAL HEALTH AND POPULATION DEVELOPMENT:

(1) A temporary fund-raising number was issued.

(a) 26.11.1986.

(b) KwaZulu Natal Indaba Fund-raising.

(2) No.

(a) A fund-raising organisation.

(b) In terms of section 6 of the Fund-raising Act, 1978 (Act 107 of 1978).

Overseas visitors

533. Mr C J DERBY-LEWIS asked the Minister of Foreign Affairs:

(1) (a) How many overseas visitors were the guests of his Department during the period 7 May 1987 up to the latest specified date for which information is available, (b) what are their names and (c) from which countries did they come;

(2) whether these visitors were afforded the opportunity of meeting members of the Official Opposition in this House; if not, why not?

The MINISTER OF FOREIGN AFFAIRS:

(1) (a) From 7 May 1987 to 30 September 1987, there were 186 visitors from other countries who were guests of the Department of Foreign Affairs.

(b) It is left to the guest to disclose whether he was a guest of the Department of Foreign Affairs or was not.

(c) It is not deemed to be in the interest of the RSA to mention individual countries.

(2) It is the practice to arrange interviews with representatives of the political parties in all three Houses of Parliament. Sometimes, however, meetings with representatives of all the parties cannot be fitted in either because the visitors' programme does not allow it or because the programme of the representative of the relative party does not allow it.

Diplomatic personnel

534. Mr C J DERBY-LEWIS asked the Minister of Foreign Affairs:

Whether his Department takes any precautions to ensure that members of diplomatic personnel representing foreign countries in the Republic are not sympathisers of or collaborators with subversive organisations; if not, why not; if so, (a) what precautions and (b) what are the names of the main organisations considered to be subversive?

The MINISTER OF FOREIGN AFFAIRS:

Yes.

(a) When heads of diplomatic missions are appointed it is customary that the approval for the appointment must be sought from the receiving state. This is done by submitting a copy of the nominee's *curriculum vitae* which is then scrutinised by the receiving state before approval or agrément is given.

In regard to other members of diplomatic missions, it is customary that the sending state may, with certain exceptions, freely appoint the staff of the mission. However, the receiving state may at any time and without having to explain its decision notify the sending state that the head of mission or any member of the diplomatic staff of the mission is *persona non grata*, or that any other member of the staff of the mission is not acceptable. Such persons are obliged to leave the country. When this happens the sending state in turn frequently in retaliation declares a member of the receiving state's diplomatic staff *persona non grata* even if that staff member had not acted improperly in any way whatsoever.

(b) This question does not fall within the purview of the Minister of Foreign Affairs.

Mr Robert Smit

535. Mr C J DERBY-LEWIS asked the Minister of Law and Order:

(1) Whether any progress has been made in the investigation into the murder of the National Party candidate for Springs in the general election of 1977, Mr Robert Smit, and his wife; if so, what progress;

(2) what difficulties are being experienced in solving this crime?

The MINISTER OF LAW AND ORDER:

(1) and (2) It is not the policy of the South African Police to make known information regarding the investigation of cases which have not yet been completed and finalised.

Restrictive minimum wage legislation

536. Mr C J DERBY-LEWIS asked the Minister of Manpower:

Whether it is the intention of the Government, in terms of its deregulation policy, to abolish current restrictive minimum wage legislation; if so, when; if not, why not?

The MINISTER OF MANPOWER:

No, because minimum wages are regulated by the Labour Relations Act, 1956, and the Wage Act, 1957, after negotiations in industrial councils and in conciliation boards in the case of the first-mentioned Act and after extensive consultation by the Wage Board with

those concerned in the case of the latter Act.

These Acts also provide for exemptions from the minimum wages and other conditions of employment, in wage regulating measures, which can be granted on the merits of each case.

Abortions

537. Mr C J DERBY-LEWIS asked the Minister of National Health and Population Development:

(1) Whether his Department or any body or person falling under his control has received any information, complaints and/or representations in regard to abortions allegedly performed at an East Rand hospital, particulars of which have been furnished to the Minister's Department for the purpose of his reply; if so, what are the circumstances surrounding this matter;

(2) whether the matter has been reported to the Transvaal Director of Hospital Services or any member of his personnel; if not, why not; if so,

(3) whether any action has been taken in this regard; if so, what action; if not, why not?

The MINISTER OF NATIONAL HEALTH AND POPULATION DEVELOPMENT:

(1) No.

(2) The Transvaal Director of Hospital Services became aware of a possible excessive number of abortions at certain of the East Rand Hospitals, during routine inspections.

(3) The matter is being investigated.

Members seconded to SWA

538. Mr C J DERBY-LEWIS asked the Minister of Law and Order:

(1) Whether any members of the South African Police Force have been seconded to the Government of South West Africa; if so, what jurisdiction does he have over the duties of such members;

(2) whether any members so seconded are engaged in patrolling duties for any mining companies; if so, what are the names of these companies?

The MINISTER OF LAW AND ORDER:

(1) Yes. Members of the South African Police who are seconded to the Government of South West Africa, are, for the purpose of discipline, still under the control of the commissioner of the South African Police.

In respect of their duties, these members are under the command of the Commissioner of the South West African Police.

(2) No.

Directors-general

539. Mr C J DERBY-LEWIS asked the Minister in the State President's Office entrusted with Administration and Broadcasting Services:

(1) Whether directors-general are appointed for a fixed period; if not, (a) what are the terms and conditions of their appointment and (b) what effect does this have on their period of service; if so,

(2) whether directors-general so appointed complete their present period of service with retirement and then obtain a contract appointment; if so,

(3) whether they receive their retirement and pensioen prior to entering into their contract period; if not, when do they receive their retirement and pension; if so, what effect does this have on the pension they receive at the end of their contract period?

The MINISTER IN THE STATE PRESIDENT'S OFFICE ENTRUSTED WITH ADMINISTRATION AND BROADCASTING SERVICES:

(1) Yes—in terms of the provisions of section 11 of the Public Service Act, 1984 (Act no 111 of 1984), as amended.

(a) Falls away.

(b) Falls away.

(2) No—term of service can within limits be extended consecutively. Where such terms are not extended, the Director General will retire on pension. The service conditions for Directors General do not make provision for contract appointments.

(3) No—Upon the expiry of their terms of service or any extension thereof.

Employees: salary increases

540. Mr C J DERBY-LEWIS asked the Minister of Communications:

(1) Whether an agreement has been reached between the Post Office and a certain union, the name of which has been furnished to the Minister's Department for the purpose of his reply, to grant a salary increase to employees who recently participated in illegal strikes; if so, (a) what is the percentage of this increase, (b) why was it granted and (c) what is the name of the union concerned;

(2) whether he intends increasing tariffs in order to finance this increase; if not, how does he intend financing the increase; if so, (a) which tariffs will be increased, (b) (i) by how much and (ii) with effect from what date will they be increased?

The MINISTER OF COMMUNICATIONS:

(1) Yes, but only in respect of those semi-skilled and unskilled employees on the two bottom notches of the applicable salary scales. The same increases apply to Whites, Coloureds and Indians.

(a) 15% on average.

(b) Research has shown that the salaries were no longer market related and an increase was contemplated. The increase which the Department finally undertook to implement was considered justified, and

(c) Post and Telecommunication Workers Association (POTWA).

(2) No, the expenditure will amount to approximately R5 million for the current financial year and will be financed from the expected operating surplus of the financial year.

(a) and (b) (i) and (ii) Fall away.

Members: Afrikaner-Broederbond

541. Mr C J DERBY-LEWIS asked the Minister of Defence:

(1) Whether members of the South African Defence Force are permitted to be members of any organisations the proceedings of which are secret or confidential; if so,

(2) whether a certain organisation, the name of which has been furnished to the Defence Force for the purpose of the Minister's reply, is one of the organisations which have been approved for membership; if so, (a) why and (b) what is the name of this organisation;

(3) whether any of these approved organisations call for an oath of allegiance by members to the organisation concerned and/or fellow-members of that organisation; if so, what are the implications regarding special treatment for fellow-members or conflict of interests concerning allegiance sworn to as members of the Defence Force?

The MINISTER OF DEFENCE:

(1) Yes.

(2) Yes.

(a) It is a non-violent cultural movement of which the aims and ideals are not in conflict with any laws of the country.

(b) The Afrikaner-Broederbond.

HoA

35 4/10/87

Overtime ban at breweries is lawful — Supreme Court

By Lesley Cowling

The refusal of more than 1 500 South African Breweries employees to work overtime until their wage demands were met was not unlawful, a Rand Supreme Court judge ruled yesterday.

South African Breweries is presently involved in a wage dispute with the Food and Allied Workers' Union (Fawu) and the overtime ban is costing the company about R150 000 a day.

Mr Justice R J Goldstone yesterday dismissed an application by the Breweries to have the overtime ban declared an unlawful strike because it was being used as an industrial action tactic.

INROAD INTO WORKERS' RIGHTS

Counsel for Fawu, Mr Streicher, SC, had argued that the overtime ban did not constitute an unlawful strike. He said that in terms of the Labour Relations Act an agreement by two or more employees not to continue work, with the aim of compelling their employer to comply with demands, was an offence.

However, he argued that "work", in this context, must mean work which employees were contractually bound to do. Workers were not contractually bound to work overtime.

To deny them the right to withold work which they had not contracted to do, for whatever reason they withheld it, would constitute a very serious inroad into the rights of employees.

'ILLEGAL STRIKE'

Mr C Z Cohen SC, for SAB, had said the "work" did not mean work employees were contractually bound to do, but work normally done by employees. He argued that the court should find that this was the meaning of the word in the Labour Relations Act and that the refusal to work overtime therefore constituted an illegal strike.

Mr Justice Goldstone yesterday refused to find this was the definition. He said that the definition in the Act was ambivalent, that there was merit in the arguments for both sides, but to find that "work" meant work normally done, would lead to confusion and uncertainty.

"What is normal and what is usual? The grey areas are legion," he said.

He agreed with a finding of a Natal judge, Mr Justice Broome, who ruled that workers should be free to choose whether they wanted to work overtime.

"The notion of a worker being compelled to work overtime as and when required is so unfavourable that the prejudice speaks for itself. This is so, even if the obligation to work overtime is qualified."

The Judge agreed with Mr Justice Broome that employers could protect themselves from overtime bans by employing people to do overtime.

Workers demand a living wage

By AYESHA ALLIE

WOMEN cleaners at the Peninsula Technikon in Bellville claim they are being paid starvation wages.

The women, employed by Pritchard Cleaning Services, said they could not cope with R235 a month. They wanted at least R300 a month.

Their duties include cleaning floors, walls and furniture.

Mrs Magdalene Songa, 53, said her health was not good, but she had to work to support her three schoolgoing children.

The family's only other income was her husband's pension which he received every second month.

"I have to buy groceries and pay rent and electricity, with my salary. There is very little money left for clothes," she said.

Mrs Victoria Mkapuza found it frustrating that working so hard brought little comfort to her family.

No luxuries

"There is no money for extra needs or luxuries. I have young children who need things all the time," Mkapuza said.

Her children lived in Transkei, and she would like to give them what they asked for during the year.

The cleaners said they were left penniless during the December holidays until they went back to work in January. They did not receive holiday pay.

Ms Beauty Malgas worked at three different places every day to get more money.

She cleaned a bank's offices in Bellville from 7.00am to 9.00am, worked at the Technikon from 10.00am to 3.30pm, and then worked at another bank in Durbanville till 9.00pm.

"I have four children who are still at school. They do not see me during the week as I get home at 10.30pm every night," Malgas said.

Her husband worked in Paarl and did not come home regularly because of the long distance he had to travel.

She said her family would never survive on R235 a month.

"I must slave to survive," she said.

Malgas spent R12 a week on travelling from Khayelitsha to work.

Ms Alice Lebeko said she worked for Pritchard for eight years and had never been on holiday.

"We really struggle in the holidays. When we get our wages at the end of January, there's nothing left for us. I have to repay loans and buy food for my family," she said.

She lives in Khayelitsha and has to get up at 5am to begin work at 7am.

The women use a small bungalow as a cloakroom. It was too small for seven women, they said.

Mkapuza said the company should repair broken polishing machines.

"I suffer from backaches and this kind of work is worsening my health," she said.

Increase

Mr R J Van Druten, manager of Pritchards Regional Cleansing Branch, said the cleaners received an increase in July and would get an annual increase in December.

"Workers are always welcome to come into the offices and express their grievances.

"It is expected from workers to approach us if there are any problems," Van Druten said.

Ms Zelpha Sneke, of the Peninsula Security Workers Union, an affiliate of the National Council of Trade Unions (Nactu), said the women had approached the union who discussed the matter with the company.

"The women never attended the union's weekly meetings despite reminders from the union. We are in constant contact with Pritchard," she said.

Mr Stan Dennis, of the maintenance department at the Peninsula Technikon, said the Technikon had nothing to with the workers' wages.

"We have a contract with Pritchard," he said.

South LABOUR

No place in the sun

By VUYO BAVUMA

CLAIMS of racist practices and low wages have been made by workers at a Peninsula hotel in the Southern Suns group.

Workers at the Inn on the Square say most of the facilities such as canteens and toilets are racially separated. Facilities for blacks are invariably of a lower standard.

"Our canteen is generally clean, but it is not furnished like the white staff's. The supervisors scold us for using wrong toilets. Sometimes we are unable to use the appropriate toilet as it is not close by," said a worker who refused to be named.

Negotiations

The union representing the workers, the Liquor and Catering Trade Union (LCTU), is presently involved in wage negotiations with the management of Southern Suns and several other hotels.

According to a union spokesperson, the workers' demands include a R200 across-the-board increase; four weeks paid annual leave; and a 45-hour week.

At present workers work an average of 53 hours a week, and transport home is provided.

The negotiations have been marked by sporadic picket protests outside hotels.

Several workers interviewed at hotels said promotion opportunities for Africans were limited.

A mother of two from Khayelitsha, who works as cleaner at the Inn on the Square, said it was difficult to live on her wage of R259 a month.

She has to pay R30 for creche fees, R37 a month for bus fare and a monthly rental of R20 for her three-roomed house.

Lend money

"My wages hardly meet my needs. I often have to lend money from my relatives to buy food for my family," she said.

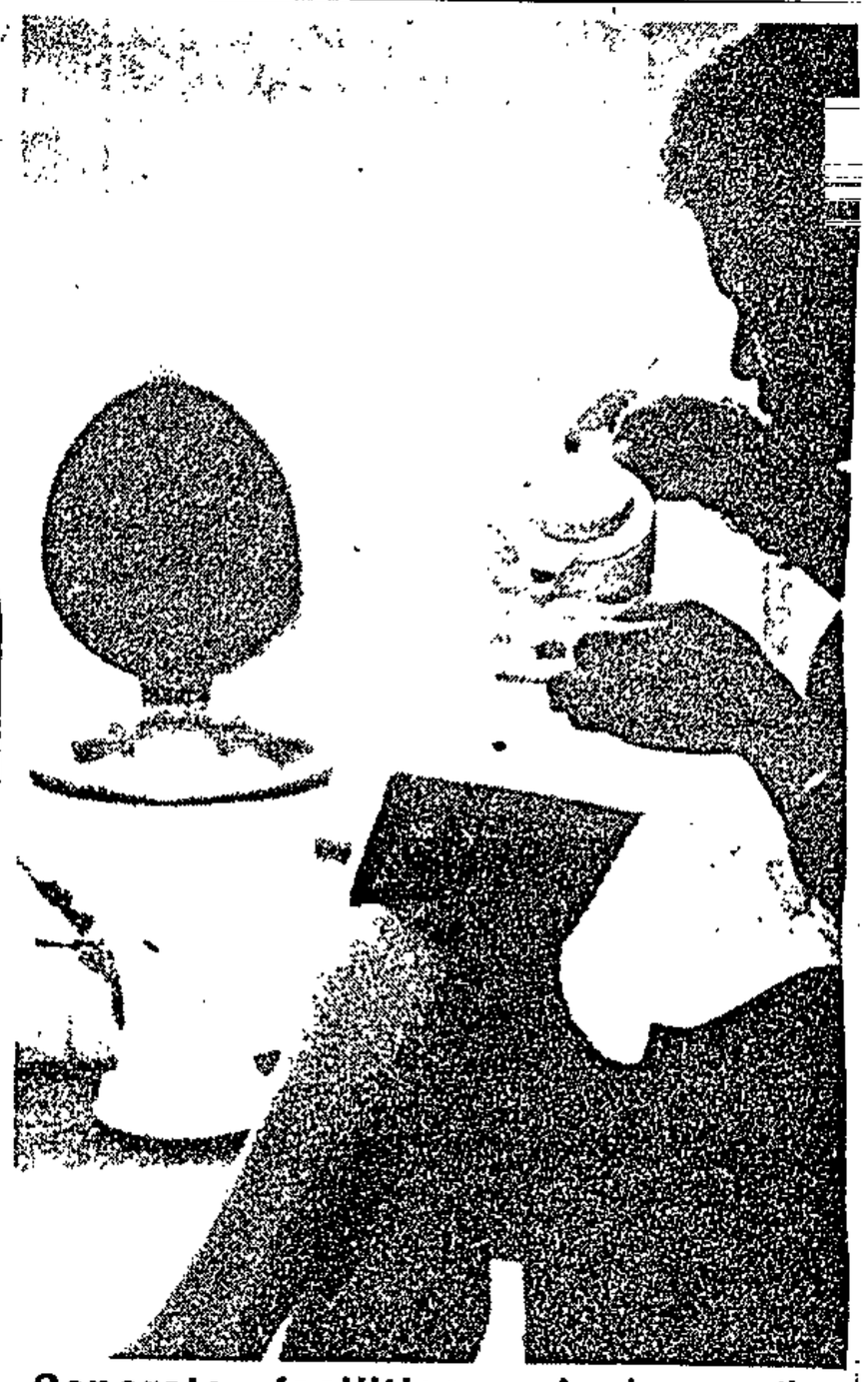
Mr Isaac Mbomela, of Langa, a chef who had been working at the Mount Nelson since 1954, said he could not support his ten children on his weekly wage of R138.

Desmond Melani, a father of two from Langa who works as a dishwasher at the Cape Sun, said his monthly wage of R240 was not enough to support his family.

"I have to pay rent of R30 a month for our house, keep my children at school and buy groceries.

"I also try to get other essential needs to maintain a normal family life. But it's always a struggle to keep our heads above water," he said.

