413- BUSINESS EQUIPMENT INDUSTRY, CERTAIN AREAS

AREA A: Alberton, Bellville, Benoni, Boksburg, Brakpan, The Cape, Durban, Germiston, Goodwood, Inanda, Johannesburg, Kempton Park, Kimberley, Klerksdorp, Krugersdorp, Kuils River, Nigel, Oberholzer, Pietermaritzburg, Pinetown, Port Elizabeth, Pretoria, Randburg, Randfontein, Roodepoort, Simonstown, Springs, Westonaria, Wonderboom, Wynberg; Municipal Areas: Bloemfontein, Paarl, Sasolburg, Uitenhage, Vanderbijlpark, Vereeniging, Welkom, and Witbank,

AREA B East London. Municipal Areas: Bethlehem, Ermelo, George, Grahamstown, Kroonstad, Ladysmith, Middleburg (Tvl), Nelspruit, Newcastle, Oudtshoorn, Pietersburg, Potchefstroom, Rustenburg, Somerset West, Stellenbosch, Strand, Wellington, and Worcester;

AREA C Municipal Areas: Bethal, Dundee, Empangeni, Eshowe, Graaf-Reinet, King William's Town, Lichtenburg, Louis Trichardt, Parys, Phalaborwa, Port Shepstone, Queenstown, Standerton, Tzaneeen, Upington, Vredendal, Vryheid, and Zeerust;

Footnotes

1. Sunday Work - Shift workers rate for Sunday work is 1.33

WAGE RECULATION — CONCILIATION BOARDS 1975 — 1985

Council wage dispute

ARGUS 6/6/76

(327)

THE Minister of Labour, Mr Marais Viljoen, had appointed a conciliation board to settle a wage dispute between the Cape Town City Council and White municipal employees, Mr D. W. Archer, secretary of the local branch of the South African Association of Municipal Employees (SAAME), said today.

According to the Acting Town Clerk, Mr S. Evans, SAAME requested a 17 percent increase in October last year. The council had offered an increase of two notches on employees' incremental salary scales, but this had been rejected by SAAME.

BACK-DATED

Mr Evans said the two-notch increase had been implemented at the end of April this year and had been back-dated to January. The council had also promised a complete re-evaluation of salaries to take effect from January 1976.

Mr Archer said the 17 percent increase requested was the difference in the cost of living index between the last municipal wage increase and January this year.

More pay for shopworkers

RDM 25/6/75

Staff Reporter

MORE than 50 000 shopworkers of all races can expect increased earnings from the beginning of next year and again at the end of 1976, the Transvaal vice-president of the National Union of Distributive Workers (NUDW), Mr Morris Kagan, said yesterday.

Mr Kagan said the price structure was making it increasingly urgent that the earnings of all workers should be revised at more frequent intervals.

The NUDW would start negotiations with the Commercial Employers Association in August for revised wage scales for shopworkers in the 11 principal urban areas.

"We are confident that relief will be granted. Inflation is rising currently at an annual rate of about 15 per cent, and the NUDW has a strong case."

The new scales would probably go into operation from the beginning of next year.

Mr Kagan said the Minister of Labour, Mr Viljoen, had informed the NUDW that the wage board would investigate the wage determination in the commercial distributive trade early next year.

"Usually these determinations are made every five or six years, and the fact the last determination in our industry was made only two years ago is an indication that the government is recognising the need for more frequent wage reviews."

Mr Kagan said the board would only investigate wage levels and not conditions of work, which would be the subject of a later investigation.

This, he said, meant that the new determination should be ready and in operation before the end of 1976.

for SA on way

W/E ARGUS 28/6/75

By HUGH ROBERTON

THE biggest demand for higher wages and salaries ever made in South Africa is about to be presented to employers by trade unions representing many thousands of workers in almost every sector of the economy.

Demands for the massive rise in earnings — trade union officials this week said the total amount involved was 'incalculable but certain to be mind-boggling' — follow the big cost of living increases which have pushed the country's inflation rate to 14,6 percent.

Among the workers involved are all the country's 150 000 public servants, all teachers, about 85 000 textile industry workers, municipal employees in Cape Town, Johannesburg and other major centres, and workers in the clothing, furniture, building and electrical industries.

EXPIRING

Many were given rises only last year — rises which have been swallowed up by the soaring cost of living — and many more have wage agreements due to expire before the end of the year.