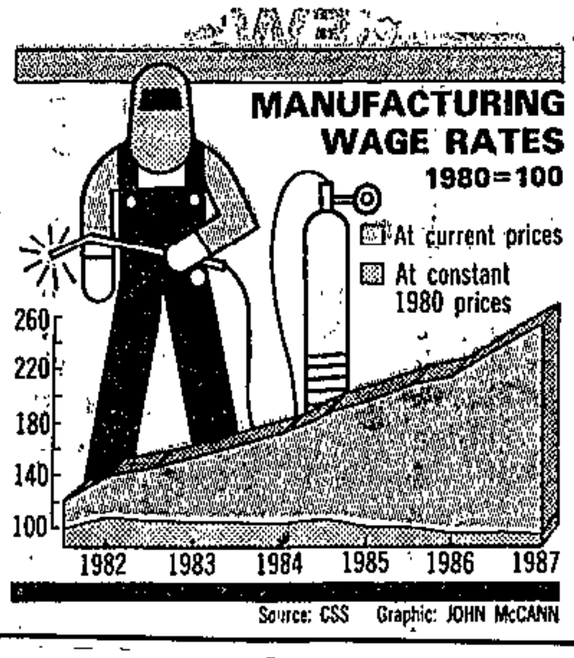
The regional manager of Southern Suns, Mr Chris de Kock, was not prepared to comment.



Separate facilities ... An Inn on the Square worker having her tea in the "canteen" PIC: FANIE JASON

(355) B/day 9/10/87

Vaal still leads in the pay stakes



DAVID FURLONGER
Industrial Editor

IT STILL pays to work in the Transvaal but the advantages are diminishing.

Transvaal manufacturers still pay higher wages than those in other provinces but the gap has narrowed.

Five years ago, the average Transvaal wage was 16% higher than the national weighted average. Government figures show that by March this year, the advantage had fallen to 7%.

Trends are also changing in other provinces. Cape industry used to pay more than Natal but this has now been reversed for the first time in years. The Free State still brings up the rear but wages there are climbing quicker than elsewhere.

The average Transvaal manufacturing wage has risen 134% in cash terms since 1980, compared with a national figure of 151%. Cape wages are up 160%, Natal 165% and Free State 254%.

In real terms, however, manufacturing wages have fallen slightly in recent years (see graph).

The Transvaal's average wage in the first three months of this year was R3,26 an hour. The national weighted average was R3,05, with Natal paying R2,86, the Cape R2,83, and the Free State R2,32.

In contrast to the early 1980s, wage-earners in some Transvaal industries are actually worse off than their counterparts around the country.

They receive below the national average in the chemicals, petroleum, rubber and plastics manufacturing industries, and are among the worst-paid in the textile and clothing industries.

Transvaal wages hit rock-bottom when it comes to industries using wood, including furniture-makers.

CMC- Times 13/10/87 355

Productivity-linked pay increases for Cashbuild workers

By AUDREY D'ANGELO
Financial Editor

CASHBUILD — the building materials wholesaler where participative management was introduced by former CE Albert Koopman — has given productivity-linked pay increases of up to 50% to some staff.

And it will promote the development of black retailers, possibly through a franchise system, the directors say in the annual report.

They say a franchise system would help black retailers to hold their own "in the broader competitive environment".

Discussing pay increases, the report says these were agreed "in a climate of unpressured discussion without the involvement of any outside parties and produced a solution that was both innovative and satisfying to management and staff."

It was agreed that future salary increases would match inflation provided they were accompanied by commensurate improvements in productivity.

"This agreement resulted in salary increases of up to 50% in some instances, and acceptance of the principle that discretionary income at lower income levels should be increased not only to match cost of living increases but to improve the quality of life of the employees concerned.

"The negotiations benefited immensely from the three preceding years of participative democracy within the company, and reflected a keen appreciation of the realities of the current economic environment which dictate that the company remain competitive", the report continues.

As reported earlier, Cashbuild lifted attributable earnings for the year to June by 42,5% to R2,4m.

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figures shown in

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will reopen from 7am tomorrow.— Sapa.

'Fined workers must go'

SASOL was yesterday granted a Supreme Court order evicting 450 dismissed workers from company-owned hostels in Sasolburg.

This follows an urgent application by the company in the Bloemfontein Supreme Court.

A Sasol spokesman said his company had given the workers, who were among 1 300 SA Chemical Workers' Union (Sacwu) on a wage strike, until today to vacate the premises.

Sacwu members downed tools at Sasol plants a fortnight ago, demanding a R200 monthly increase. They rejected a management offer of R100 a month.



13/10/87 Sunday

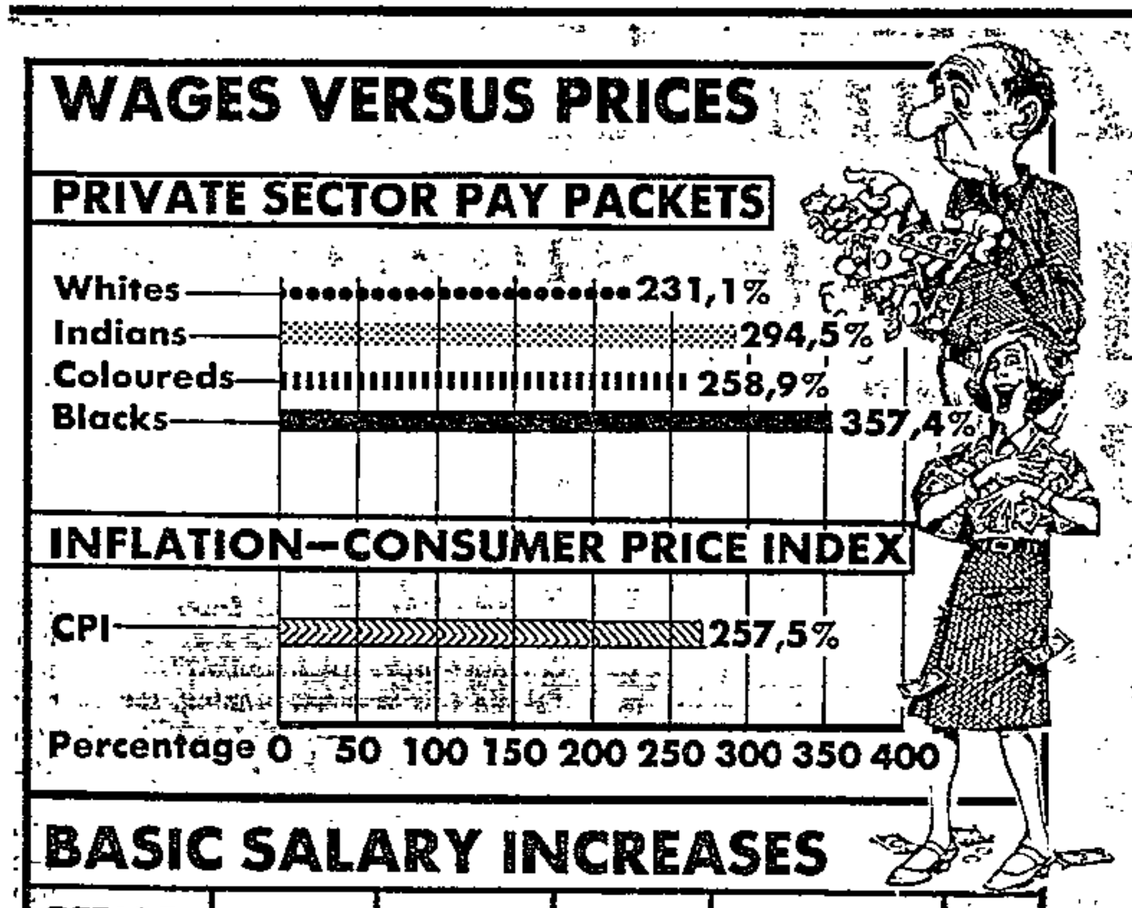
Cadac, Numsa in talks

THE National Union of Metalworkers of South Africa and management of Cadac (Pty) Limited are to meet today in an attempt to end the two-week wage strike by about 400 workers in Johannesburg.

A Numsa spokesman said yesterday that the union expected management to make new proposals at today's meeting.

A management spokesman said he would not divulge the company's strategy as it would prejudice the talks.

He admitted that the strike had affected production but that it was being maintained.



BASIC SALARY INCREASES

PERIOD	WHITES	INDIANS	BLACKS	COLOUREDS	CPI
76 to 77	7,3	17,1	16,7	13,2	10,6
77 to 78	8,2	10,5	28,1	13,9	9,2
78 to 79	10,9	12,4	13,2	14,5	13,5
79 to 80	16,4	17,1	13,8	18,2	14,6
80 to 81	15,6	22,1	24,6	14,3	14,5
81 to 82	14,6	24,2	20,3	18,0	14,4
82 to 83	12,3	12,1	13,6	12,3	12,8
83 to 84	10,0	10,3	11,6	11,5	12,4
84 to 85	9,9	10,7	12,3	10,3	16,4
85 to 86	11,0	11,6	11,3	10,4	16,9

Wages/prices spiral should be priority, most economists agree

Michael Chester

Economists in the private and public sector may squabble about the precise order of priorities that should be set to tackle chronic inflation, but all agree the wages/prices spiral must be included as pay packets and the consumer price index chase each other in a vicious circle.

Overseas countries have managed to strike anti-inflation pacts between government, business and trade unions. But South Africa has never made progress towards such tripartite agreements.

There were grandiose noises about it in the 1970s when dozens of signatories were pledged to an anti-inflation manifesto that promised a national crusade to bring inflation to its knees. But the noises faded into silence — and inflation seemed to flex even bigger muscles.

"Government may have been able to sit down and iron out an accord with business and union leaders in countries such as Israel and Australia," says one senior economist. "But there is little chance of such round-table agreement in South Africa when there is such antagonism between the three sides.



"Nor is there much chance of success until there are radical improvements in the socio-political climate.

"Even then, we must write-off any notion that the black trade unions would even entertain the idea of wage controls while they are striving to close the black/white wage gap.

"And all hell would break looe if there were any attempt to impose a unilateral edict, especially in the existing socio-political climate."

Nevertheless, Professor Geert de Wet, head of the Department of Economics at Pretoria University, insists the stalemate must be cracked somehow.

"The race between the various sectors to get in front in the wage battle has simply got to be halted," he says.

"The wrong way to do it would be for government to freeze wages. The right way would be for the various employee organisations and the employers to get around the table and face up to the consequences of failure to find solutions."

The intensity of opposition to direct controls was demonstrated when the notion of a price and wage freeze was mooted a few months ago in the furore over pay increases for the civil service.

Members of the Association of Chambers of Commerce gave an audible sigh of relief when the Finance Minister, Mr Barend du Plessis, stood in Parliament with his mini-budget in February and said: "We do not believe that the solution for the South African inflation problem lies with an introduction of direct controls over prices and incomes."

The sigh of relief escalated to applause when Dr Gerhard de Kock, Governor of the Reserve Bank, followed with a condemnation of mandatory incomes policies in the form of direct wage and price controls.

The notion of a prices and incomes policy as a solution is also viewed with suspicion by Dr Rudolf Gouws, group economist at Rand Merchant Bank. "Apart from raising the spectre of long queues, shortages, black markets, a larger bureaucracy and so on", he argues, "it would be an inappropriate policy to follow for a country facing sanctions and major economic dislocations."

But Dr Johan Cloete, doyen of the bank economists, will argue in an article that it is the wages/prices spiral that holds the key to the entire problem — and that there do exist ways of breaking it.

SA directors' pay below average

MANDY JEAN WOODS

SA EXECUTIVES aren't earning enough to keep up their standard of living.

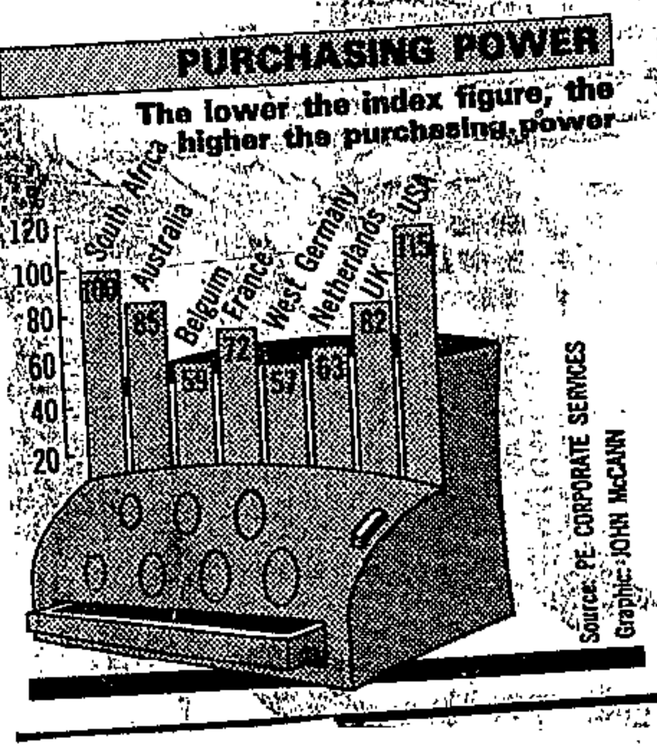
But those thinking of Australia as an alternative may find the 10% inflation rate and, particularly, higher tax burdens could put them in a worse position.

That is the finding of a report released by P-E Corporate Services which annually compares international executive pay, taxation and living costs.

It said local executives' living costs were exceeding their after-tax income, and businessmen seemed to be forced to make sacrifices in essential living costs.

Meanwhile, their European counter-

● To Page 2



SA executives' salaries well below standard

● From Page 1

parts are faring much better in terms of their purchasing power.

Research showed net disposable income bought less in SA than in all other countries surveyed, except the US.

The after-tax purchasing power of all European executives showed substantial improvements because of a combination of low inflation, lower taxation and high salary increases.

French and West German executives were best off in purchasing power, while American senior executives — who were in the pound seats from 1978 to 1985 — were now competing with the more junior Benelux (Belgium, Holland, Luxembourg) executives in what their money could buy.



SA businessmen 'not earning enough'

Own Correspondent

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Traders

Labour briefs

THE Cape Peninsula bakery strike, which has resulted in several supermarkets running out of bread, continued yesterday.

More than 1 000 Food and Allied Workers' Union (Fawu) members are participating in a wage strike in four Cape bakeries, Duens, Silverleaf, Good Hope and Enterprise. They demand a wage increase of R32 a week.

* * *

THE Good Hope and Silverleaf bakeries recommended talks with the Food and Allied Workers' Union in Cape Town yesterday in an effort to resolve their wage dispute.

A spokesman for the bakeries pointed out that the average wage presently earned by workers at the Good Hope and Silverleaf plants was R150 a week, while "a small minority of workers" received a minimum wage of R130 a week.

It is sincerely hoped that the present round of talks will assist in the process of a return to normality. Good Hope and Silverleaf are deeply concerned at the plight of those in need of food," the spokesman said. — Sapa.

Sowetan 16/10/87 (355)

* * *

TALKS between the South African Chemical Workers' Union and Sasol management to resolve a wage strike by 2 000 workers, resumed today.

The latest round of talks follows the dismissal of more than 1 300 Sasol workers and the eviction of about 450 others from the company-owned hostels.

* * *

THE week-old go-slow strike and food boycott by about 1 000 workers at the Sebokeng and Vereeniging hospitals is stronger than before, a union spokesman said yesterday, while hospital authorities say the strike has not affected the functioning of the hospitals.

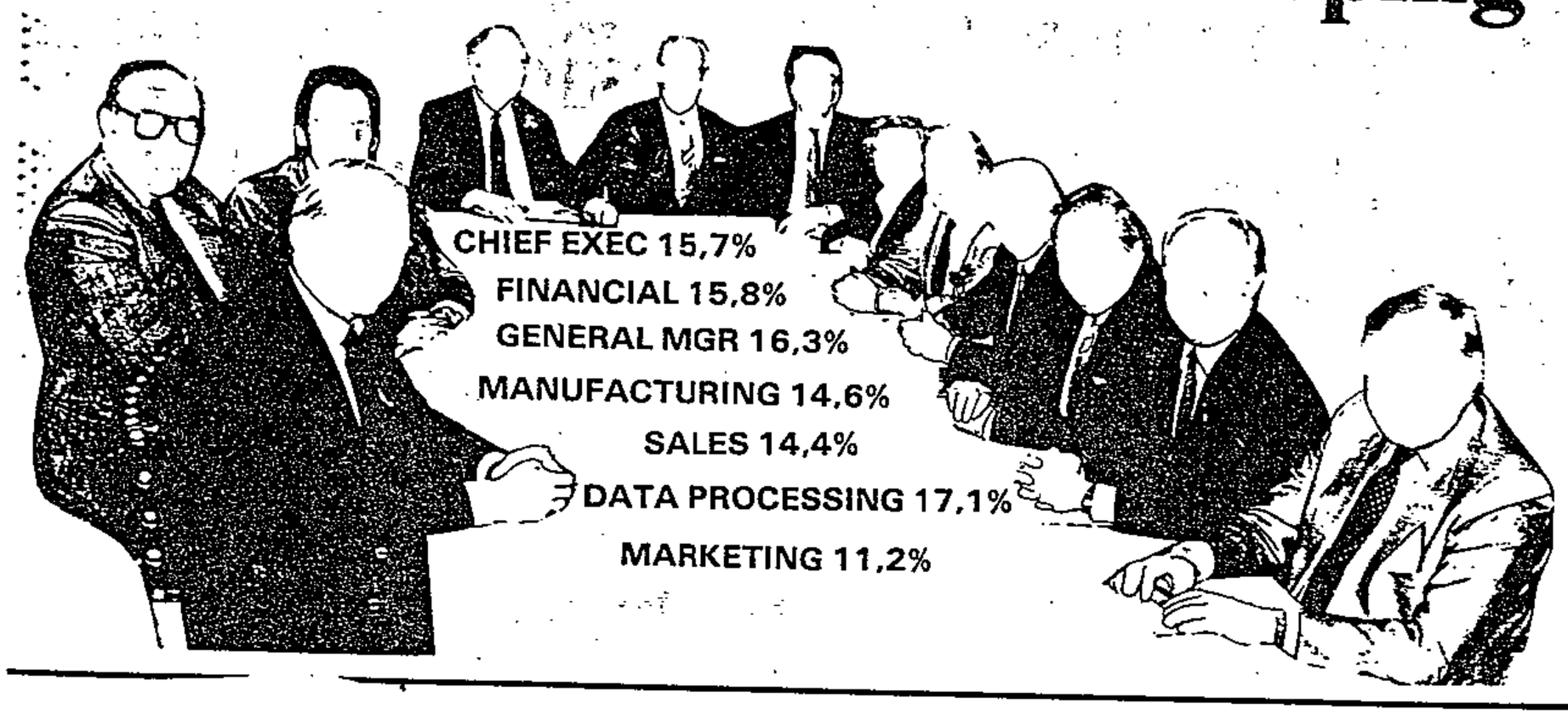
He said the food boycott was also continuing.

Transvaal provincial administration liaison officer, Mr A Byrne, confirmed that the go-slow was continuing at both hospitals, but was "not so severe that it affects the functioning of the hospitals."

Trade unions are not recognised in the essential services.

More than 1 000 hospital workers have been dismissed from Hillbrow and Natalspruit hospitals in the past few months for strike action. — Sapa.

Executive salaries not keeping up with inflation rate

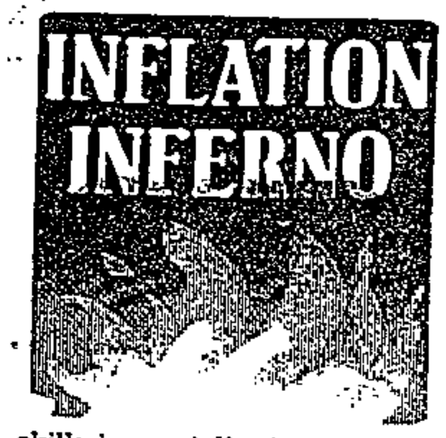


By Michael Chester

The average basic salary increases awarded to company executives over the past 12 months have fallen short of the inflation rate for the fourth year running — but at least the gap has shrunk.

An annual survey by PE Corporate Services shows that the salaries of bosses in the executive suite have been hoisted by 14,5 percent compared with the 16,3 percent climb in the consumer price.

Perks that were added to improve their full remuneration packages managed to lift the increase of average value of their pay scales to 15,8 percent, better than the overall 13,7 percent raises they had in 1985/86 yet still behind the inflation rate.



The chronic shortage of skills in specialist jobs was reflected in the fact that data processing executives topped the league table of pay package increases with a 17,1 percent jump.

They were followed by personnel executives, now enjoying far higher status in corporate hierarchies as they fill key roles in handling delicate labour relations affairs. Their pay packages rose by 16,6 percent.

Pay and perks went up 16,3 percent for general managers, 15,8 percent for financial executives, 15,7 percent for chief executives and 14,6 percent for the heads of manufacturing divisions.

Falling below the average line, came increases of 14,4 percent for sales executives, down to 11,2 percent for marketing executives.

Also towards the tail end of the pecking order in salary reviews came technical/research executives, with increases of only 11,9 percent.

PE Corporate Services predicts that bigger pay packets will be given to these executives as political isolation and sanctions swing priorities back to technological advances.

Cadac talks still unresolved

CADAC, the National Union of Metal Workers and the South African Boilermakers Society yesterday continued their attempts to end a three-week wage strike by 400 workers at Cadac's Johannesburg plant.

The joint unions demanded a R4,00 an hour minimum wage and rejected management's offer of a R3,30 an hour minimum and an across-the-board increase of 75 cents an hour.

Sowetan 20/10/87

• The strike by 1 000 members of S M Goldstein Civil, Contractors at two plants, which resulted in a mass dismissal of the workers on October 14, has been settled, the Construction and Allied Workers Union said yesterday.

Sasol talks in deadlock

TALKS between Sasol management and representatives of the more than 1 300 dismissed employees have failed to break the wage deadlock, a union spokesman said yesterday.

By LEN MASEKO

SA Chemical Workers' Union secretary, Mr Humphrey Ndaba, said management had offered only improved maternity and long service benefits during negotiations last Friday.

"Therefore, wage increases remain an obstacle, and our members are not backing down on their demands," Mr Ndaba said.

A Sacwu shop stewards council have resolved to continue with the Sasol strike until workers' demands had been met. The resolution was taken at the council's meeting at the weekend.

Shop stewards from other companies in Sasolburg had also pledged their support for the Sasol strikers, Mr Ndaba said.

Sacwu members are demanding a R200 across-the-board increase while management is offering R100.

LABOUR BRIEFS

TALKS to resolve the 11-day-old wage strike by members of the Food and Allied Workers Union at several South African Breweries plants continue today, management said yesterday.

SAB's public affairs manager, Mr Gary May, said yesterday that the talks, which enter their third day today, were a hopeful sign that the strike could end soon.

● Cadac, the National Union of Metalworkers of South Africa and the South African Boilermakers Society continue with talks to end the three-week strike at Cadac's Johannesburg plant today.

In a joint statement the parties said yesterday that negotiations were still in progress after considering each other's proposals.

● **The National Union of Wine, Spirits and Allied Workers Union (Nuwsaw), has mandated its national leadership to formally protest to Gilbey's head office "for grossly violating their national recognition agreement."**

Nuwsaw president, Mr November Nkosi, said yesterday that the union, which had majority membership at the company's plants in the country, was left out of talks with a rival union about holding a secret ballot among workers at an Isipingo plant.

The ballot was held to determine the other union's strength at the plant while it had no recognition agreement with Gilbey's, Mr Nkosi said.

● The National Council of Trade Unions (Nactu), has distanced itself from the distribution of a pamphlet which "gives a false impression about the federation's stand on sanctions."

Nactu said in a statement that its stand on foreign investment was stated clearly in its founding document on policy.

"The federation recognises that foreign investment supports and maintains the economic system in this country and is geared at the maximum exploitation of the working class.

Nactu said it was committed to a full sanctions programme for as long as "the racist capitalist minority regime exists."

● **The Congress of South African Trade Unions (Cosatu) has pledged its support to the National Union of Metalworkers of South Africa on its protest over Mono Pumps management's failure to negotiate the disinvestment of the company.**

The federation said the 360 workers involved at the Kempton Park-based company were committed to Cosatu's recent resolution which demanded that companies give adequate notice of withdrawal and negotiate the terms with the unions.

"We support Numsa's demands for full disclosure, full union recognition and job security with guaranteed wages for five years. We believe the departing company has made huge profits from the labour of workers over the past 32 years. We also support their demand for a worker-controlled trust that will be used to initiate community-based projects," Cosatu said.

● Numsa said yesterday that its 700 members at Telephone Manufacturers of SA in Springs began a legal strike ove

of SA in Springs began a legal strike over wages this week.

Spokesman Mr Enoch Godongwana, said members voted for the action in a ballot a week ago and were demanding management should negotiate wage increases and working conditions.

The company is a subsidiary of Plessey SA and the Barlow Group of Companies.

SAB issue transcends wages, says manager

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Sowetan 22/10/87

TALKS between the South African Breweries and the Food and Allied Workers Union to try and resolve their wage dispute have been adjourned until next week, the company said yesterday.

SAB public affairs manager, Mr Gary May, said after two days of discussions it had become clear that the "issue is more complicated than a wage per hour dispute.

"While both parties have gone a long way towards resolving the wage issue, there are still some important outstanding agreements on work configurations to be resolved.

Problem

"We believe we can agree on what to pay per hour, but it's when those hours are worked which constitutes the real problem.

"A solution of the wage issue alone will not solve the long-term problem of an adequate beer supply for South Africa." — Sapa

Cadac wage offer is rejected

JOHANNESBURG — The Shell Group subsidiary Cadac has agreed to raise its wage offer to striking metal workers, but has tied the increases to production, which has suffered badly in the three-week stoppage. Union negotiators have rejected the linkage.

The company made its new offer after three days of talks with the National Union of Metalworkers and the SA Boilmakers Society, Cadac personnel director B D Compton said.

The workers demanded a R4 an hour "living wage" increase against the company's initial offer of R3,30.

Compton said production had been severely disrupted by the strike by some 400 workers.

He added the two sides had agreed to another round of talks on Monday.

Numsa organiser A G Smith said workers had rejected the linking of the wage increase to production "because it would take away our right to defend ourselves". — Sapa

Sunday Times 21/10/87

LABOUR BRIEFS

New turn in bread strike

THE Cape Peninsula bakery strike took a new turn this week when one of the bakeries affected by the industrial action fired about 400 striking workers.

Duens Cadora dismissed the workers after negotiations to end the strike failed.

More than 1 000 Food and Allied Workers' Union (Fawu) members are on a wage strike in four Cape bakeries — Duens, Silverleaf, Good Hope and Enterprise. They went on strike last week, demanding a wage increase of R32 a week.

The Good Hope and Silverleaf bakeries were due to meet yesterday in another bid to resolve the dispute, which has resulted in a bread shortage in the Cape Peninsula.

Sapa reports that a spokesman for Enterprise said management had indicated to the union it was prepared to discuss matters but there had not been reaction so far.

Mr Jan Theron, Fawu general secretary, said his union or striking workers were not aware of any ultimatum issued by Enterprise management. He said Fawu was scheduled to meet management late yesterday to discuss the wage dispute.

He said several community organisations had pledged their support for the bakery strikers during a meeting in Cape Town this week. The organisations included the United Democratic Front, Western Cape Traders Association and the Cape Youth Congress.

Perks become more popular

Executive pay loses to inflation

CAPE TIMES 23/10/87

Financial Staff

EXECUTIVE salary increases still lag behind the annual inflation rate of 15,5% — although the gap is less than last year — according to the bi-annual survey by PE Corporate Services remuneration division.

This shows that the average basic salary increase for all executives has been 14,5%. But the gap has been partly off-set by fringe benefits, which have become more popular in spite of legislation meant to phase them out.

Benefits

The survey points out that this reflects "the current concern with improving the after-tax effectiveness of top executive packages through the introduction of non-cash benefits".

"This trend — which took off in 1984 — underlines the fact that better perks are still preferable to cash increases.

"The fringe benefits legislation has further strengthened this trend, instead of phasing it out, because the defined values on benefits are still lower than their true value. To be taxed on perks is still preferable to being taxed at cash source."

Executives with scarce skills have done better than others. And the increasing importance of industrial relations is shown by the fact that personnel officers are among those who have received the largest increases while marketing executives, who, in the past, were among the best rewarded, have done less well.

The average increases for data processors were 15,6%, and those for personnel executives, financial executives and chief executives 15,3%.

Naomi Brehm, who heads the salary survey team, says these figures underline the fact that the economy has not yet fully recovered from the recession.

Recognized

"It is interesting to note that for the first time personnel executives are coming into their own. They are finally being recognized in the job market as performing a valuable service.

"Such positions are now being taken by tough-talking, highly qualified people with specialist skills in industrial relations, wage negotiations and manpower planning — their brief being the optimization of the organization's people to meet its strategic objectives.

"Decreased productivity or wildcat strike action can make or break an industry, especially in a sanctions-ridden and racially torn SA."

Executive general managers and manufacturing executives have received average increases of 14,9%.

Those lagging behind were administrative executives with 9%, marketing executives with 9,4% and assistant chief executives with 9,6%.

LABOUR AFFAIRS
DICK USHER



W/G Argus 24/10/87

'It's time overtime bans were tested in the Appeal Court'

LABOUR relations experts are suggesting that the time has come for the confused question of the legality of overtime bans to be tested in the Appeal Court.

These bans are a fairly common form of pressure exerted by workers on employers, and so far their legitimacy under the Labour Relations Act (LRA) has been tested in the Industrial Court and the Supreme Court — with varying results — different divisions have declared overtime bans to be both lawful and unlawful.

In the Durban and Coast Division of the Natal Supreme Court, in a decision handed down in September, Mr Justice Galgut declared against them.

This case involved an application by Plascon Evans Paints against the Chemical Workers' Industrial Union. The judge considered whether an overtime ban fell within the definition of a strike in section 1(i) of the Labour Relations Act and if it would be prohibited by section 65.

"In my judgment the considerations relevant to the question disclose that a refusal by employees to perform overtime work which is not contractually compulsory, but which is nevertheless normally done, falls within the provisions of paragraph (a) *[in section 1(i) of the LRA]* of the definition.

"In particular the overtime ban concerned amounts to a refusal by the workers, in the words used in paragraph (a), 'to continue to work'.

"Upon an ordinary interpretation, a 'refusal' by the workers 'to continue work' is an expression wide enough to include any refusal to continue the same work that had been done prior to and until the said refusal, which in turn clearly covers work normally or usually done.

"The inclusion of the word 'continue' is the key in this regard."

He argued that because there were at least two other acts or omissions in the definition which did not necessarily constitute a breach of contract, the interpretation was strengthened that the refusal to continue to work included a refusal to do work which employees were not contractually obliged to perform.

But, in the same division during August, Mr Justice Broome, ruled that "it would constitute a very serious inroad into the rights of the Respondents were I to restrain them from inciting, calling for, supporting or organising an overtime ban.

"As far as the individual worker is concerned, the working of overtime is something which he should be free to do or to refrain from doing. The notion of a worker being compelled to work overtime as and when required is so one-sided and unfavourable to the worker that the prejudice speaks for itself," he said.

Earlier this month, in the Rand Supreme Court, Mr Justice Goldstone considered both earlier decisions and agreed with Mr Justice Broome.

Mr Justice Goldstone said the phrase "refusal to continue to work" was ambiguous and that to find that "work" meant work normally done would lead to uncertainty and confusion.

ARGUS 26/10/87

Shop workers call for more pay, holidays

Labour Reporter

A MAJOR union of shop workers has called for paid holidays on May 1 and June 16.

The National Union of Distributive and Allied Workers (Nudaw), which represents about 9 000 workers in the distributive trade, said in representations to a Wage Board hearing in Cape Town that they rejected Workers' Day, the first Friday in May, created as a public holiday by President Botha this year.

Further demands were for six months' maternity leave with a guaranteed job and stricter limitations on overtime and the employment of casual workers on a regular basis.

Uncontrolled hours

Nudaw also argued for the inclusion of black towns and townships in determinations.

"The workers employed in shops in those areas should not have to pay for the racial jigsaw of our country by working uncontrolled hours for low wages.

"If they received a reasonable wage their areas would become more economically viable and better able to support their populations," the union said.

A strong protest was lodged about the exclusion of certain establishments from the wage provisions of the determination.

The union called for a minimum wage of R550 a month in the trade.

Making a case for substantial wage increases in all categories, Nudaw said that real wages had been seriously eroded by inflation, that food prices and other costs had increased drastically, and that personal taxation was expected to rise.

"We are convinced that higher wages — and that means high wage increases for workers — are necessary to improve the quality of life in our country for the majority of our people, to create a demand for the goods we produce and which the shops sell, and thus help to create jobs," said the union's memorandum.

The union asked for a 40-hour, five-day week from Monday to Saturday morning on a roster basis.

Labour Update

SAB, FAWU END THE BEER STRIKE

Workers back at work after wage agreement

THE beer strike is over. After four months of negotiations, agreement has been reached between South African Breweries and the Food and Allied Workers' Union, ending wage-related strikes at several brewery plants and depots.

SAB's Industrial Relations Manager, Mr Rob Childs, said the 1 100 workers were due to return to work yesterday following Monday's agreement.

"Agreement was reached on wages at R4,02 an hour (SAB's original national minimum wage offer was R4,00 an hour) and on various conditions of employment including allowances, bonuses and paid holidays.

"The question of continuous operation at the Rosslyn, Pretoria, brewery remains unresolved but will be a matter for joint mediation," Mr Childs said.

The strike began when workers at the Isando brewery downed tools on October 3 in support of six colleagues who had been dismissed. The strike spread to SAB operations in the Southern Transvaal, Free State, East London and Rosslyn, Pretoria.

Mr Childs said the six Isando workers and others who had been dismissed during the strike had been reinstated.

Fawu's assistant general secretary, Mr Mike Mdlala, said the wage agreement was a step towards a "living wage."

"The campaign for a living wage is an ongoing thing. We have not yet attained what we want and will continue to take up the campaign," he said.

He stressed the agreement was for the basic wage rate. The offer was part of the long service allowance and people who had been with the company for longer than a year would be earning more than R4,02 an hour.

Mr Childs said: "The agreement on wages is proof that collective bargaining procedures remain the most viable method for the resolution of industrial conflict even in the complex South African situation."

He added that beer supplies would soon be back to normal to satisfy peak demand at Christmas.

The strike at the Isando, Alrode and Bloemfontein breweries, and the Denver, Wadeville and East London depots affected supplies of some pack sizes and brands.

It was the second strike to hit SAB in five months. In June workers at 10 plants and depots in the Transvaal and the Cape stopped work in sympathy with dismissed Rosslyn employees, causing a widespread shortage of beer.

Sapa.

MEDIATION proceedings to resolve the dispute between Port Elizabeth's Plascon Evans and the company's 89 employees resumed yesterday.

The dispute revolves around the company's decision to pay employees who worked on May 5 and 6 this year a R10 bonus.

The 89 Chemical Workers' Industrial Union members heeded a Cosatu call to stay away on these days to protest against the parliamentary elections.

The CWIU members demanded the R10 bonus and embarked on a go-slow to force management to accede to their demands. The dispute resulted in the company locking the 89 workers out of the factory last week.

Attorney Mr Charles Nupen is mediating.

* * *

18/10/87

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Chrome mine wage agreement

About 800 mineworkers have ended a more than a week-long strike at the Rand Mines' Henry Gould chrome mine after a wage agreement was reached, the National Union of Mineworkers (NUM) said yesterday.

NUM assistant general secretary, Mr Marcel Golding, said workers returned to the Rustenberg mine after management agreed to a 17 percent across-the-board wage increase and improvements which would raise holiday leave allowances to between 75 and 100 percent.

Negotiations on a provident fund would start soon, said Mr Golding.

● The National Union of Railway Workers will hold its first national congress in East London this weekend.

Labour briefs

THE South African Typographical Union (Satu), has declared a dispute with Caxton over wage increases, a Satu spokesman said yesterday.

At the centre of the dispute is a weekly increase of R20 across-the-board demanded by Satu members at Caxton's Industria branch.

Satu national organiser, Mr Abe Sekgapane, said although his union and management had agreed on the R20 pay rise, the only obstacle was the date for the implementation of the increase. Satu wanted the increase to be backdated to October 1.

This date had been rejected by Caxton which has opted for the rise to be effective from November 1, Mr Sekgapane said. Satu may refer the dispute to an arbiter.

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28/10/87

Union poised for big strike

Labour Reporter

More than 6 500 members of the Commercial, Catering and Allied Workers' Union (Ccawusa) are poised to go on a national wage strike in the Ellerines furniture group in the next four days unless they reach a wage agreement with the company.

The decision was announced at a Johannesburg press conference yesterday, only hours before the company agreed to a resumption of talks today.

Ccawusa spokesman Mr Jackie Masuku said the Ellerines group companies likely to be hit by industrial action were Ellerines, Town Talk, Royal, Rheingold, Oxford, Volks, Furncity, Jako and Fishers.

Ellerines human affairs manager Mr Pierre de Villiers said management wanted to act in good faith, so would comment only after today's talks.

Mr Masuku said negotiations between the parties began in May and the union had declared a dispute and applied for a conciliation board hearing after eight meetings with the company.