Wage agreements which have to be re-negotiated in the next six months — there are more than 16 of them covering an estimated 180 000 workers — include agreements covering the entire textile industry, the furniture industry in Natal and South Western Districts, sections of the clothing industry in the Cape, the canvas goods industry on the Rand and Pretoria, the electrical contracting industry in the Cape and sections of the building industry in the Transvaal and Northern Cape.

INDEX

Unions representing workers in these industries are expected to demand rises of between 15 and 30 percent, with a firm undertaking by employers that in future wages and salaries will be adjusted automatically in line with the official cost-of-living index.

Similar demands are expected to be made by the Public Servants' Association, which represents about 150 000 workers, and the matter is expected to be placed before the Cabinet not later than the end of August.

Public servants were given increases of between 10 and 20 percent in July last year which, they claim, have been wiped out by the increased cost of living since then.

Teachers also received a rise last year — it averaged 10 percent — but the Federal Council of the South African Teachers' Association is to press for a further increase before the end of this year.

There are abut 14 000 teachers in the Cape and about 41 000 in the rest of the country. Not included in these figures are university staffs of several thousand.

DISPUTES

In Cape Town and Johannesburg, disputes have arisen between the city councils and municipal workers over wage and salary increases, and negotiations for rises before the end of the year have already started.

In Cape Town, a conciliation board has been requested by municipal workers to settle their dispute with the city council, which has rejected a demand for a 17 percent overall increase in wages and salaries.

Although the Mineworkers' Union, one of the largest unions in the country, has not come up with any new wage demands, it has asked for a conciliation board to continue negotiations on demands for a five-day week. In financial and economic terms, a five day week would, in fact, represent a substantial increase.

'FEVER'

Senior trade union officials throughout the coun-

See WAGES

MINE LABOUR

Desert storms

FM 13/10/78

348

Industrial relations on the mines have never been particularly happy. But the malaise has now spread to far-off Namaqualand, where the Minister of Labour has had to appoint a Conciliation Board to settle a heated labour dispute.

The dispute is between Arrie Paulus's Mineworkers' Union and O'Okiep Copper Company, a subsidiary of US mining giant Newmont. The immediate cause is a wage dispute, but lurking at back of it is union opposition to a management plan to introduce a liaison committee with a coloured worker representative.

This is the first time in around a decade that a conciliation board has sat at O'Okiep.

The dispute has now apparently been settled. The Conciliation Board met at O'Okiep on October 4 and Paulus tells the *FM* that that meeting settled the dispute to his satisfaction. O'Okiep GM Tom Philip says the bulk of the dispute has been settled but adds that the Board will meet again in about six weeks time to tie up loose ends.

Neither side is saying what agreement has been reached — but it's certain that there will be no coloured member of the liaison committee — or employment practices committee, as Philip calls it. There may be a white representative charged to look after coloured worker interests.

Paulus tells the *FM* that the MWU had no objection to the principle of setting up a liaison committee — it simply believed that the constitution O'Okiep had prepared was too vague. The MWU has drawn up an alternative constitution, he says.

The dispute — which has had its moments of drama with copies of the MWU paper *The Mineworker* being placed under Philip's door at night, began when management offered the union a 5,5% increase (initially 5%) plus 0,5% per year of service. The latter offer, however, was made conditional on the liaison committee which, says the union would have had "such wide powers as to make a MWU branch at O'Okiep superfluous."