Ccawusa was demanding a monthly minimum salary of R550 plus an across-the-board raise of R200. Management was offering a minimum of R300, with a R90 personal rise for all non-sales staff.

Agreement had already been reached on issues including guaranteed job security for employees on maternity leave and the recognition of May 1 and June 16 as paid holidays.

Labour briefs

Sowetan 29/10/87

THE Dobsonville Town Council was yesterday rocked by a work stoppage involving more than 300 employees, who demanded better pay and the recognition of their union.

The council's departments affected by the stoppage included fire and ambulancke services, treasury, library and cleansing.

The strikers demand a 40 percent wage increase and recognition of their union, the Municipal Workers' Union (Mwusa).

Dobsonville councillor Mr Freddie Mohajane said some councillors were not prepared to resolve the strike. "They are not in favour of attending to the workers' grievances," he said.

The Dobsonville Council was scheduled to meet yesterday, to discuss the matter.

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Business Day

FRIDAY, OCTOBER 30 1987 50c (45c + 5c tax)

NATAL and CAPE 80c (71c + 9c tax) A TIMES MEDIA PUBLICATION


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355 B/Day 30/10/87

Ministers in line for more pay despite recent raises

GERALD REILLY

PRETORIA — Cabinet Ministers are bound to receive further salary increases in next year's Budget, in spite of their spectacular raises in the past 18 months.

This will be in line with increases that will probably be granted to more than a million public sector workers next year.

In April last year ministers' salaries were raised by 10%. In July they received a further 25% increase. This year they received the same 12,5% increase granted to all public sector workers.

This means that, since March last year, ministers' salaries increased from R78 000 to R137 250, and those of deputy ministers from R64 000 to R96 750.

And a further increase is likely to follow if government gives in to increasing pressure from public sector workers for "adequate" rises from next April.

This year's increase of 12%, granted "three months late" from July, generated a wave of anger and protest among workers in the state departments, Sats, the post office and para-statal organisations.

The Federal Council of Sats Trade Unions, the Post Office Staff Association and the Public Servants' Association have all made it clear to the relevant ministers they expect a better deal from the start of the new financial year in April.

Sats unions have "modified" their demand to 15%, post office workers want full compensation for inflation and the Public Servants' Association wants increases which will maintain parity with the private sector.

According to Central Statistical Services figures for the quarter ended June this year, the total paid out to central government workers, including prisons, police and SADF personnel, and statutory bodies integrated with state departments, amounted to R2,068bn.

Provincial administration workers in the same quarter were paid R521,6m.

On this basis, total earnings for a 12-month period would be about R11bn, and even a 10% pay rise in April next year would add at least another R1bn to the state's pay bill,

In the current financial year the 12,5% pay hike for this group, according to the minister responsible for the public service, Alwyn Schlebusch, will cost R1,224bn.

Central bankers raid reserves

35
30/10/87

Better pay may fix doctor crisis

PRETORIA — Substantial improvements in the pay of doctors in government and provincial service are expected to be announced by the Commission for Administration within the next few weeks.

This is a reaction to the critical shortage of doctors in the public sector and to the continuing resignation drain. This week the Minister of National Health, Dr Willie van Niekerk, said that by 1990 there would be a shortage overall of 5 500 doctors.

It has been pointed out, however, that part of the problem is the maldistribution of doctors and their concentration in private and specialist practices in the major urban areas where high earnings are possible.

The director general of National Health, Mr Francois Retief, has acknowledged the critical shortage of doctors in the public sector. An investigation by the Medical Assocation of South Africa (Masa) revealed that up to 40 per cent of posts at major hospitals are vacant. This is attributed to a "total lack" of adequate incentives, financial and promotional, to attract career orientated doctors to opt for careers in full time public sector employment.

Masa has warned that state medical services are deteriorating fast because of unsatisfactory service conditions and lack of adequate facilities. It warns further that unless urgent steps are taken to improve the situation standards of patient care and training of doctors will decline.

The inevitable spin off, Masa stresses, of staff shortages, is an increasing workload on existing staff allowing only limited time for research and teaching.



MR RETIEF ... acknowledges the critical shortage

The organised profession is also distressed at the number of doctors emigrating. Reasons include avoidance of national service and the periodic call up system, lack of research facilities and funds, and low salaries.

Masa has complained to the Commission for Administration about inadequate salaries for senior staff, differences in remuneration packages offered by various authorities, the lack of recognition for additional qualifications for salary increases, and so-called sexual discrimination affecting housing subsidies and other public sector perks.

Masa fears, too, the current situation where registrars spend 95 per cent of their time on patient care and only five per cent on teaching and research, will ultimately lead to the deterioration of the quality of research which would in turn impact on the standard of patient care.

An editorial in the SA Medical Journal says that until recently government-run hospitals were providing care for large numbers of patients, giving specialist opinions, training doctors, nurses and paramedicals, and providing a milieu in which new and better methods of diagnosis and treatment could be discovered.

For several years, the journal points out, these functions had slowly been grinding to a halt.

At first the number of patients needing care increased, often at an alarming rate, while hospital facilities and the staff in the establishments remained virtually constant.

At academic hospitals teaching and research time was gradually eroded as staff battled to maintain the high standards of care they themselves would have liked had they become ill.

"Eventually a point was reached where the staff perceived their ability to provide adequate patient care was becoming compromised." This, the journal said, led staff members to consider their options — private practice where they could maintain their own standards, or emigration to countries where they could be guaranteed time for teaching and research — and the number of resignations gradually increased.

"Those who considered a career in full time hospital medicine were put off by the same unsatisfactory working conditions which had caused their colleagues to resign. Young specialists looking for a future in academic medicine soon found the financial rewards were such that so-called top posts had a take home salary of less than R3 000 a month. Not surprisingly, the journal says, those who were good enough went elsewhere and this has resulted in an increasing number of underqualified persons occupying positions in hospital services.

FM 30/10/87 (HBA) (HBR) 355

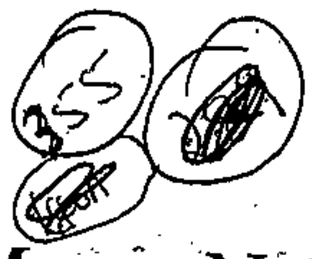
SA Breweries (SAB) and the Food & Allied Workers Union (Fawu) this week agreed on wage rises of R4,02 an hour, ending four months of negotiations and a three-week strike by 1 100 employees at two SAB breweries and four depots. The union had demanded R4,30 against SAB's opening offer of R4. The agreement, which holds until next July, also covers improved bonuses, allowances, and paid holidays.

SAB spokesman Gary May said half the work force affected were back by Tuesday; he expected the rest to return in a few days. With overtime work now back in force, he added, normal demand and that expected over Christmas would easily be met. Losses caused by the strike are being quantified; production had fallen by 10%, but distribution was more seriously affected.

May tells the *FM* no agreement was reached on the question of continuous production at SAB's Rosslyn plant, where matters came to a head earlier this year. However, various technicalities associated with continuous production have been clarified. It was agreed to treat the matter as a separate, local issue, which is to be referred back to mediation. The company also hopes the Appeal Court will clear up the confusion in industrial relations law over two conflicting rulings on the question of overtime, which has implications for dismissals, lock-outs and unfair labour practice.

While Fawu had dismissed allegations of violence and intimidation during the strike as a "smear campaign," May says the union undertook to condemn such action.

SAB describes the wage agreement as "proof that collective bargaining procedures remain the most effective method for the resolution of industrial conflict even in the complex SA situation. Free collective bargaining must remain the objective of both the union and industry, and all attempts from whatever quarter to attack the process should be opposed vigorously."



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Mount Nelson spies a black hole in the labour code

By ALASTAIR TEELING-SMITH and GAYE DAVIS

THE Mount Nelson, one of Cape Town's most prestigious hotels, is circumventing the European Community Code of Conduct for multinationals, a union has alleged.

In terms of the code, the Mount Nelson should pay its workers a minimum monthly wage of R427,51.

But a Liquor and Catering Trades Employees' Union official said although the hotel claimed in its reports to the EC — copies of which are in the union's possession — that it was doing so, Mount Nelson management maintained the code applied only to "black Africans".

"Coloured" workers at the hotel were being paid a minimum wage of R250 a month, the official said.

The union — a Cosatu affiliate — has declared a dispute with the hotel following the breakdown of wage talks. Last week hotel workers welcomed guests by putting pamphlets on their cars and in their bedrooms, inviting them to enjoy themselves as "our efforts will make sure you do".

The pamphlet carried details of the workers' demands for a minimum monthly wage of R455 and asked guests to "spare a thought for our needs". Another demand is that the present 53-hour working week be reduced to 44 hours.

The Mount Nelson is governed by the EC Code because it is wholly owned by the British Union Castle Company, which in turn is owned by the British Commonwealth Shipping Company, recently renamed Britcom.

The union official, describing the Mount Nelson's employment policy as "racist", claimed no "so-called black Africans" had been employed over the past two years.

He said the Mount Nelson had provided the union with the names of four Africans employed during the past two years; on investigation, LCTEU found one of the four was classified "coloured".

Asked to comment, Dodds denied the hotel was circumventing the EC Code. He also denied "coloured" workers were paid R250 a month minimum but refused to disclose how much they were paid.

Dodds said wage talks had not broken down. "Negotiations are continuing. We have 30 days to bring this matter before the Industrial Council." He declined to discuss the dispute further.

OCT 30 – NOV 1987

Beer strike ends, but non-stop shifts go on

By SEFAKO NYAKA

ALTHOUGH the Food and Allied Workers' Union strike which threatened to disrupt beer supplies over Christmas is over, conflict over the system of continuous production at the giant South African Breweries's plant has still not been resolved.

And the SAB intends appealing against an earlier Rand Supreme Court decision on the status of overtime bans.

The decision was handed down after the company sought an interdict preventing workers from encouraging a ban on overtime.

However the company said it was not seeking the appeal to use against the union, but such a decision would clarify uncertainty surrounding overtime bans and be in the interest of industrial relations in South Africa.

The continuous shift system, which Fawu opposed, is expected to go to joint mediation soon. The union agreed it was a local issue confined to the Rosslyn plant.

Early this week Fawu and the SAB reached agreement on a number of issues including a minimum wage of R4,02 an hour — an increase of 33 percent. The union had demanded a 43 percent increase.

The parties also agreed on improved conditions of employment including bonuses, paid holidays and allowances.

The strike, which involved over 1 000 workers, was sparked off by the dismissal of six workers at the Isando brewery near Kempton Park.

It soon spread to SAB operations in the Free State, Southern Transvaal, East London and Pretoria.

All workers dismissed during the strike, including the six Isando workers, have been reinstated, according to SAB representative Rob Childs.

It was the second strike to hit the beer industry in five months. In June workers at 10 plants and depots in the Transvaal and the Cape stopped work in sympathy with dismissed Rosslyn workers who opposed the continuous shift system.

Childs said his company was satisfied with the agreement and believed it is a fair settlement.

"The agreement on wages is proof that collective bargaining procedures remain the most viable method for the resolution of industrial conflict."

Fawu assistant general secretary Mike Madlala said the wage agreement was a step forward towards a "living wage".

He stressed that the agreement was for the basic wage rate.

Ellerines strike averted

THE Minister of Manpower has appointed a conciliation board to resolve the dispute between the Commercial Catering and Allied Workers' Union of South Africa (Ccawusa) and Ellerines.

The move has forced Ccawusa to shelve its strike plans which would have involved more than 6 500 union members at 300 Ellerines group stores.

A Ccawusa official, Mr Jackie Masuku, said the conciliation board would possibly resume proceedings next week.

At the centre of the dispute is — among other things — a R550 across-the-board wage increase demanded by Ccawusa members. The union also demands a R200 across-the-board increase and management's sales target to be lowered.

Offers

Management has responded with offers of R94 across-the-board to non-sales staff, and a R340 minimum wage for "external" sales employees and R464 for "internal" sales employees.

Mr Masuku said his union had received messages of support from Ellerines' Swaziland branch employees, who had similar grievances against the company.

Labour update

WAGE TALKS HAVE FAILED

WAGE negotiations between the Commercial Catering and Allied Workers' Union of South Africa and Ellerines have collapsed, setting the stage for a legal strike by the company's 6 500 employees countrywide.

Talks between the two parties ended in a stalemate last Thursday, after they failed to reach agreement on wage increases and other union demands.

The strike, however, hinges on the appointment of a conciliation board to settle the dispute.

If the Minister of Manpower fails to appoint a conciliation board within a stipulated 30-day period, which expires within the next few days, Ccawusa may go ahead with their strike plans.

By LEN MASEKO

Ccawusa members demand, among other things:

- An across-the-board R200-a-month increase;
- A minimum wage of R550 a month for all employees; and
- Management's sales targets to be lowered.

Management has offered a R94 across-the-board increase to non-sales staff, and a R340 minimum wage for "external" sales employees and R464 for "internal" sales employees.

Ccawusa official Mr Jackie Masuku said there were indications that a conciliation board would be appointed soon to avert a strike. He said his union, however, would go ahead with plans to conduct strike ballots.

Ellerines stores likely to be affected by the industrial action include Furniture City, Rheingold and Town Talk.

- Ccawusa is to hold a rally in Johannesburg on November 15.

Ellerine dis[illegible] discussed.

New curbs on painters outrageous, court told

Labour Reporter

JUDGMENT has been reserved in a court case involving a Cape Town painting contractor charged with two contraventions of the Industrial Council agreement for the building industry.

Mr David Matthews, director of Guild Painters and Decorators, and Mr Mogamat Reyners, a foreman in the company, appeared in the Cape Town Magistrate's Court before Mr O Schrenk.

The State alleged that they allowed two unqualified workmen to perform skilled work and failed to pay them at the minimum rate laid down.

Mr John Murphy, counsel for Mr Matthews, said the agreement (subordinate legislation to the Labour Relations Act) was a manifest injustice and "an oppressive or gratuitous interference" with rights.

The new agreement, which was gazetted on April 19 1985 and came into effect on May 1, abolished several categories of semi-skilled work, including brush-hands who had been permitted to apply paint up to the final coat.

The work which it was alleged the two workers were doing had been allowed under the previous agreement.

The overall result of the new agreement was that "by the stroke of a pen" most of the semi-skilled workers who continued to do what was previously legal work were now acting illegally until they qualified, Mr Murphy said.

"Given that 80 percent of employees in the painting sector of the industry are brush-hands, the effect is outrageous.

"Any employer who was unable to convert his semi-skilled workers to skilled workers within 12 days (a virtually impossible task) committed an offence if he allowed or required them to continue with their ordinary tasks, which they might have performed for 20 years."

Mr Schrenk reserved judgment until November 25.

Miss A Peckham prosecuted.

(3SSA) (SPAR) 2/11/87

'Feminism is about participation'

Women still the campus underdogs

While the major English-language universities gather to confront the Government over the implementation of subsidy-linked regulations, PAULA FRAY reports on a battle on another front: the advancement of women in academic and student corridors of power at the University of the Witwatesrand.



ROSEMARY HUNTER: Only the third woman SRC president at the University of the Witwatersrand.

For many misguided people feminism means lesbians, hairy legs, no bras, and anti-femininity tirades, but it is really about developing the full participation and potential of women ... and men, says Ms Viv McMenamin, projects officer on the executive committee of Nusas.

Ms McMenamin believes women at universities are not valued or taken as seriously as their male counterparts. They have to be more assertive, more on the mark, clearer and more decisive, she says.

Ms Rose Hunter, president of the Students Representative Council of the University of the Witwatersrand, agrees. "The university claims not to discriminate against anyone on the grounds of race or gender but this is not the case," she says.

This is reflected in lectures by sexist comments which are made by both lecturers and fellow students. "There are fairly frequent allegations of sexual harassment or more often, just straight sexist talk," Ms Hunter says.

As a result, female students find it difficult to express their opinions in lectures and tutorials. "They are remarkably quiet," says Ms McMenamin. "Men on the other hand, even when not particularly well informed on a subject, are quite open to express what they have to say."

Ms Hunter goes on: "If it is difficult for white women it's even more difficult for black women on campus. The participation of black women in student activities is extremely low."

No steps have ever been taken by the universities to help women overcome these obstacles, nor do the universities challenge existing sexist practices when they employ women, says Ms McMenamin. She believes universities reflect a conservative society, instead of leading in a more progressive way.

From school and family situations, students are primed for traditional stereotyped roles, says Ms Hunter. Women are channelled into art and education while men do engineering and dentistry courses.

At Wits, typists and cashiers are almost always females while the scooter drivers and higher positions of administration are almost always men.

I'm anti-all those people who restrict the development of others whether by political mechanisms or sexist or racist behaviour.

There is only one female faculty dean, no female vice chancellor, and only three women on council — two of whom are students with observer status.

Says Ms Hunter: "In law, women get the top academic prizes but they don't participate in the extra-mural activities. They are thus trained in a narrow sphere and don't develop confidence to argue.

"These women have no confidence in their expectations of themselves and other people's expectations of them," says Ms Hunter. "It is tragic that people with so much potential and ability are not taken seriously."

Ms McMenamin says it is generally extremely difficult for a woman to get a doctorate. "The women with doctorates are single, men are married. It suggests that for women to get a doctorate and cope with family life is impossible while for males it might facilitate their getting a doctorate," she says.

Ms Hunter says: "I'm not anti-men. I'm anti-all people who restrict the development of other people whether by political mechanisms or sexist or racist behaviour."

Cadac, Numsa in a bid to resolve dispute

Sunday Times 3/11/87

BOTH parties have agreed to mediation in the month-long wage dispute between Shell-owned Cadac and the National Union of Metalworkers and Boilermakers' Society of SA.

Cadac and Numsa spokesmen both confirmed that they were trying to get a date for mediation to resolve the wage strike by about 370 workers.

Numsa has demanded R3,95 an hour guaranteed, while the company offered R3,30 an hour plus a production allowance of 65 cents an hour.

Numsa's Mr Alistair Smith said yesterday that Cadac wanted the union to agree to specified levels of production on a monthly basis, failing which, all members would be penalised and not receive the 65 cents increase.

Other worker demands include:

- Maternity leave, two weeks leave over and above unemployment fund insurance and sick pay leave;
- Long service 1 cent an hour increase for every year of service paid out from 3rd year of service.
- June 16 and Mayday as paid holidays.

Mr Smith said Numsa had contacted Cadac's holding company, Shell SA (Pty) Ltd to attempt to discuss the strike. Shell refused to meet with the union, Mr Smith said.

Numsa also approached Shell about union organisation of petrol attendants working at Shell petrol stations, but Shell also refused to meet Numsa on this, Mr Smith said.— Sapa.