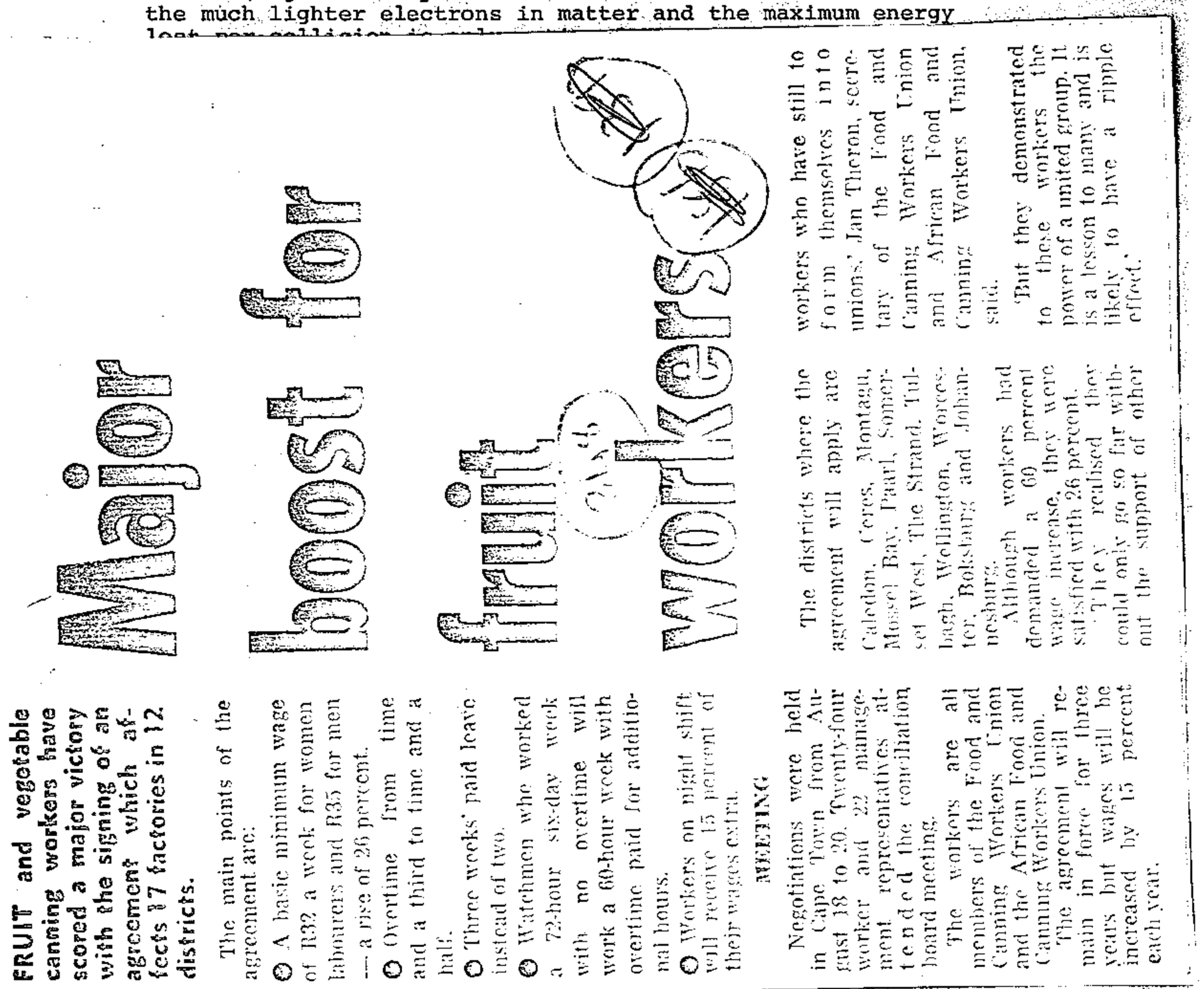
The union rejected the offer and applied for a Conciliation Board. Philip replied some time later by accusing the union of acting irresponsibly and announcing a 5% increase for all daily paid workers. The union interprets this as an attempt to bypass it.

It also claims that industrial relations at the mine were good until a new management team under Philip took over. Philip denies that he's the root of the problem. A factor in the situation at O'Okiep, he says, is the fact that management deals with two unions, one white, the other coloured — a unique situation in the industry.

Unlike other mining companies, O'Okiep has to balance the demands of both unions, says Philips — hence the conflict. The union, on the other hand, appears to suspect that the company has adopted a more aggressive attitude to the use of coloured workers in the last two years.

increases, as the particle penetrates deeper into the medium . The density of energy deposited ($-dE/dx$) is therefore highest at the end of the range (fig. 25).

Relatively heavy particles such as the p or α are not significantly deflected in their collisions with the much lighter electrons in matter and the maximum energy



Major boost for fruit workers

FRUIT and vegetable canning workers have scored a major victory with the signing of an agreement which affects 17 factories in 12 districts.

The main points of the agreement are:

- A basic minimum wage of R32 a week for women labourers and R35 for men — a rise of 26 percent.
- Overtime from time and a third to time and a half.
- Three weeks' paid leave instead of two.
- Watchmen who worked a 72-hour six-day week with no overtime will work a 60-hour week with overtime paid for additional hours.
- Workers on night shift will receive 15 percent of their wages extra.

MEETING

Negotiations were held in Cape Town from August 18 to 20. Twenty-four worker and 22 management representatives attended the conciliation board meeting.

The workers are all members of the Food and Canning Workers Union and the African Food and Canning Workers Union.

The agreement will remain in force for three years but wages will be increased by 15 percent each year.

The districts where the agreement will apply are Caledon, Ceres, Montagu, Mossel Bay, Paarl, Somerset West, The Strand, Tulbagh, Wellington, Worcester, Bokstaans and Johannesburg.

Although workers had demanded a 60 percent wage increase, they were satisfied with 26 percent.

They realised they could only go so far without the support of other workers who have still to form themselves into unions,' Jan Theron, secretary of the Food and Canning Workers Union and African Food and Canning Workers Union, said.

'But they demonstrated to these workers the power of a united group. It is a lesson to many and is likely to have a ripple effect.'

energy from neutron interactions in matter are often charged particles and these particles then interact with the matter as described in (a). Hydrogenous media such as wax, water or plastic are of particular interest because a neutron can lose any fraction (0-100%) of its kinetic energy in a

single elastic collision with a proton. The maximum nuclear recoil energy E_{max} resulting from elastic scattering of neutrons (of mass m_n and energy E) on a nucleus of mass m_N is given by

$$E_{max} = 4m_n m_N E/(m_n+m_N)^2 \qquad \ldots\ldots (34)$$

Thus E_{max}/E is much smaller for heavy nuclei than for hydrogen.

(c) Gamma rays

The three most important effects in the interaction of gamma rays with matter are the photoelectric effect (described in section 2.1), the Compton effect (section 2.1,p.5) and pair production (section 2.3,p.8). Energy is transferred from the incident gamma photon to a photoelectron, a Compton electron or an electron-positron pair respectively. These charged secondary particles then interact with the medium as described in (a). As in the case of neutrons, the interaction of gammas with matter is a statistical process and is governed by an exponential absorption law of the form given by eq.(33) but with α representing the gamma ray absorption coefficient. This coefficient can, in turn be considered as the sum of components α_{PE}, α_C and α_{PP}, corresponding to the photo-, Compton and pair effects. Thus

$$\alpha = \alpha_{PE} + \alpha_C + \alpha_{PP} \qquad \ldots\ldots (35)$$

The absorption coefficients are largest for the heaviest elements (e.g. lead) and α_{PE} usually dominates for gamma energies below 0.5 MeV, α_{PP} for energies above ∿ 10 MeV and α_C for energies around 1 MeV.

A convenient measure for gamma interaction calculations is the half-thickness, analogous to the half-life in radioactivity. This is defined as the thickness $x_{\frac{1}{2}}$ of the particular medium required to reduce the fraction N/N_o (eq.(33)) to one half for a particular gamma energy.

Thus $N/N_o = \frac{1}{2} = \exp(-\alpha x_{\frac{1}{2}})$ $\qquad \ldots\ldots (36)$

Some values of $x_{\frac{1}{2}}$ are given below (in mm)

Energy	Lead	Concrete
1 MeV	9.0	47.0
5 MeV	14.5	100.0

25/11/80

Collective action 'can help women'

Argus Correspondent

DURBAN. — Equal rights for women in the work place will be gained only through collective action by men and women in the trade unions, said Mrs Fay Mandy, executive committee member of Tucsa.

She told the conference that both the Wage Act and the Industrial Conciliation Act said discrimination could be applied in wages and types of work given to women.

'They do not say discrimination should be practised but that it can be.

'FIRST STEP'

'This is used to great advantage by some employers and certain other males as far as wages and conditions of employment for women are concerned.'

She said that the first step was to work towards the abolition of all forms of discrimination.

The conference unanimously passed a motion calling upon the Government to remove all positions discriminating unfavourably against women from the statute books.

25/9/80

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Man guilty of underpaying staff

(348) C. T. Times 5/12/80

Staff Reporter

THE owner of a Long Street electrical shop was yesterday found guilty by a Cape Town magistrate of underpaying his former employees by a sum of nearly R4 600.

Gunther Walther, of Blinkwater, Disa Park, appearing for himself and ACS Electric (Pty) Ltd, was found guilty of five charges under the Electrical Contracting and Serving Industry (Cape) Agreement.

He was acquitted on one charge of failing to pay overtime wages.

Summing up, the magistrate, Mr Eben van Zyl, said the evidence of the employees could not be accepted, as they had faulty memories and could not remember details.

He accepted the evidence of an inspector agent for the industry, Mr Reginald Betteridge, who calculated the amount of underpayment from an ACS Electric wage book.

Although the actual wage book had subsequently "disappeared" and was claimed to have been collected from a Magistrate's Court official by "someone from ACS Electric", Mr Walther had never contested the actual figures mentioned and they were thus found to be correct.

Argument for the defence by Mr Walther that the employees were "self-employed" after agreeing to contracts with him to buy the business was rejected as it was clear that the employees continued to receive the same wages as before and money paid for servicing and repairs was clearly paid into the account of Mr Walther, who then paid the employees.