Dispute talks are adjourned

ALAN FINE

CONCILIATION board proceedings aimed at resolving a wage dispute between BTR Dunlop in Durban and the National Union of Metalworkers of SA (Numsa) have been adjourned until tomorrow.

Numsa spokesman Ian Weir said little progress was made at the first round of conciliation talks yesterday and prospects for settlement were unclear.

Dunlop industrial relations chief Glen Sutton said, however, the talks had improved understanding between the parties and he was optimistic.

About 1 200 workers at Dunlop's Durban plant have been on strike for eight days in support of their demands for a 2c an hour a year service allowance and a shift allowance. Weir said the average service at the plant was 12-15 years. The union has dropped demands for basic wage increases.

The union is unhappy with the company's proposal for an 18-month agreement instead of the usual 12 months. Sutton said the proposal was aimed at providing greater certainty and also at ensuring longer-term improvements to wages.

The company is offering three six-monthly increases which would average R175 a person a month in total. The company rejected the idea of service allowances as workers would then be rewarded according to service rather than ability, a concept Sutton described as "socialist".

PE MAYOR TO GET R3 025 MONTHLY

Post Reporter

THE monthly allowance of Port Elizabeth's Mayor is to be increased from R1 205 a month to R3 025 a month.

This is the effect of a massive increase in the basic allowances of the Mayor and Deputy Mayor recommended by the City Council's Policy and Resources Committee yesterday.

The Mayor's basic allowance would be increased from R580 a month to R2 400 and the Deputy Mayor's from R580 to R1 600, the Town Clerk, Mr P K Botha, said today. The increases are 313% and 175% respectively.

In addition, the Mayor gets a monthly Mayoral expenses allowance of R625 a month, or R7 500 a year, bringing his monthly allowance to R3 025.

The Deputy Mayor gets an expenses allowance of R312.50 a month, or R3 750 a year, giving him a monthly allowance of R1 912,50.

These allowances are not being increased.

It is the first time that the two incumbents will receive more than ordinary councillors.

The allowances emanate from the Co-ordinating Council for Local Government Affairs

The allowances will be backdated to July and also include an increase in the allowances of councillors and members of the two management committees from R580 a month to R800.

The increases meant that the council would have to find an additional amount of R182 640, the Town Clerk, Mr P K Botha, said today.

He said he felt the increases were justifiable as councillors' allowances had not been increased since July, 1985.

He pointed out that the allowances, which would now total R537 600 for the year, constituted only 0,18% of the council's operating budget, or 0,15% of the combined operating and capital budgets.

He added that in terms of the circular, the allowances for councillors and Mayors in East London and Kimberley could be the same as in Port Elizabeth, even though East London's budget was one-third of PE's and Kimberley's one-sixth.

Faction forcibly takes over Cape Town office

Split looms in Ccwusa as row comes to the boil

CONFLICT between two factions of the Commercial, Catering and Allied Workers' Union erupted into the open in Cape Town this week, signalling a setback in efforts to prevent a split in what is potentially Cosatu's third-largest affiliate.

At a media conference yesterday, general secretary Vivian Mtwa — whose group has the support of four Ccawusa branches including its large Witwatersrand one — said the union's Cape Town office had been forcibly taken over on Monday by supporters of the opposing group.

Control of the office was regained yesterday. According to local branch secretary Graham van Wyk, a group of 200 members ejected representatives of the opposition group, which is supported by

ALAN FINE

another four branches.

At its congress last July, Cosatu established a six-person commission to mediate in the dispute.

The commission drew up a list of proposals aimed at resolving the conflict. They included the calling of a conference at which representatives of both sides would be represented. Representivity, a major procedural cause of the conflict, would be determined by a "uniform" method.

Both sides had accepted the recommendations, and the commission was in the process of calling the conference. However, Mtwa said these plans have now been jeopardised by what he termed these unacceptable forms of lobbying for support. Behind the conflict is a struggle over the union's political direction.

Mtwa criticised Cosatu Cape regional secretary Nick Henwood for taking sides in the dispute, rather than maintaining a neutral stance in keeping with Cosatu's role as mediator. Henwood declined to comment.

Jay Naidoo, education officer of the other faction, who, according to Mtwa, led the events in Cape Town, could not be reached for comment.

Employers have maintained a neutral position. However, one source said employers had been facing conflicting demands for the subscriptions deducted from employees' wages, putting them in an invidious position. He said it was hoped the dispute would be settled before employers were compelled to take action to resolve their problem.

Numsa wage deal

THE National Union of Metalworkers of South Africa has concluded a wage agreement with Nissan SA.

A Numsa spokesman, Mr Peter Dyanti, said his union had received a R1 across-the-board increase to R4,50 an hour for their members. The increase will be effective from January next year.

The union had also successfully negotiated that June 16 and May Day be regarded as paid holidays.

Other packages were:

- A three-month maternity leave with full pay and with no loss of benefits or service; and

Arbitration for transport dispute

A WAGE dispute in the Industrial Council for the Motor Transport Industry in the Transvaal has been referred to arbitration in terms of the council's constitution.

The dispute involves the Motor Transport Owners' Association (MTOA) on one hand, and Cosatu's Transport and General Workers' Union (TGWU) and three SA Council of Transport Workers affiliates on the other. The council covers 16 000 workers employed by 500 companies.

Most TGWU wage proposals are for increases ranging from 18% to 66%, with more than 100% for two specific categories.

Explaining its demands, the union says real wages for heavy and medium motor vehicle drivers have halved since 1971, while those of light vehicle drivers have dropped by a third.

ALAN FINE

TGWU cites Central Statistical Services data showing industry profits rose by 60% to R118 million, plant level wage agreements, and the financial results of listed companies in the sector, to prove employers have the ability to pay.

In response the MTOA, which is offering 9,5% to 11,5% increases, said if the union had compiled a history of real profits, as it had done with wages, this would show the industry did not have the capacity to meet the demands.

A date for arbitration has not yet been set.

Talks end Cadac strike

The five-week wage strike at Cadac's Johannesburg plant ended yesterday after a successful mediation meeting between management and the two unions involved.

In separate statements, Cadac, the SA Boilermakers' Society and the National Union of Metalworkers said agreement was reached with the help of a mediator.

Workers are to receive an across-the-board 75c-an-hour increase, retrospective to July 20, plus a 45c-an-hour productivity allowance. This is in addition to a new minimum rate of R3,50 an hour.

Wrangle over refusal to pay maid lingers on

6/11/87

By Winnie Graham



Mrs Marilyn Clemens with her domestic worker, Miss Margie Mampe. She has been trying unsuccessfully for nearly a year to get Miss Mampe's former employer to give her the wages she owes.

When domestic worker Miss Margie Mampe was fired "for not ironing the towels" last December, her employer did not give her the wages she was owed but sent her off without pay.

There the matter may have rested — had the diminutive Miss Mampe not told her other employer, Mrs Marilyn Clemens, what had happened. Now, nearly a year later, she is still trying to get Mrs Shirley Johnson of Fairland to give Miss Mampe her wages.

Mrs Clemens says "Margie" has worked for her for 8½ years, initially on a part-time basis. In 1985/86 she also worked for Mrs Johnson on two days a week.

Then, after 17 months, Mrs Johnson summarily dismissed Miss Mampe without pay.

The matter came to a head in the Small Claims Court in April when the Commissioner ruled that Mrs Johnson had to give her former employee R85. But Mrs Johnson refused to pay up. She allegedly told Miss Mampe she "did not accept the judgment".

ATTACH POSSESSIONS

Once again Mrs Clemens asked for advice. She was told to approach the Deputy Sheriff who would send a Messenger of the Court to her house to attach certain possessions.

The Messenger went to Mrs Johnson's house twice. The first time he could not get in. The second time round he attached a car.

Miss Mampe then received a letter from the Deputy Sheriff's office asking her to pay a R600 deposit to indemnify the messenger "in case he had attached property not belonging to Mrs Johnson."

"I checked the registration number and found that the car he had attached was not registered in her name," Mrs Clemens added.

"It is now more than six months since the Small Claims court ruled in favour of Margie but she still hasn't received the money owed her, but I will persist until she gets it."

When The Star telephoned Mrs Johnson for comment at her place of work, she said: "I don't owe her money and please don't telephone me at the office."

Wrangle over refusal to pay maid lingers on



Mrs Marilyn Clemens with her domestic worker, Miss Margie Mampe. She has been trying unsuccessfully for nearly a year to get Miss Mampe's former employer to give her the wages she owes.

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Wage agreement as Cadac strike ends

ALAN FINE

THE month-long wage strike by 400 Cadac workers in Johannesburg ended on Wednesday with agreement on a R3,50 an hour minimum wage and a 45c an hour productivity-linked allowance, according to the parties involved.

Numsa and the SA Boilermakers' Society said the agreement, reached at mediation, also included a 75c per hour across-the-board increase backdated to July 20, and paid leave on May 1 and June 16.

Cadac personnel director B D Compton said the linking of pay increases to productivity represented a significant step.

(355) B/day 6/11/87.

Cape mayors' pay rise may exceed 300%

By DENISE BOUTALL

THE new allowances for the mayors of the Cape's cities and towns could be increased even beyond the 300% outlined in a recent Provincial circular and proposed to the Port Elizabeth City Council this week.

While a number of towns have accepted the increases, East London and Cape Town are holding fire until they receive a fresh directive from the Provincial Administration.

An official of the Cape Town Municipality told Weekend Post that according to information supplied by the Provincial authorities the basic allowance of the mayors of PE, East London and Kimberley could go up from the proposed R2 400 a month to R3 200.

This, together with an annual R7 500 entertainment allowance paid by PE, could increase the Friendly City's Mayor's allowance from the current R14 460 to R45 900 a year.

The new figures could see Cape Town's Mayor earning R48 000, nearly double his current R24 960.

This is the latest twist in the saga of the PE Mayor's allowance.

The confusion started on Tuesday when the City Council's Policy and Resources Committee considered the issue. The snag was that the item on the committee's agenda, according to the Town Clerk, Mr P K Botha, was almost totally inaccurate.

It was then disclosed that the Provincial circular on which the item was based was also incorrect and confusing and was due to be replaced.

The Cape Town and East London city councils decided to wait before taking any decision.

A spokesman for the Cape Town City Council said information supplied to them by the Provincial Administration indicated that the maximum allowance paid by cities such as Port Elizabeth, East London and Kimberley would be increased from R2 400 to R3 200.

However, despite repeated attempts it was not possible to obtain confirmation of this from Provincial authorities in Cape Town.

But Mr Solly Rubin, Port Elizabeth' current Mayor, is emphatic that he would be happy to make 25 speeches in two weeks (as he has done over the last fortnight) or attend 10 functions and meetings a day (as he will on Monday) "for nothing".

Mr Rubin pointed out that the allowances were fully taxable and that councillors received no other perks.

Councillors not only had to attend four or five meetings a week but were at the beck and call of their ratepayers. "I've received phone calls at midnight and at 6am," Mr Rubin said.

As Mayor, the calls on his time and attention have increased phenomenally. "Your time is simply not your own."

It appears that most people would not begrudge the Mayor a substantial increase.

The chairman of the Central Executive of Ratepayers Associations, Mr Bruce Mann, said he felt the increase recommended this week was justified because of the unusual demands made on the Mayor and was even overdue.

"I would hate to feel that a willing and able person might be prevented from taking on the job because of a lack of funds." In relation to the total muncipal budget the amount involved was "peanuts".

Midland Chamber of Industries director Mr Brian Matthew said that if the city wanted to attract that right calibre of person to the job it had to be worthwhile.

In terms of the current Provincial circular the allowances of the Mayor and councillors of Uitenhage could go up to a maximum of R1 800 and R600. The increases have not yet been approved by the Town Council.

Capt Times 12/11/87 355

Rise in personal incomes seen

By AUDREY D'ANGELO
Financial Editor

IMPROVEMENTS in real wages and salaries are expected to continue over the next 18 months, with personal disposable incomes rising by 23% in 1988, compared with an inflation rate of 17%, says the United Building Society's chief economist, Hans Falkema.

"Higher income levels will mainly result from successful trade union demands, the improved bargaining power of skilled staff owing to the massive emigration of highly qualified persons, and politically-induced wage increases," he writes in the UBS Economic Monitor.

As a result, he thinks that by the end of this year consumers will have spent 13% more on durable goods than they did in 1986. And he expects spending on such goods to rise by a further 10% in 1988.

But he expects high unemployment to continue throughout the year.

"Although the government will continue its special training and job creation programmes during the foreseeable future, we do not foresee this will have any material impact on South Africa's job situation over the next 18 months."

He thinks the country will "remain burdened by several structural employment problems".

These include high population growth, large numbers of illegal job seekers from neighbouring states, accelerating black urbanization, disruptions in the black educational system and emigration of skilled staff, which will make it harder for firms to expand.

"As long as the money supply (M3) is growing well below the top range of the money supply target of 18%, no increase in short-term interest rates must be expected , which to us seems unlikely until the second quarter of 1988.

"At that point in time credit demand may start to rise more meaningfully, supported by factors such as reduced grey market activity — and thus a lower income velocity of money — and a declining surplus on the current account.

"Real economic growth will remain the primary determinant of monetary policy over the forecast period.

"Working on an average economic growth rate of some 2,5% for the next 12 months, we foresee the bank rate rising by only some 2% to 3% to about 12% during 1988, leaving it at roughly minus 6% in real terms."

"Underlying our forecast is the expected acceleration in inflation, the possibility of higher funding requirements by the government sector in the 1988-89 fiscal year" and the pick-up in short term rates expected later in the year.

355 13/11/87 Sowetan

Fight for wage parity

THE National Union of Railway Workers is to fight for wage parity in the railways, a NURW spokesman said yesterday.

The spokesman said this mandate was given to the union's executive council at a congress held in East London recently.

The NURW said in a statement: "We, the workers, strive for a living wage. We need to educate, feed and clothe our children and also build houses for our own families."

The congress also resolved to work towards affiliating to the Congress of South African Trade Unions.

Other resolutions taken by the union were:

- Disciplinary hearings should be referred to independent parties or the industrial courts;
- Reports of pension contributions should be given to employees every year; and
- Workers should be allowed to go to doctors of their choice.

The union also resolved to press for recognition of June 16 and May Day as paid holidays.

New executive council members are Mr M Nemasetoni (president), Mr M Mangolothi (vice-president), Mr X Ngamlana (general secretary), Mr S Nongxa (assistant general secretary) and B Wondo (national treasurer).

Strikers want excessive rises, says Ellerines

By SEFAKO NYAKA

THE wage demand by the Commercial Catering and Allied Workers' Union in the current round of negotiations with the Gencor-controlled Ellerine Holdings will increase the company's wage bill by 125 percent, according to the group's human resources manager, Pierre de Villiers.

But according to Ccawusa's representative, Jackie Masuku, the company has no excuse not to grant the proposed increases because its after tax profits last year amounted to over R15-million.

"For a long time Ellerines have underpaid its workers. They have paid many workers even below the governments' minimum wage," he said.

And this week over 6 000 workers staged a six-hour work stoppage at 300 stores to "demonstrate to management the urgency of committing itself to conciliation board proceedings," according to Masuku.

The company has hundreds of furnisher retail stores countrywide and in Lesotho, Botswana, Swaziland and the "homelands" and trades under Ellerines, Volks, Town Talk, Royal, Oxford, Rheingold, Furncity, Jako and Fishers furnitures.

The union has accused the company of being reluctant to go for conciliation. A conciliation board was appointed by the minister of manpower last week after the union declared a dispute with the company.

De Villiers said both parties had earlier agreed to refer the wage dispute to voluntary mediation.

De Villiers said that of the more than 6 000 employees at the 252 stores in the country, only 2 704 are Ccawusa members.

Negotiations between the two parties started in June but broke down three months later after agreement could not be reached on wages, sales target, sales commission, annual leave and time off.

crop. The final price will be determined ponent of textiles, both for garments and ing."

Furniture sector dispute over wages and increases

Ccawusa postpones Ellerine negotiations

B'day 16/4/87

THE Commercial, Catering and Allied Workers' Union (Ccawusa) is refusing to communicate with furniture group Ellerine Holdings over their wage dispute until November 22, Ccawusa spokesman Jackie Masuku said at the weekend.

He accused the company of having a negative attitude and of failing to honour the State-appointed Conciliation Board (CB) constructively.

"We therefore suspend all communications with Ellerines until our members countrywide give definite instructions at our national shopstewards meeting to be held in KwaThema, Springs, on November 22."

ROGER SMITH

He said they could not respond to Ellerine's proposal on mediation for November 19 and 20, "although we still stand by our commitment to negotiations".

Ellerine company secretary Jeff Britz responded yesterday by saying the breaking off of communication by the union should not close the door on negotiations.

He said the CB process allowed for a 30-day period, in this case up to December 2, before the expiry of which any action would be illegal.

If they could not meet for mediation on November 19 or 20, they could always meet later.

He accused the union of having not stuck to an agreement on mediation.

The main subject of the dispute is a union wage demand of a monthly minimum of R550 and a R200 a month across-the-board increase, as against an amended management minimum wage offer of between R425 and R689 a month, depending on grades, and a minimum increase of R94 a month.

The union is also demanding lower sales targets, improved commisions and increased leave.

It says it has 6 500 members involved in the dispute. A large number took part in a work stoppage over the dispute last week.

LABOUR PARTY ... under the Rev. Allan

TV ignoring me

Ccawusa to appeal to the Minister

THE Commercial, Catering and Allied Workers' Union will make an urgent application to the Minister of Manpower to intevene in their wage dispute with Ellerine Holdings.

Ccawusa organiser Jackie Masuku said the union had suspended communication with Ellerine management following the company's "failure to honour Conciliation Board appointment" — approved by the Minister on November 2.

Ellerine spokesman Pierre de Villiers denied the company was trying to break down conciliation, but said it would prefer mediation before the hearing. — Sapa.

'Adequate staff needed'

GERALD REILLY

PRETORIA — SA's inflation problem could not be solved by cutting back on public servants' pay and numbers.

This is the reaction of the Public Servants Association (PSA) to the Economic Advisory Council's finding that State spending was a root cause of inflation.

The EAC said cuts by government should focus on current spending — mainly on salaries and wages — rather than capital spending.

This could only be achieved by imposing manpower restraints.

PSA GM Hans Olivier said SA had a complex political system which had to be serviced, and this demanded an adequate staff complement.

A majority of voters and taxpayers voted for a tricameral system of government "and they must be prepared to pay for it". Olivier said the PSA kept clear of politics, but it was not public servants who were responsible for an expanding public service.

"We don't prescribe the system," Olivier said.

And he stressed that to ensure quality of service, government workers had to be paid salaries compatible with the private sector.

Efforts had recently been made to close the gap between private and public sector earnings — but the gap remained a wide one in many areas.