Sentence will be passed next Wednesday. Mr Van Zyl suggested that Mr Walther work out an arrangement to pay back his former employees before that date.

All workers will benefit says Sifsa

(348) (132) (154) SOWETAN 12/3/81

MEMBERS of the predominantly Black Metal and Allied Workers Union (Mawu) need not fear that they will not benefit from the new wage agreement entered into at an industrial council meeting on Tuesday.

The recently-registered Mawu refused to attend the meeting, which included three newly registered unions representing black workers, because its registration certificate included a "race clause."

Dr Errol Drummond, director of the Steel and Engineering Industries Federation of South Africa (Sifsa) told the SOWETAN yesterday that all workers in the industry would benefit from the 14-month agreement.

He was happy that unskilled workers, especially blacks, "got the bigger slice of the cake." The two-phase agreement, with phase one coming into effect on May 1 will see this category of worker earning 99 cents an hour instead of 92 cents an hour.

Phase two comes into effect on July 1 and will see this rate shoot to 113 cents an hour. The agreement is binding until June next year.

Asked if Mawu members would benefit from the agreement, though their union was not represented at the meeting, said Dr Drummond: "no one will withhold these increases from them. They did not attend the meeting for reasons best known to themselves."

Mr Ben Nicholson, director of the Confederation of Metal and Building Unions, said "some things were achieved and others were not achieved." And one of the things "not achieved" was increases were not written by employers into the agreement.

C. Herald 28/3/81 (348)

Warning after massive pay deal

ELECTRICIANS are laughing all the way to the bank after a massive 30 percent pay hike in their new deal with employers but an action committee of artisans has sounded a note of warning.

When all the loose ends have been tied up in about six weeks' time, licensed electricians will earn about R40 more a week, and all other categories of workers in the electrical contracting industry will get substantial increases.

But as part of the new agreement, the electrical unions were forced to accept two new types of workers — the conduit installer and the systems installer, who do much of the work formerly done by licensed artisans, but at a lower rate of pay.

'We weren't very happy about it,' said the secretary of the Electrical and Allied Trade Union, Mr Cyril Shield, 'but otherwise we were satisfied.'

The electricians' action committee expressed concern.

'We are deeply shocked at the gigantic concession made by the union leadership to the employers,' a spokesman said.

This now legally opens the door for skilled work to be done at unskilled rates of pay.

'The wage agreement items dealing with the electrical conduit installer and the system installer electrical) pose the greatest threat to the artisan in the contracting industry.

There is plenty of work now, but what will happen when the building industry experiences a slump?

'Who will the bosses keep — and who will they fire?

'To us it is clear that the bosses will keep those workers who are doing skilled work at low rates of pay.

'The artisan, who is obviously paid a higher rate, will be kicked out.

'We demand to know why the worker were not consulted before the agreement was concluded.'

UNIONS 2 ~~11pDa~~ ~~1.5t~~ ~~5Wb~~
FM 10/4/81

Colgate's Catch 22

348 ~~1.75~~

In a step that could make labour history, a registered black trade union affiliated to the Federation of SA Trade Unions (Fosatu), the Chemical Workers Industrial Union (CWIU), has called for a Conciliation Board to settle its dispute with Colgate-Palmolive.

Labour observers see the move as significant as it could lead to the first "legal" strike by a black union.

Calling for the creation of a Conciliation Board is the first step a union can take towards settling a dispute "legally". If the Board fails to settle the dispute, the union can call a legal strike after a month's "cooling off period."

The dispute centres on the extent to which the company is prepared to allow the union to become involved in negotiations and, as a corollary, the role of industrial councils.

In a press statement released last night, the CWIU says: "Employers cannot recognise a union without recognising its right to negotiate on behalf of its members. Colgate refuses to recognise the union's right to negotiate."

CWIU says employers are trying to force unions to negotiate all major issues at the industrial council level. "Members are reacting angrily to this strategy. They see it as an attempt to displace any real negotiations . . ."

The union says workers are objecting to the industrial council system because they had no part in designing it. They say it is not properly representative of workers but has the power to make binding agreements on all workers in a particular industry.

The press statement adds: "Colgate is taking an intransigent stand with regard to the issue of negotiating wages and working conditions. It has reiterated its position that the union can deal only with 'shop floor' grievances. It seems intent on forcing the union onto an industrial council which does not cover the majority of Colgate workers."

The union says that it is caught in a Catch 22 situation. "If we do not go to the industrial council, Colgate refuses to negotiate. If we do go, we only negotiate minimum wages which are well below those paid by Colgate."

CWIU says its final demand for recognition includes the right of the union to negotiate wages and working conditions, the recognition of union shop stewards as representing workers in the plant, access to the plant for union officials, stop order facilities, the right to negotiate procedures such as grievance and dismissal procedures, and the right to negotiate the 1981 wage increases.

The *FM* could not contact a Colgate spokesman for comment.

- In another surprise move, Alec Erwin, general secretary of the Federation of SA Trade Unions (Fosatu), has resigned.

Erwin, who has been general secretary of SA's largest independent trade union federation since its inception in April 1979, will present his resignation to Fosatu's central committee at the end of this month. Erwin is expected to continue working for Fosatu. Says a federation spokesman: "He made a deliberate choice so that the leadership reins could be handed over to someone else."

ARCHITECTURE
(Continued)

Mrs. Thornton White Prize
For the best work in first year.

Miss M F J Sandilands

S A Brick Association Prize
For the student who has made best use of bricks in his design work.

J G Kirkman

R Stubbs Award
For the best project in structure and design.

M R I Ness

BUILDING

National Development Fund for the Building Industry Book Prizes
For the best student in each year of study of the degree course.

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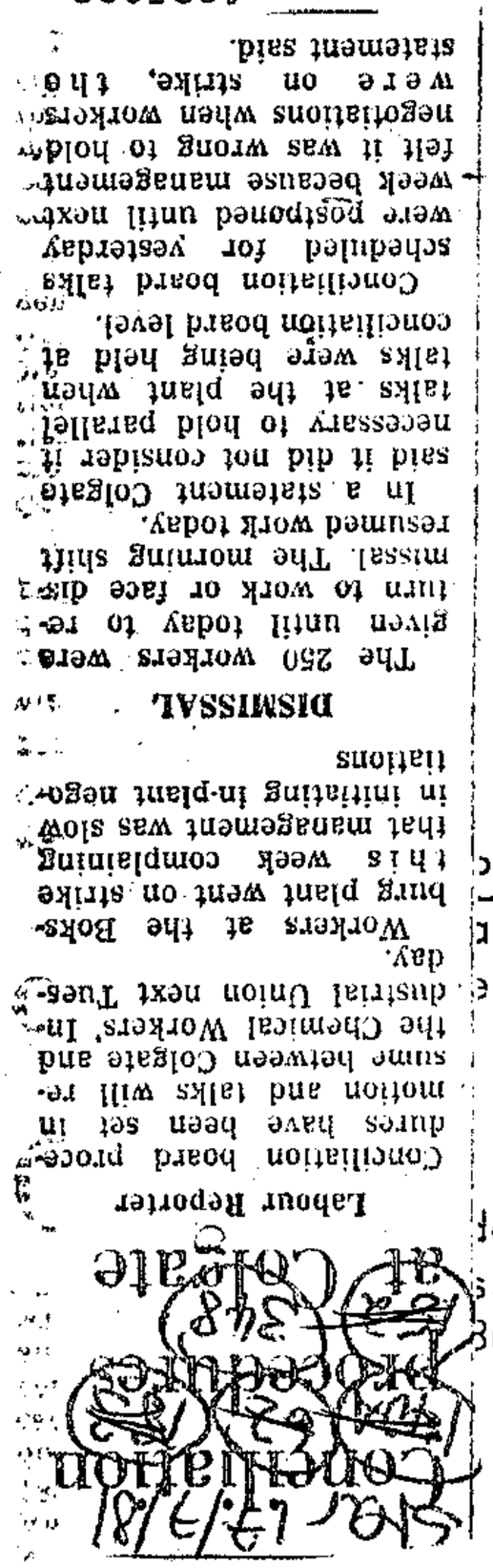

Sat. 12/9/81
Conciliation
Procedures
348
at Colgate

Labour Reporter

Conciliation board procedures have been set in motion and talks will resume between Colgate and the Chemical Workers' Industrial Union next Tuesday.

Workers at the Boksburg plant went on strike this week complaining that management was slow in initiating in-plant negotiations

DISMISSAL

The 250 workers were given until today to return to work or face dismissal. The morning shift resumed work today.

In a statement Colgate said it did not consider it necessary to hold parallel talks at the plant when talks were being held at conciliation board level.

Conciliation board talks scheduled for yesterday were postponed until next week because management felt it was wrong to hold negotiations when workers were on strike, the statement said.

City workers demand more

CT 24/7/81 (348)

Staff Reporter

THE Cape Town City Council will next week face urgent pay increase demands from its entire workforce, following an announcement yesterday that white workers may threaten to work to rule and stop all overtime unless they obtain an immediate 20 percent increase.