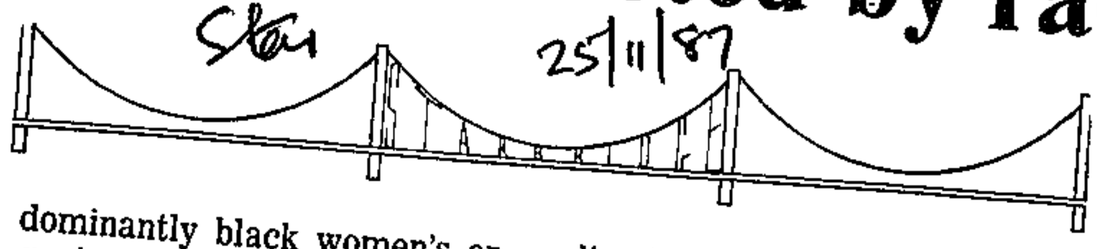
Olivier said the Commission for Administration had launched a staff shrinking programme about two years ago.

In some departments, staff complements had been cut by as much as 50%.

White women 'not affected by race laws'

By Winnie Graham

Star 25/11/87



Black women are less concerned with discrimination against women than they are with the day-to-day problems of racially discriminatory laws affecting housing, pensions, transport and education.

This is the view of Mrs Elinda Bramwell, president of the National Council of Women (NCW). Speaking at the AGM of the Johannesburg branch this week, she said the council's contact group had not been successful in increasing its black representation.

"Although there are a number of valuable black members, the proportion is not representative, based on numbers of black and white in the area as a whole," she said.

There had been a growth in the number and power of predominantly black women's organisations, but a great deal of dissatisfaction was being expressed about established women's organisations because it was felt they were not addressing the problems confronting most women in South Africa realistically and determinedly enough.

She said: "Frustration with discrimination of whatever form tends to be greatest when that discrimination is most felt. The racially discriminatory laws in this country are not felt by most white women.

"White women, in fact, are cushioned in a lifestyle that is dependent on the existence and the perpetuation of those very discriminatory laws, and they are not greatly dedicated to any pressure for the alleviation of those laws.

"If white women with sufficient determination and with concerted action in sufficient numbers had really wanted the repeal of the Group Areas Act, it would have been repealed long ago," she said.

If the NCW were to presume to speak for all women, it should be tolerant and receptive enough to all groups and kinds of people. They should be able to leave aside all preconceived ideas of what they felt they needed to have.

This could be done only by meeting together regularly and getting to know each other.

"One finds some differences but also an extraordinary amount of similarity," she added. "Humour and the ability to laugh at the same things are some of the things we share."

She said the NCW's contact group was a good example of a support system. It came together to discuss problems. It acted together to do something about them and, by getting to know each other, members became more personally involved with each other's problems.

"There is no reason why this pattern cannot be repeated with other groups," she added.

Starbridge was launched to help close the gap between people of different races. If you have ideas on how to build bridges, write to Starbridge, Box 1014, Johannesburg 2000.

335A

'Men are the main problem'

ROBYN CHALMERS

SENIOR white women managers in SA feel that their male counterparts are prejudiced towards them and accept them neither as people nor as women.

These were the findings of a thesis by Wits student Winifred Joan Bingham titled In a Man's World: Problems Experienced by White Women Managers, which investigated why there are so few white women in senior managerial positions in SA.

The thesis suggested that a programme be developed to teach men how to accept women as their equals and, similarly, that assertion and confidence-building courses seemed a necessity for the ambitious woman, who lacks these skills, to succeed.

Results of a questionnaire sent to 200 women managers indicated that men, especially executives, were seen as the major stumbling blocks.

Education was found to play a vital role in achievement — the majority of women earning over R40 000 have degrees or similar qualifications.

An opportunity to move your company into the top 10.

1980.

Life below breadline — claims UWC study

w/e ARGUS 28/11/87

Weekend Argus Reporter

NEARLY 90 percent of farmworkers in the Grabouw area earn less than a subsistence wage, according to a study by the University of the Western Cape.

The university's Institute for Social Development studied the municipal coloured township of Pineview in Grabouw and 33 farms in the surrounding districts of Elgin, Vyeboom and Grabouw.

"Local agricultural economists found this farming area was probably the most profitable in the whole country during 1986. The average net yield a hectare in 1986 was R12 000," said the report.

It showed 89 percent of household heads in the study area received less than R350 a month in cash. Five percent earned between R40 and R100 a month.

If the value of free housing, water, electricity and other *in natura* benefits was included, calculated at R100 a month, 84 percent of the households were earning below the minimum subsistence level.

Average income was R219 a month, which "must still be seen as totally inadequate to support an average farmworker's family of seven," said the report.

However, only a few farm workers (eight percent) indicated that they received food rations on a regular basis ... most respondents (52 percent) did not receive *in natura* remuneration (apart from housing).

About 40 percent of farmworkers covered basic household expenses on their present pay, but almost three-quarters were either dissatisfied or very dissatisfied with their wages.

About 55 percent could not make ends meet on their cash wages.

Most workers were paid for overtime (81 percent) but "some of the respondents pointed out that their normal work day was so long that they worked overtime every day".

The average working day was about 11 hours in summer and 9½ in winter.

In the urban area of Pineview the monthly income of 44 percent of household heads was between R201 and R430. Nearly 35 percent earned between R431 and R649.

Seven percent earned less than R200 and six percent more than R1 000.

About 48 percent earned below the minimum subsistence level, but with the incomes of other household members this fell to 16 percent.



Mr Chris Watermeyer



Mr Derrick Cunningham



Mr Daniel Joubert



Mr Danie Beukes

Farmers angered by cutting report

by ADA STUIJT
Weekend Argus Reporter

FARMERS in Elgin and Grabouw have reacted with anger and indignation at a university researcher's finding that 84 percent of farm labourers in the area were paid less than the minimum subsistence level.

Mr Derrick Cunningham, chairman of the 240-member Groenland Farmers' Union in Grabouw, attacked the survey as "one-sided".

He said it had been carried out among a relatively small sampling.

Many farmers were irate at the researcher's report that some labourers earned as little as R40 a month.

"This must be a comment by a disgruntled labourer, as none of our farmers ever pay less than R30 a week in cash, even to the most unskilled, inexperienced labourer," said Mr Cunningham.

Mr Danie Beukes, chairman of the Groenland 20 Study Group for young farmers, said: "We don't deny that problems exist and that workers' housing needs upgrading. All of us are working hard towards this goal. But it isn't right to break down all our other considerable efforts this way."

Mr Beukes said he paid a weekly R35 to R45 in cash for labourers — depending on whether they were seasonal workers or full-time employees.

"I also try to keep the women employed throughout the year. A family could bring in about R70 cash weekly at any time. If the wife was a fast packer she could earn extra weekly bonuses of up to another R70 in cash," he said. "During packing season a family's weekly combined income could be as much as R140 in cash."

Farmers debated the report during a special meeting on Wednesday night at the local co-operative, where it aroused a great deal of anger.

The report said monthly "in kind" payments to labourers amounted to about R100, but farmers Mr Daniel Joubert and Mr Christopher Watermeyer said this figure was far below what they contributed.

"Extra costs to care for each family are on average R200 to R350 a month, including housing, medical costs, transport, pension funds, electricity and water," said Mr Joubert.

"And these costs are still going up, especially since everyone has launched a concerted campaign to upgrade labourers' housing. Each new home, with all the mod cons, costs at least R35 000," he said.

In a small Kwazulu college six women are quietly revolutionising the church

By GUGU KUNENE

FEMINISM was certainly not the driving force behind the decision of six women to take theology studies at the Lutheran Theology College at Maphumulo near KwaZulu.

This was the view of the rector of the college, Rev R Aaseng, who spoke on behalf of the female students who – for no apparent reason – refused to talk about their chosen career to the media.

The rector thinks that for them it is just an opportunity to serve the church and their people, rather than to use their acquired status as a weapon to fight in the battle among the sexes.

But the question of whether these women are aware of the hostile confrontation that they might encounter when they start to work in the parishes that they will be assigned to, is left unanswered.

Will the older, conservative members of the church be able to come to terms with the fact that their pastor is a woman?

And what about the rural areas where male supremacy exists more than anywhere else?

Even in the townships, are the older members going to accept this easily? If a male chauvinist looses a member of his family, will he be able to bear the thought of allowing his relative's funeral to be conducted by a woman?

If not, what will be his alternative? Will that cause any split in the church?

To these speculations, the rector replied: "The church might try to assign the woman pastors to parishes where they hope no confrontation will arise, because this is a serious case and it has to be dealt with carefully."

But, according to him, the male students have accepted the female students and they identity with each other as pastors rather than their different sexes.

But from time immemorial, women have been seen and treated mainly as church scrubbers and window-cleaners in the church.

Though the church has voiced its abhorrence of apartheid, nothing much concerning the discrimination of woman in all walks of life has yet been said and done.

The step taken by the Lutheran Church to admit women as pastors is thus seen as a step forward. Clergymen, especially those belonging to the "old school" of theology, cannot imagine themselves rubbing shoulders with women who will play the same role with them in the church.

But for most of the men-folk, the women pastors will be seen as a challenge to their supremacy. It will be further proof that women are as much capable as males in any field of work. Thus this might dampen their egos a bit.

The college's policy is that they admit students whose age ranges from 19 to 35 years and their students are mostly in their late twenties.

But what excites the rector is that none among the students dropped out of the course so far. Five of them were doing their third year and will be serving their communities from next year.

Thus, next year it will proof whether the going will be smooth for these women.

Board meets

A CONCILIATION board meeting to resolve the wage dispute between Ellerines and the Commercial Catering and Allied Workers' Union of South Africa continues today.

This will be the second sitting of the board, which has been appointed by the Minister of manpower to settle the dispute between the two parties.

355 Sweetmore 1/12/89

Better conditions for lecturers

PRETORIA — "Significant" advances in the service conditions of college lecturers and teachers are being implemented, Education and Culture Minister Piet Clase said yesterday.

The benefits will be retrospective to November 1. They include:

☐ Additional opportunities for promotion by upward adjustments in the post level ratio;

☐ Elimination of existing disparities between men and women educators on post level 2 (departmental head) and higher;

(355) Bud/day 3/12/87.

GERALD REILLY

☐ Revision of the method of determining the salaries of these men and women;

☐ Adjustment of salaries — in line with existing scales — for women teachers who have had five years or more experience in recognised training.

Clase said a committee which included Teachers' Federal Council representatives was giving urgent attention to implementing the new service dispensation structure.

Management tougher but . . .

'Black unions negotiate the best rises'

THE only group whose wage increases kept up with inflation in 1987 were members of black unions, which outperformed all others in terms of wage-level settlements.

So says the end-of-year report on collective-bargaining trends from Andrew Levy and Associates' wage-settlement survey.

"Whilst white salary increases have been put at 15-16% for 1987/88 by salary surveys, black unions are achieving settlement levels of 18% and higher for 1987.

"Settlement levels for collective bargaining started at 16,4% for the first half of 1987 and increased to 19,2% for the latter half of the year.

"With an overall figure for 1987 of 18% black union members are the only group in the economy to have kept up with inflation."

These settlement levels demonstrated the efficacy of the Congress of South African Trade Unions' (Cosatu) "living wage campaign" which was an important force in determining the high levels of settlement recorded.

". . . and it must be anticipated that next year will see an increased effort going into this campaign," the survey found.

The report also said in 1987 the overtime ban continued to be the most common form of industrial action after strikes.

This year also saw a tougher response by management, who increasingly used the tactical lockout.

"The three unions most likely to resort to industrial action in support of wage claims are Paper Wood and Allied Workers' Union (Pwawu), Chemical Workers' Industrial Union (Cwiu) and National Union of Metalworkwers of SA (Numsa)."

For the first time, some concessions were made in regard to a 40-hour week, the report added.

"Whilst the vast majority of companies have not changed their weekly hours at all, resistance is beginning to crumble and we believe that within two years, significant changes to the length of the working week will have been made." — Sapa.

Parity for women teachers

GERALD REILLY

PRETORIA — All discrimination against women teachers should be eliminated as speedily as possible, Federal Teachers' Council (TFC) chairman Dudley Schroeder said yesterday.

He was reacting to an announcement this week by Education and Culture Minister Piet Clase of increased benefits for some teachers from November 1. Schroeder said specific problem areas were alleviated and indications were that progress was being made with the implementation of full parity for women teachers.

The announcement of salary parity on post level 1 (teachers) for women who had five years or more of recognised training meant a start had been made with phasing in parity for teachers who were not in promotion posts. "Most women are, however, in category D and lower and full parity on post level 1 is the ultimate objective to which the TFC is committted."

Unionised blacks fared best in '87 wages war

By Mike Siluma,
Labour Reporter

Unionised black workers are the only section of South Africa's working population to achieve wage increases above the inflation rate, largely as a result of the Congress of South African Trade Unions' (Cosatu) "living wage" campaign.

These are the findings of a survey of 1987 collective bargaining trends carried out by industrial relations consultants, Andrew Levy and Associates.

Describing 1987 as a particularly tough year, the report notes that as a result of the "living wage" campaign, wage bargaining and support for industrial action were more centrally co-ordinated than before.

The effect of Cosatu's "one union, one industry" drive was felt notably in the food industry, where the Food and Allied Workers' Union organises.

"This year, as with the last two years, black unions collectively continue to outperform all other groups in the economy, whether unionised or not, in terms of settlement in wage levels. While white salary increases have been put at 15 percent to 16 percent for 1987/88 by salary surveys, black unions are achieving settlement levels of 18 percent and higher for 1987.

TACTICAL LOCKOUT

"With an overall figure for 1987 of 18 percent, black union members are the only group in the economy to have kept up with inflation, These settlement levels demonstrate the efficacy of Cosatu's 'living wage' campaign ... which has been an important force in determining the high levels of settlement recorded," says the report, warning that the campaign could intensify in 1988.

It notes that, after strikes, the overtime ban continues to be the most common form of industrial action used as a leverage to achieve union wage demands in 1987.

In response, employers have resorted to the tactical lockout.

Unions most likely to use industrial action to support wage claims are the Cosatu-affiliated Paper Wood and Allied Workers' Union, the Chemical Workers' Industrial Union and the National Union of Metalworkers.

Labour hearing is 'unusual'

By Mike Siluma,
Labour Reporter

In a case described by lawyers experienced in labour matters as unusual, seven former employees of paper merchants Ysebrand are taking the company to the Industrial Court in Johannesburg for alleged unfair retrenchment on age and racial grounds.

The applicants argue in affidavits that their retrenchment, effected in July after Ysebrand was sold to Alpha Manufacturing Industries, was substantively and procedurally unfair.

They are asking the court to order Ysebrand to re-instate them and to pay their wages and benefits for the period between their dates of dismissal and re-instatement.

The applicants accuse Ysebrand of:

- **Failing to attempt to find alternative employment for those retrenched.**
- **Dismissing the applicants in order to replace them with younger employees and employing new staff without offering re-employment.**
- **Failing to give sufficient notice.**

355 Sowetan 9/12/87

STORE, UNION SEEK TALKS

THE Commercial Catering and Allied Workers' Union of South Africa (Ccawusa), was yesterday seeking a mandate from about 6 500 workers at Ellerines stores with a view to re-opening negotiations on their dispute.

Earlier, Ccawusa had warned Ellerines that it would seek court action to prevent the store from "hampering" its legal strike activities.

But Ccawusa official, Mr Jackie Masuku, said management had proposed a meeting to re-open negotiations.

By LEN MASEKO

"In view of the above developments the union is still taking instructions from union members," Mr Masuku said.

Meanwhile, Ccawusa members are poised to go on strike after the conciliation board failed to resolve the wage dispute between the two parties.

Mr Masuku said union members at the company's stores would embark on a nationwide legal strike as soon as the Minister of Manpower received a report about the outcome of the conciliation board proceedings. The Minister is expected to receive the report on Monday.

"The cause of the deadlock has been the refusal of management to move away from the so-called business principles of selling performance targets," Mr Masuku said.

Ccawusa members demand a minimum wage of R550 a month and an across-the-board R200-a-month increase — an amount which Ellerines say will raise their wage bill by 125 percent.

Ellerines has offered a minimum of R340 a month for external sales employees, R425 to R689 to non-sales employees and R464 a month minimum for internal sales employees. In addition, the company is offering a R94 increase to all employees.

Ellerines human resources manager, Mr Pierre de Villiers, said any industrial action by employees before Tuesday would be illegal.

"The union has turned down referal of the dispute to either voluntary mediation or voluntary arbitration. Strike action resorted to by employees will obviously have serious economic ramifications to both the organisation and the employees involved," Mr de Villiers said.

Ellerines has warned that it will not make bonus payments to employees engaged in industrial action this month.

On-off case on

THE on-and-off case in which 500 employees of the Sebokeng and Vereeniging hospitals are challenging their dismissals after a two day strike over wages, working conditions and union recognition, will be heard today in the Rand Supreme Court. Sowetan 7/12/87

News in brief

Black union power

BLACK unions were achieving wage settlements higher than those of their white counterparts this year, a survey conducted by a Johannesburg labour relations consultancy has revealed.

Black unions won wage settlement levels of 18 percent and higher for 1987 while white salary increases for the 1987/88 period had been put at between 15 and 16 percent.

"With an overall figure of 18 percent for 1987, black union members are the only group in the economy to have kept up with inflation," says the report. Sowetan 7/12/87

CCAWUSA VOTES FOR STRIKE

Ellerines dispute

SEVERAL thousand Commercial Catering and Allied Workers' Union of South Africa members have voted to go on strike at Ellerine furniture group stores from today, a Ccawusa spokesman said.

By LEN MASEKO

Ccawusa official, Mr Jackie Masuku, said union members at the company's Transvaal stores will go on strike today while those in the Free State and Eastern Cape will join the action tomorrow.

Cause

Ccawusa members at Ellerines' Western Cape and Natal Stores had voted to go on strike at a date to be announced later, Mr Masuku said.

The cause of the strike is Ccawusa's demand of a minimum wage of R550 a month and a R200 across-the-board increase. In response, management has offered an increase of R94 to all employees, and a R340 minimum wage for "external" sales employees and R464 for "internal" sales employees.

Mr Masuku said management had proposed a meeting between the two parties "but placed certain conditions before it could take place." He said these conditions included an undertaking from the union that it will not "take any industrial action if the meeting" failed to resolve the dispute.

Opposition

An Ellerines spokesman said there were strong indications that employees at the company's Natal, Vaal Triangle and the Free State stores would not go on strike. There was "considerable opposition to strike action" from employees at these stores, he said.

"The company is open to further meetings with the union but the company is equally not prepared to negotiate bankruptcy of the company and to put employees jobs in joepardy," the spokesman said.

RSC members to get pay rise of more than 100%

8/12/82

CAPE TOWN — Members of the Algoa and Western Cape regional services councils have been given pay rises of more than 100%, backdated to June 25.

The increases were approved by the Western Cape RSC at its meeting at the end of last month.

The pay-increase item was at first scheduled for the RSC's "in committee" agenda, but was later converted to an open matter.

Ordinary RSC members and non-RSC members who are members of standing committees will now get R220 a meeting — up from R100.

Chairmen of committees will get R275 a meeting, up from R125.

The deputy chairman of the RSC will receive R330, up from R150.

RSC councillors and committee members attending inspections, seminars, meetings and congresses within the RSC's area of jurisdiction will get R30 a day plus transport costs. — Sapa

B55 Evelost

Strike looms in motor industry

355 B/day 9/12/87.

ALAN FINE

THE eastern Cape motor industry may be hit by a strike soon, possibly today, after deadlock in industrial council wage negotiations yesterday.

National Union of Metalworkers of SA motor section chief Fred Sauls said the timing of industrial action would be decided at report-back meetings this morning, but it was possible it would begin today.

Employer parties to the council include Volkswagen, Delta and Samcor which, between them, employ 7 500 people. Samcor's Pretoria plant has a separate in-house agreement.

Sauls said deadlock arose when the parties had been on the verge of agreement. The main point of dispute was the minimum wage for the lowest three categories of workers.

Numsa is demanding R4,50 an hour for all three categories, arguing there is no significant skill differential between them. Employers are offering R4,30, R4,35 and R4,45 respectively.

The present minimum is R3,50, and the increases are to be implemented on February 1. The parties agree the minimum should be raised to R4,70 next August.

Agreement has also been reached on across-the-board increases of 55c to 70c an hour on February 1.

Employer spokesman Brian Robinson could not be reached for comment.

Industrial strike action planned, no-work-no-pay situation looms

Daily Dispatch Reporter

EAST LONDON — Workers at Metal Box here have voted in favour of industrial action following a dispute with the company, and the company's management warned yesterday that if a strike took place workers would not be paid for the duration of the strike.

The results of a ballot held at the company showed that 70,4 per cent of the total workforce and 86,4 per cent of the workers who voted were in favour of the strike. A total of 88 workers voted.

A statement issued through the South African Allied Workers' Union (Saawu) and signed by the union organiser at Metal Box, Mr L. B. Tuluma, said the union would give management two days notice before a strike started.

The ballot was held following a deadlock in wage and working conditions negotiations between management and Saawu members at Metal Box last week.

The union was demanding an increase of 89c an hour across the board and a reduction of the working week by two hours. The management's final offer was a 53c an hour increase and no change in working hours.

The general manager of Metal Box, Mr J. M. H. Buys, said that if a strike took place, the strikers would not be paid for the duration of the strike.

"It will be a no-work-no-pay situation," he said.

Mr Buys said yesterday was a normal working day at the factory and added that he had not been given a date when a strike would start.

He said he regretted that negotiations had broken down because there had always been good labour relations at Metal Box in the past.

Mr Buys said the average minimum wage in industry was R250 a month below what Metal Box were paying their workers.

"Our absolute minimum wage will be R703,95 a month if they accept our offer of an increase of 53c an hour," he said.

Mr Buys said he felt a strike action would be detrimental to everyone concerned.

Car firms facing wage deadlock

Argus Bureau

PORT ELIZABETH. — The motor industry in the Eastern Cape is faced with a wage deadlock as it starts winding down for the holiday season.

Volkswagen, which shuts down tomorrow, has rejected a new wage deal, while employees at Samcor (engine plant) and Delta Motor Corporation are still discussing the offer.

The wage offer, made on December 1 after two months of negotiations between the National Union of Motorworkers and the Eastern Province Automobile Manufacturers' Association, affects about 10 000 hourly-paid workers at the three plants.

The offer has been described by management as one of the best packages in South Africa.

However, union spokesman Mr Les Kettledas said the matter was in dispute.

28% RISE

Mr Brian Robinson, chairman of association, said the written offer was a minimum of R4,50, R4,55 and R4,63 an hour for the first three grades from February.

This, he said, represented a R1 or 28 percent increase in the Industrial Council minimum wage.

A further increase in August to R4,70, R4,75 and R4,86 an hour had also been offered. This represented a 34 percent increase in the minimum wage.

Soweto Day on June 16 would be a paid holiday.

Sapa reported Mr Kettledas as saying employees at Samcor and Delta would meet tomorrow to discuss the offer.

19/12/82

Numsa strike decision soon

ALAN FINE

THE National Union of Metalworkers of SA said yesterday it expected to complete members' report-back meetings at three eastern Cape motor plants today on a disputed pay offer made on Tuesday.

Numsa regional secretary Les Kettledas said 4 000 members at Volkswagen rejected the wage offer yesterday, and were awaiting feedback from Delta and Samcor.

Should the union decide upon immediate strike action, however, it would initially be short-lived as the plants affected are due to close for the Christmas period at the end of this week or early next week.

Employer spokesman Brian Robinson said employers had agreed to the union's demand of a R4,50 per hour minimum wage to be implemented on February 1, on condition that the across-the-board increase scheduled for August was reduced from the 40c originally offered to 20c. The original offer included a R4,30 minimum.

WAGE SURVEY

Cosatu on top

With an overall wage increase of 18% in 1987, black trade union members under the Cosatu umbrella are the only group in the economy to have kept up with inflation. This emerges from the annual wage settlement survey conducted by labour consultancy An-



Levy ... black unions do better

drew Levy & Associates (A L & A).

They find that this year, as with the last two years, "black unions collectively continue to outperform all other groups in the economy, whether unionised or not, in terms of settlements in wage levels."

A L & A note that settlement levels for collective bargaining started at 16,4% for the first half of 1987, and increased by over 2 percentage points to 19,2% for the latter half of the year. "These settlement levels demonstrate the efficacy of Cosatu's 'living wage campaign' in 1987, which has been an important force in determining the high levels of settlement recorded, and it must be anticipated that next year will see an increased effort going into this campaign." No doubt — members' earnings, despite improvements, still fall short of what Cosatu considers to be a "living wage."

The report focuses specifically on wage settlements in the period from July to October 1987, and also provides an analysis of the "particularly tough" wage bargaining year overall.

Compared to black unionists' average 18% rise, whites' salary increases (based on surveys) are put at 15%-16% for 1987-1988. Some observers therefore believe it is only a matter of time before there is a backlash by organised white workers aggrieved by their relatively lower rates of increase.

Based on a 45-hour week, at 4,33 weeks to the month, here are examples of the average earnings of black union members:

☐ Metalworkers under Numsa — R3,34 an hour, or R150,30 a 45-hour week, which comes to R650,79 a month;

☐ Food sector employees under Fawu earn R2,44 an hour, R109,80 a week or R475,43 a month; and

☐ Commercial and catering sector workers under Ccawusa get R2,58 an hour, R116,10 a week or a monthly R502,70.

Cosatu's policy is that each union will determine what a living wage should be, depending on local and regional conditions. However, based on "decent" housing costs of about R212 a month, it considers a living wage to be around R850 a a month, or R4,90 a 40-hour week. (Reducing the length of the working week to 40 hours is, incidentally, set to become a major Cosatu drive).

Despite their effective collective bargaining for better wages, however, the unions' gains come at a time of economic contraction and growing unemployment — which suggests that employers will take a tougher stance next year. ■

100 get benefits

THE South African Black Municipal and Allied Workers' Union has successfully negotiated pension benefits for more than 100 workers formerly employed by the Alberton Town Council.

Sabmawu official, Mr Benny Alexander, said these workers had lost their pension after the council's transport section was taken over by Putco. 11/12/87

Meanwhile, Sabmawu has asked the more than 500 J G Strijdom Hospital workers dimissed after a work stoppage last year to report at the union offices tomorrow at 10 am.

WAGE DEMANDS

Enriching the masses

Millions of blacks in SA don't have jobs, and millions who do work think they're not paid enough. Not surprisingly, there are a lot of frustrated people out there.

Now along come improved earnings reports from some of SA's best-known companies: per-share earnings up 32% at SA Breweries, 30% at Barlow Rand, 49% at the Premier Group, 145% at Federale Volksbeleggings. Some workers will resent the upswing in profits. And you can be sure trade unions will be citing the rosy reports when they demand higher wages.

But raising the wages of South African workers is going to take more than milking profitable companies. High profits eventually translate into higher wages — but the process is more complicated than the unions seem willing to recognise. Corporate profits are only part of the picture.

First things first: recognise the problems. Perhaps the biggest is that SA is not rich. If all the money earned annually in the country were divided up evenly, we'd each get one-seventh of what the average American earns. Redistribution — even if possible or desirable — is obviously not the answer.

Consider unskilled workers. How their wages are set is no more mysterious than how the price of pencils is set: supply and demand. Clearly, the biggest factor holding down wages for unskilled workers in SA is the huge supply of unemployed people.

The masses of unskilled South African workers cannot get rich until the country generates much more wealth. And individual workers cannot get rich until they gain the skills and experience necessary to command higher wages.

Jobs that require little experience or training will remain low-paying as long as there are thousands of people clamouring for them. If a worker demands more money, an employer can simply turn to one of the other thousands.



Waiting for work ... there is a way out

Says Free Market Foundation training director Marc Swanepoel: "Your first priority is to get the unemployed employed. Hong Kong has a labour shortage now only because it is so easy to open a business there. You have employers competing with each other for the available labour — so wages rise."

If it were easy and legal to run small-scale businesses in SA — brick making, taxi driving, carpet weaving, flower selling, house building — the swamp of unemployed would dry up. To bring that about, Pretoria must eliminate licensing restrictions and zoning laws that prevent people from opening up backyard businesses, working in their homes, or hawking fishcakes on the street.

"The wealthy countries are those that have entrepreneurial opportunities for the masses," says Wits business economist Frank Vorhies. "South African workers need more opportunities."

A flood of new businesses would not just boost the general wage level by reducing unemployment. It would also help individuals earn more money more quickly. First of all, it gives them bargaining power. "If you won't pay me R200 a month, I'll just work for myself shining shoes," a worker can tell an employer. Secondly, it allows

workers to gain experience and become more valuable to their next employers. Somebody with a year of work under his belt — showing up on time, doing his job — will command a higher wage than somebody who just strolls in off the street. And thirdly, the skills the worker picks up along the way allow him to move out of the low-paid pool of unskilled workers.

Says Vorhies: "We have to begin thinking of the labourer as an entrepreneur. The economy has many ways in which people can make money besides working for a big company. The worker has to decide what's the best avenue for himself."

The guy in Gazankulu has to decide if he's going to wash cars, work on the mines, study to be an accountant, or make iron gates in his backyard. "In a free economy, he can search out the best use of his talents and, in doing so, he creates wealth," says Vorhies.

But what about the wages of these new entrepreneurs? Supposing the rural poor are willing to work for next to nothing. Should there be a minimum wage?

No. The government-backed minimum wages set by the industrial councils protect established workers and businesses at the expense of everybody else. The workers insist that anything less than the minimum wage is exploitation, and the businessmen insist that they couldn't stay in business if they faced low-wage competition.

They are unconvincing. Real exploitation occurs when the government makes it illegal for people to work for wages that they're willing to accept. Government-enforced minimum wages create an unemployable underclass. Those who are unable to get their first, low-paying jobs will never get well-paying jobs. They become trapped in poverty. Says UCT economist Brian Kantor: "Where are the unemployed going to get experience if minimum wages keep them out of work? How are they going to be able to prove their mettle? How will they ever make money?"

University of Fort Hare economist Carl Bauer is seeing in the Ciskei what happens when people are increasingly left alone to get on with their work. Blacks who used to see one bus a day now can get door-to-door taxi service. Backyard brick manufacturing works have grown into full-fledged construction industries.

And skip the patronising line about having to educate blacks about business before liberating them. They don't need Pretoria's helping hand; they need Pretoria off their backs. "You don't need to train entrepreneurs," says Bauer. "If you deregulate them, entrepreneurs will crawl out of the woodwork."

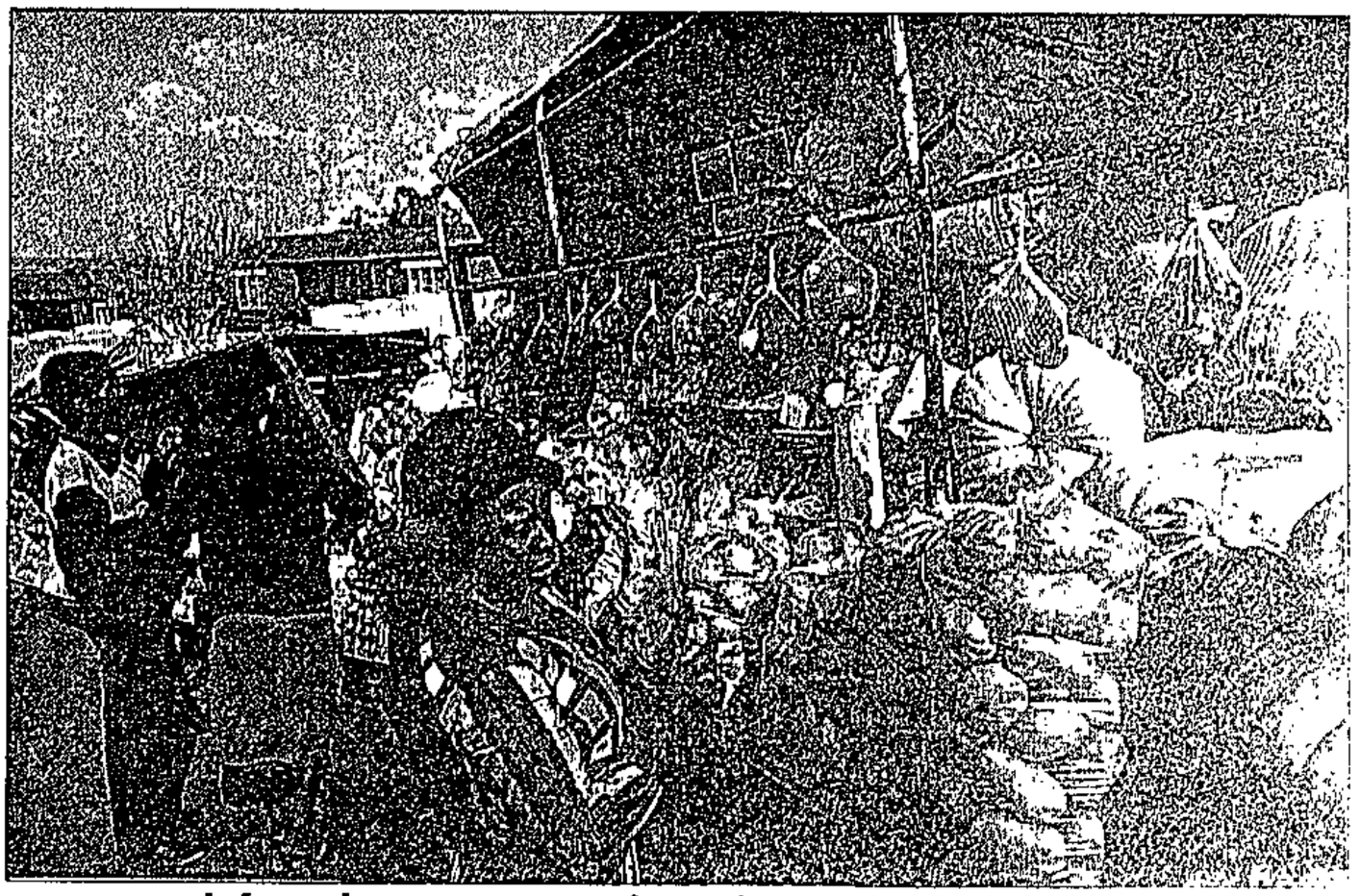
Says Kantor: "Just go to a township on a Saturday or Sunday. There is an amazing amount of growth in backyard businesses, simply because the government is not closing them down."

But if anybody can own a business and people are allowed to work for whatever salaries they can negotiate, won't SA become a nation of sweatshops?

Sure, there will be some tough, low-paying jobs until SA becomes a lot wealthier. But that's better than no job at all. "You can't wish away poverty," Kantor says.

If South Africans want work, they're going to have to produce. The more choices they have, the less likely they'll end up in a gruelling job. But if a gruelling job is the best a worker can do for the moment, how is he helped if we make that choice illegal? By definition, his next best choice is worse — starvation, poverty, struggling on the farm, or demeaning dependency on State handouts.

And, anyway, sweatshops have gotten a bad name. What does the term mean? There are executives who work 18-hour days and lecturers who spend long hours marking scripts. Those activities aren't illegal. Poor people (read: blacks) are just as capable of deciding what's best for themselves as rich people (read: whites) are.



Informal sector . . . a base for skills and wealth

Dirty, low-paying jobs in the proverbial sweatshops are jobs, not careers. The sweatshop might remain, but individual workers pass through on their way to better things. With money, experience and skills, they get better-paying jobs. But the least-skilled people can't climb the career ladder at all if the government doesn't let them on to the first rung.

And remember, low-tech sweatshops, like hi-tech manufacturers, produce wealth — bringing us back to the point that only in a rich country can all workers have high wages.

Union leaders have many people fooled into thinking there are shortcuts to higher wages for everyone, but they are really only looking after the interests of a few workers. They inevitably oppose the steps necessary to generate the wealth that would allow *all* South Africans to get jobs and pay increases.

They support minimum wages, which restrict opportunities for the unemployed. They oppose deregulation, which is essential if workers are to have more options and the country is to grow richer. They oppose privatisation, which would make the economy run more efficiently and reduce the tax burden. To top it off, union leaders misunderstand profits: they seem to believe that you can wish away poverty by forcing wage increases out of profitable firms. The cold truth is that workers are not entitled to a company's profits. Profits are the reward for risk-taking; they are the payback to shareholders for investing in a firm.

Says Kantor: "If workers want entitlement they must sign profit-sharing contracts. But that means they have to take the sweet and the sour." As Vorhies puts it: "If they think they should have large wage increases when profits are up, then they should have large wage decreases when profits go down or the company posts big losses."

Artificially high wages — those brought about when Pretoria sides with unions through labour legislation — decrease efficiency by distorting investment. They help established workers at the expense of the mass of unemployed workers. "It's short-term gain at the expense of long-term progress," says Kantor.

Says Vorhies: "Unions looking for a bigger chunk of a small pie are missing the picture. High wages will be the result of higher productivity, which in turn will be the result of higher employment overall. The issue isn't high wages for a few workers today. It's high productivity and putting the masses to work, so we'll all be better off tomorrow."