The council already has to deal with wage demands by the 10 000-member Cape Town Municipal Workers' Association (CTMWA), which represents coloured and a small number of black employees, in a Conciliation Board sitting on Tuesday.

A meeting of the Cape Town branch of the South African Association of Municipal Employees (Saame), representing the white employees, will demand an interim 20 percent increase from August 1 on Tuesday. This follows an earlier demand in June, for a 15 percent across the board increase, which has been set down for talks next Friday.

Members drew up a petition this week for the special meeting of the association.

The chairman of Saame in Cape Town, Mr A J Uys, said yesterday that sheer desperation had caused members to call the meeting. Employees did not have enough money to live properly and to meet the rising cost of living and were "extremely unhappy", he said. He confirmed that the association would call for "work to rule" and no overtime till their demands were met.

Mr Uys said the meeting would tell the association what policy to follow when the committee consulted with the council.

Members felt that over the last few years they had not been compensated for high inflation which averaged 10 percent a year.

Methods of negotiating wage and salary increases took too long to finalize and when demands were met, a year later, the cost of living had gone up again. According to the Industrial Conciliation Act once wage and salary increases were met employees could not claim for a further 15 months, he said.

"This is why workers are becoming so desperate. When an offer is made you have to accept it," Mr Uys said.

In an interview yesterday, the secretary of the CTMWA, Mr J H Ernstzen, said coloured and black employees' wage demands required more attention than those of white employees because they asked for an increase more than eight months ago.

Relief

"But one agrees that there is need for relief on their side as well," Mr Ernstzen said.

On July 3 the Minister of Manpower Utilization, Mr Fanie Botha, approved an application for a conciliation board and after discussions an agreement was reached to hold the first hearing on July 28, he said.

The deputy Town Clerk, Dr Stan Evans, said yesterday: "It would be unfair to comment on a proposal which is not yet adopted by the council."

Dr Evans said Saame had merely requested a meeting to discuss the matter and nothing had reached the council as a decision.

Councils in the course of their day to day functions. These exemptions are not reported to the Department and no statistics thereanent are, therefore, kept.

(ii) This information is not readily available.

Numerous exemptions have been granted under delegated authority by the Department's Head Office as well as the District offices from various provisions of different Wage Determinations which apply within as well as outside border areas. Considerable scrutiny of the records would have to be undertaken to establish how many employers to whom exemption has been granted are located in border areas.

(b) (i) Where Industrial Council Agreements apply

Textile Industry.

Clothing Industry, Transvaal.

Furniture Manufacturing Industry, Natal.

Iron, Steel, Engineering and Metallurgical Industry (4 exemptions).

Leather Industry—General Goods Section.

Clothing Industry, Natal.

Clothing Industry, Eastern Province (3 exemptions).

Furniture Manufacturing Industry, Eastern Cape Province.

Motor Industry.

Biscuit Manufacturing Industry (2 exemptions).

NOTE:

The period of operation of all the above-mentioned sixteen exemptions, except for the one in the Biscuit Manufacturing Industry and the one in the Clothing Industry—Eastern Province, have expired and the employers concerned have not re-applied for exemption. [See paragraph (2)(a)(i)].

Where Wage Determinations apply:

Various types of industries, trades and businesses are involved. [See also the comment in paragraph (2)(a)(ii)].

(ii) In the case of Industrial Council Agreements:

In one instance total exemption from the provisions of the agreement was granted and in all of the other instances exemption was granted from the wage clause of the agreement. [See paragraph (2)(a)(i)].

In the case of Wage Determinations

Exemption has been granted from various provisions of different wage determinations and differs from employer to employer. [See also the comments in paragraph (2)(a)(ii)].

(3) Yes.

In the case of Industrial Council Agreements

Exemptions from the wage clauses were granted subject to the observance of rates of remuneration determined either on the basis of a percentage of the minimum prescribed wage rates or in accordance with a scale submitted by the applicants or as suggested by the Wage Board. Where applicable, it was also a condition of the exemption that the wages actually paid at the time of the application for exemption were not to be reduced.

In the case of Wage Determinations

The conditions attached to exemp-

tion from the provisions of wage determinations are varied but of such a nature that the employees concerned are not exploited or adversely affected.