The next move is Pretoria's. It must strip away its red tape, stop meddling in labour relations, and give the economy an injection of wealth-generating competition. Ignore the yelps from established unions and lethargic businessmen. We've got millions of people to enrich in a country that could be very wealthy. Let's get on with it.

Saawu reaches 'fair' agreement

CP Correspondent

DESPITE the recent upholding of its banning in the Ciskei, the South African Allied Workers' Union is continuing to organise in neighbouring East London.

The East London branch of Saawu announced that it had signed a wage and conditions of employment agreement with a local company, Johnson and Johnson.

De Villiers Nombewu, secretary of the Johnson and Johnson Workers' Committee, said the agreement brought the minimum wage to R4,30 an hour.

Nombewu said the rest of the deal included other benefits such as reduced working hours, and attendance, production and service bonuses.

The company had also offered a long-service award of R250 after five years, which increases by a further R250 after another five years.

"This agreement will serve as a basis for improving the worker-management relationship, and it is in line with both Saawu and Johnson and Johnson's policies of improving the standard of living of the workers.

"For the trade unions and company managements to reach agreements of this nature will be for the benefit of all South Africans and the promotion of a sound and fair relationship between all concerned," said Nombewu – Elnews.

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13/12/87

Ccawusa: Sun hotel talks aimed at avoiding strike

JOHANNESBURG — The Commercial, Catering and Allied Workers' Union (Ccawusa) and Southern Sun yesterday began a series of industrial council and conciliation board meetings aimed at avoiding strike action by 8 500 workers at 53 hotels.

Due to the bargaining structure of the hotel industry, official dispute resolution procedures have to be held at the Witwatersrand, Pretoria, Durban and Cape Town councils, as well as at a conciliation board for establishments not falling under any industrial council.

The union declared a dispute last month when the hotel group failed to meet demands for a minimum monthly wage rising to R500 by October 1988.

If agreement is reached it will run for 18 months, with three six-monthly increases. According to Ccawusa spokesman Alan Horwitz, the union is demanding across-the-board increases of R50, R75 and R75.

Southern Sun has offered R30, 15 per cent and R30.

The union is also asking for a 45 hour, five day week, and the abolition of the split shift system. The company has offered a 48 hour, six day week, and a five day week by next October if it cannot abolish the split shift system.

The principle of paid maternity leave has been agreed, but the union is demanding 33 per cent of pay for six months, while management has conceded 25 per cent for four months.

Among other union demands to which the company has not agreed are the non-dismissal of strikers and three months notice of the proposed closure of any hotel.

It is reported that Southern Sun group personnel director Peter Cumberlege said the company's offer, amounting to R37,4m over the next 18 months, would make employees the highest paid in the industry. — DDC

Pilots' pay a joke

JOHANNESBURG — One of SA Airways' former top pilots, Captain Neil Grobler, 49, who retired from the airline last year, said yesterday he had not been prepared to carry the heavy responsibilities of a Boeing 747 captain for a monthly take-away salary of little more than R2 500.

SAA's pilots receive a monthly salary of R6 500, but 60 per cent of this is deducted for pension, medical aid and other items.

Because of their relatively short working life, averaging 25 to 27 years, pilots have to pay 50 per cent more in pension contributions than other state employees.

Captain Grobler said although SAA pilots were regarded as among the best in the world, with exceptionally high training and testing standards, they were among the lowest-paid.

"Our pilots are also required to fly longer distances non-stop than most other airline pilots.

"Flying people overseas won't believe us when we tell them what we earn; they say we must be joking as some of their cabin-crew earn more than our pilots."

An SAA Pilots' Association spokesman pointed out yesterday that top American airline pilots could earn nearly R500 000 a year, and that even in New Zealand a Boeing captain earned R177 000 a year as against SAA's R78 000.

Captain Grobler said: "When one considers that a jumbo pilot carries responsibility for more than R150 million worth of equipment and often for the lives of more than 300 people, it is ridiculous to offer such low salaries — particularly when a pilot can lose his licence for not being able to pass the stiff medical tests he has to face twice a year."

SAA pilots have planned to set up their own off-shore employment agency which would hire out its 455 members to SAA and other airlines.

● Meanwhile, disgruntled SAA cabin crew members are considering joining the pilots' revolt.

A cabin controller said: "SAA cabin crews are being worked to death and their working conditions are atrocious.

"Crews on overseas flights are expected to work 90 hours a month and those on the internal circuit 110 hours a month — but this is not happening.

"It is not unusual for cabin crews on the internal circuit to be working more than 150 hours a month." — DDC-Sapa.

Editorial opinion P8

ABOUT 60 workers at Amalgamated Beverage Canners (Pty) Ltd downed tools for the second day on Monday — joining a further 240 soft drink canning workers nationally, who began stoppages after wage negotiations deadlocked. (355)

SOWETAN
Dec 1987

Hotel workers warning of strike

JOHANNESBURG — Workers have declared a dispute with Southern Sun hotels, the largest hotel group in the country, at conciliation hearings here yesterday.

They told reporters that 1 000 of the 9 600 workers employed by the group earned below R250 a month.

"There is a wide gap in the salary structure" between white and black workers' wages, a spokesman of the Commercial, Catering and Allied Workers Union, (Ccawusa) said.

The workers are demanding a R500 minimum monthly wage by October 1988 with uniform increases of R50, R75 and R75 in three phases. The company has offered R30, 15 per cent and R30.

A union spokesman said work stoppages in in a number of hotels had occurred in protest against alleged unfair dismissals and the company's wage offer.

The workers said they were "not pressing for a strike".

But if negotiation procedures failed to lead the company to improve its wage offer, "there will be a strike".

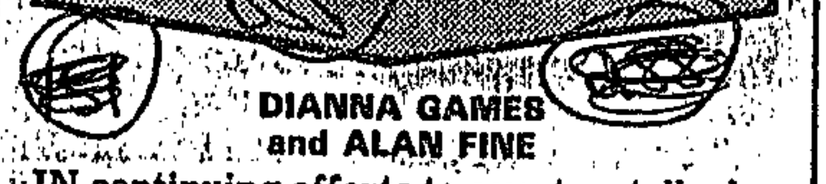
The workers are seeking guarantees that there will be no dismissals of workers engaged in a legal strike.

They claimed the company had already hired hundreds of white staff in readiness for industrial action — and was engaged in a campaign of "imtimidation" to offset a strike.

The workers are also seeking the abolition of the split shift system and a 45 hour weekly shift.

A spokesman for the hotel group said the company "cannot and will not meet" the unions' demands "which would mean an additional cost of R53,4 million". — Sapa

Southern Sun's wary of holiday stoppage



DIANNA GAMES
and ALAN FINE

IN continuing efforts to avert a strike by thousands of its employees during the holiday season, the giant Southern Sun hotel group is to hold talks today and tomorrow in Durban and Cape Town with the union bodies involved in the dispute.

Southern Sun negotiators have already met with union representatives on the Reef and are confident a settlement will be reached soon, according to group personnel director, Peter Cumberlege.

The workers are demanding a R500 minimum monthly wage by October 1988. Cumberlege said management were presently offering R475 and were considering the workers' R500 demand.

Workers have also asked for uniform increases of R50, R75 and R75 in three phases. The company has offered R30, 15% and R30.

Cumberlege said any wage offer that was settled on at this stage would be backdated to October 1.

About 8 500 workers at 53 Southern Sun and Holiday Inn establishments are involved in the dispute which was declared on November 30.

The workers have tabled 21 demands, including abolition of the split shift system, a 45-hour working week and equal pay for equal work. According to Southern Sun, the 21 demands would cost the group an additional R53,4m.

The workers are seeking guarantees there will be no dismissals of workers engaged in a legal strike.

Workers have claimed the company has already hired hundreds of white staff, especially in Durban, in readiness for industrial action. But, said Cumberlege, the group traditionally employed a large number of casual staff to deal with the festive season.

Hotel pay talks continue

23/12/87

PAY talks are continuing in the dispute between Southern Sun and unionists representing thousands of employees in Durban, Cape Town and the Witwatersrand.

Negotiators have eight days in which to reach a settlement before the hotel workers will be legally entitled to strike.

A Southern Sun spokesman said yesterday there was no doubt that progress was taking place in talks between the hotel group and a trade union alliance representing the workers.

Group personnel director Peter

355 B day

DIANNA GAMES

Cumberlege said negotiations were ongoing and the parties to the dispute had met yesterday with the Pretoria industrial council and would meet with the Durban council today in efforts aimed at averting strike action.

Cumberlege said legal strike action in Durban, Cape Town and the Witwatersrand could take place only from December 30.

About 8 500 workers at 53 Southern Sun and Holiday Inn establishments are involved in the dispute which was declared on November 30.

Strikers are like cattle - manager

STRIKING Ellerines workers employed at the Dendros Store near Pietersburg, are locked in the storeroom daily and guarded with rifles, members of the Commercial and Catering and Allied Workers Union of South Africa have alleged.

The workers also alleged that the white manager of the store frequently invited local white farmers into the store "to look at strikers and pass derogatory remarks."

Both the store manager, a Mr Eager, and managing director (Human resources), Mr P F R de Villiers, deny the allegation. Mr Eager said the workers were "free to come as they want. In fact they are getting fat from over-eating and no work. They are like cattle," he said.

The workers said the manager locked the strikers in every morning. "Two rifles are placed at the door and the door is only opened at lunch and knock-off time. It is a very humiliating and intimidating tactic and we condemn this very strongly," the workers said. Dendron is situated in the heart of the Northern Transvaal farming area about 60 km west of Pietersburg.

Meanwhile, strikers at Ellerines in Pietersburg had their names taken down by the manager yesterday morning for wearing the union's T-shirts, shop stewards disclosed. The action followed the resolution by the striking Ccawusa members to wear the T-shirts despite an alleged ban by management.

Mr de Villiers denied on Tuesday that T-shirts were banned or that disciplinary action would be taken against strikers who wore T-shirts in the stores. The strikers are part of over 5 000 Ccawusa members in the Transvaal who went on strike on December 8 to demand higher salaries and better working conditions.

A Ccawusa official confirmed yesterday that both parties had agreed to take the dispute to mediation. "What is left is to agree on the mediators and dates," the officials said.

The affected stores are Furncity, Jako, Fishers, Rheingold, Volks, Oxford, Town Talk, Royal and Ellerines. The workers are demanding (management's offer):

- R200 across the board increase (R94);
- R550 minimum wage for all (R425);
- Sales targets of R2 500 for outdoor sales staff (R3 400);
- Ten percent commission for sales beyond the target (seven percent for R600 up to R1 000, nine percent for R1 001 up to R9 999 and 10 percent for R10 000 upwards;
- Job guarantee and full pay for workers detained under the state of emergency (three months at half salary with no guarantee);
- Four weeks annual leave for workers with more than five years service (three weeks); and
- Two days time off for all per month (one day).

tion battles tricity dept

Christmas have been tremendously delayed. The meat which was in the fridge has rotted and each time we phone we are told to be patient," Mr Mavuso added.

Problem

The acting town clerk, Mr Rene du Toit, who is also Soweto's chief electrical engineer, said he was not aware of Shap's problem but promised to investigate.

Workers at the centre repair calculators, Kodak cameras, manufacture protective clothes for the mines, manufacture underground lighting cables, notebook pouches and tablecloths.

Bigger year-end bonuses for most

Picture by Ken Oosterbroek.

By Michael Chester

No fewer than 90 percent of companies have paid out bigger year-end bonuses and most of them of have equalled a 13th monthly cheque for salaried employees, according to surveys by PE Corporate Services.

Salary surveys manager Miss Naomi Brehm says the bulk of bonuses amounted to eight or nine percent of annual salaries, but even bigger bonuses of 10 percent awaited many executives, depending on performance and company profit results.

There was also an increasing tendency to add yet extra bonuses linked to productivity.

The windfall of bonus payments is believed to have been an important booster behind the surge in Christmas/New Year spending.

The Association of Chambers of Commerce believes retail sales in the Christmas season would reach a new peak at R8,7 billion — or R1,4 billion over a year ago.

But most employees have been thunderstruck by the huge bite taken by the taxman as the bonuses pushed overall pay packets into higher tax backets.

Thousands of workers learnt the bitter lessons of what economists call "fiscal drag" or "bracket creep" — the penalties imposed by the impact of sharp jumps in marginal tax rates as salaries and wages try to keep pace with inflation.

Several economists are urging the Government to tackle the fiscal drag problem with as much urgency as lower tax rates when it works out a new taxation system in the wake of the Margo Commission of Inquiry.

Finance Minister, Mr Barend du Plessis, is expected to outline initial moves towards tax changes in the 1988 Budget, but the tax reform measures are unlikely to emerge until 1989.

Ellerines begins mediations over Ccawusa strike

BRONWYN ADAMS

ELLERINES Holdings and the Commercial Catering and Allied Workers' Union (Ccawusa) began mediation proceedings yesterday in an attempt to resolve the three week old wage strike.

Mediation was progressing with management motivating its reasons for remaining set on precluding sales targets from negotiations, said Ellerines human resources GM Pierre De Villiers.

Ccawusa representatives said they would put management's motivation on the issue to a general meeting of workers on January 3. The two parties will then meet on January 4 for further negotiations.

Ccawusa maintains the strike by more than 5 000 out of a total of 6 567 workers at 202 out of 291 stores will continue until the dispute is resolved.

These figures have been disputed by Ellerines management.

Discussions previously broke down when Ellerines management refused to allow sales targets onto the bargaining agenda.

100% pay rises for RSC members in Cape



HEART CONGRESS: Delegates to the international cardiovascular congress in Sea Point this week to commemorate the 20th anniversary of the first human heart transplant by Professor Chris Barnard on December 3 1967. The congress was convened by Professor Barnard's successor, Professor Bruno Reichart.

Municipal Reporter

MEMBERS of the Western Cape and Algoa regional services councils have been given pay rises of more than 100 percent, backdated to June 25.

The increases, authorised by provincial authorities, were approved by the Western Cape RSC at its meeting at the end of last month.

The pay-increase item was at first scheduled for the RSC's "in-committee" agenda, but was later converted to an open matter.

- Ordinary RSC members and non-RSC members who are members of standing committees will now get R220 a meeting — up from the interim payment of R100;
- Chairmen of committees will get R275 a meeting — up from R125;
- The deputy chairman will get R330 — up from R150.

The Government's "own affairs" departments will be asked to approve payments of R220 for members and R275 for chairmen of the Committee for Liaison with Local Areas and the committee dealing with management committee affairs.

Allowances for various advisory committees for nature reserves, sub-committees for local areas and management committees, Atlantis development advisory committee, Borcherds Quarry sewage outfall works control advisory committee, Parow joint composting works committee and the Monwabisi planning committee (subject to the Administrator's approval) will remain R30 a meeting.

RSC councillors and committee members attending inspections, seminars, meetings, associations and congresses within the RSC's area of jurisdiction will get R30 a day plus transport costs.

The RSC also agreed to ask the Administrator to authorise a daily attendance allowance of R220 a day plus a transport allowance to co-opted members "in connection with council meetings where reports or matters relating to the committee are being dealt with".

- Cape Town City Council's executive committee was advised today by the city administrator that the RSC's white paper (open) agenda last month was "overwhelmingly" dominated by the affairs of the former divisional councils of the Cape, Paarl and Stellenbosch.

Generous gifts raise food fund to R394 000

Municipal Reporter

GENEROUS contributions to The Argus Food Campaign have helped to ensure that hundreds of the city's poorest families have something to look forward to at Christmas.

The fund stands at R394 355, according to the latest audited report, but several thousand rands more have been received in the past few days.

Recent major gifts include R5 000 from Warner-Lambert, R1 000 from The Argus Charity Jackpot, R1 000 from a client of the Board of Executors, R500 from First National Bank and R250 each from Gypsum Industries, Interpak and Stephan Holdings.

Next week city health department officials will deliver a double round of food parcels, each containing a small amount of special Christmas fare as well as extra rations of meat, vegetables and staples, the medical officer of health, Dr Reg Coogan, said.

The Argus FOOD CAMPAIGN

"We've arranged the double distribution so that everyone will get supplies that week," he said.

"And we're adding a bigger stock of food to the parcels to try to introduce a little note of Christmas cheer into the lives of the poor people."

LUXURIES

Additional items include a packet of sweets and biscuits — "luxuries unheard of in our food parcels normally", Dr Coogan added.

- Contributions to The Argus Food Campaign can be sent to PO Box 15399, Vlaeberg 8018, or to Box 298, Cape Town 8000. Cheques should be made out to the Mayor's Relief Fund. Offers of food should be made to Dr Coogan at ☎ 210 2100.

The Argus wants your news

THE telephone number of The Argus's new Mitchell's Plain news bureau is 32 7493. If you have news which will be of interest to Argus readers, telephone staff reporter Linda Galloway or call on her at The Argus office in the Town Centre — Shop 10, first floor Plain Building, Allegro Lane.

However, to place advertisements please telephone 208 4911.

The Argus also has a Tygerberg news bureau — ☎ 94 3671.

Ellerines mediation stalls on sales

BRONWYN ADAMS

MEDIATION between the Ellerines holdings and the Commercial Catering and Allied Worker's Union (Ccawusa) broke down on Monday when management continued to refuse to negotiate sales targets, union spokesman Jackie Masuku said yesterday.

The mechanism of sales targets demands that workers either generate sales worth ten times their basic wages or face dismissal. Ccawusa said that next to nothing had been achieved in the wage negotiations.

This was disputed by Ellerines, who said the fact that neither party walked away from mediation, together with the setting of further discussions was indicative of committment to negotiations.

1980 355 1984 B/day 30/12/87

Dispute near resolution

BRONWYN ADAMS

SOUTHERN Sun Hotels and the Trade Union Alliance need only to resolve the union demand for a 45-hour, five-day working week to resolve the wage dispute, according to hotel group personnel director Peter Cumberledge.

This clause, the last of a number of issues in the wage dispute, is to be discussed in early January Cumberledge said.

But according to the unions, strike ballots will begin late next week if agreement is not reached by then.

Agreement was reached a week ago on a number of issues, including a minimum wage of R500 a month and the abolition of all split shifts by October 1988.

The union alliance — comprising the Hotel and Restaurant Workers' Union, the Natal and Cape Town Liquor Unions, and Ccawusa — confirmed Cumberledge's assessment of the state of the negotiations.

Spokesman Alan Horwitz said the company had placed two conditions on acceptance of the 45-hour, five-day week: union acceptance of management's right to use labour flexibly; and management's right to refuse to supply information on the use of casual labour.

Horwitz said the unions were not against flexibility, but believed it should only be done with the consent of the workers involved.

Business Day 31/12/87