Industrial Council agreements/Conciliation Board awards/wage determinations

286. Dr. A. L. BORAINE asked the Minister of Manpower:

(1) (a) How many (i) Industrial Council agreements, (ii) Conciliation Board awards and (iii) wage determinations apply in border areas and (b) how many in each category apply in such areas only;

(2) (a) how many exemptions had been granted as at 31 December 1980 from (i) Industrial Council agreements and (ii) wage determinations in border areas and (b)(i) what types of industries are involved, and (ii) what is the nature of the exemption granted, in each case;

(3) whether any conditions were attached to any of these exemptions; if so, what conditions?

The MINISTER OF MANPOWER:

(1) (a) (i) 34.

(ii) Nil.

(iii) 57.

(b) Industrial Council agreements: 6.
Conciliation Board agreements: Nil.
Wage Determinations: Nil.

(2) (a) (i) Sixteen exemptions were granted on appeal to the Minister of Manpower.
Numerous exemptions are granted by Industrial

PTO

immigration figures in respect of these countries ...

Industrial Council agreements/Conciliation Board agreements/arbitration awards/Wage Board determinations/orders in terms of Black Labour Relations Regulation Act/notices in terms of Apprenticeship Act

293. Dr. A. L. BORAINE asked the Minister of Manpower:

(1) (a) How many (i) Industrial Council agreements, (ii) Conciliation Board agreements, (iii) arbitration awards, (iv) Wage Board determinations and (v) orders in terms of the Black Labour Relations Regulation Act were in force, and (b) how many (i) White, (ii) Coloured, (iii) Asian and (iv) Black persons were affected by each of these categories in respect of wages earned, as at the latest specified date for which figures are available;

(2) (a) in what areas and (ii) in respect of what trades have notices in terms of sections 16 and 17 of the Apprenticeship Act, No. 37 of 1944, been published and (b) what is the estimated number of (i) White, (ii) Coloured, (iii) Asian and (iv) Black apprentices affected by such notices?

The MINISTER OF MANPOWER:

(1) (a) (i) 200 as at 31 August 1981.

(ii) One published conciliation board agreement is binding until 31 May 1983. The number of unpublished agreements being observed by the parties is not known.

(iii) No published arbitration awards were binding as at 31 August 1981. The number of unpublished awards being observed by the parties is not known.

(iv) 70 as at 31 December 1980.

(v) Five orders as at 31 August 1981.

(b)

	(i) White Persons	(ii) Coloured Persons	(iii) Asian Persons	(iv) Black Persons
Industrial Council Agreements	165 619	236 058	80 824	622 338
Conciliation Board Agreements	333	4 903	Nil	3 293
Arbitration Awards	Nil	Nil	Nil	Nil
Wage Board Determinations	65 840	54 110	17 607	333 308
Orders	1 440	6 730	2 613	103 384

(2) (a) (i) The areas are listed under W.

(ii) The trades are listed in column X.

(b) (i), (ii), (iii) and (iv): Figures on a racial basis are either not available or not readily available. The numbers of current apprenticeship contracts per trade as at 31 December 1980 are given in column Y and the numbers of apprenticeship contracts registered during 1980 for the areas and industries, on a racial basis, are given in column Z.

W. Area (Of Jurisdiction of the Apprenticeship Committee for the Aerospace Industry):
The Republic of South Africa (Excluding Activities conducted by the Government, including the Railway Administration)

X	Y	Z			
Trades	Current Contracts	Registrations during 1980			
		Whites	Coloured	Asians	Blacks
Aircraft Electrician	36	17		1	
Aircraft Electronician	97	50		—	
Aircraft Engine Fitting	25	21		4	
Aircraft Instrument Mechanician	11	—		—	
Aircraft Maintenance Mechanic	220	84		—	
Aircraft Radar Mechanician	—	—		—	
Aircraft Radio Mechanician	5	40		—	
Aircraft Radar/Radiotrician	48	1		—	
Aircraft Radiotrician	7	—		—	
Aircraft Sheetmetal Working	34	21		—	
Aircraft Spraypainting	—	—		—	
Aircraft Welding	—	—		—	
Airframe Fitting	7	—		5	
Carpentry	—	—		—	
Electrician	8	12		—	
Electronics Mechanician	47	19		—	
Electroplating	1	—		—	
Fitter (Light Armament)	—	—		—	
Fitting and Turning	11	9		1	
Fitting (including Machining)	4	2		—	
Machine Tool Setting	—	—		—	
Millwright (Electro-Mechanician)	—	—		—	
Pattern Making	—	—		—	
Plastics and Fibreglass Working	—	—		—	
Plating	—	—		—	
Tool and Jigmaking	48	19		—	
Turning (including Machining)	60	28		—	
TOTALS	669	323	—	11	—

W. Area (Of Jurisdiction of the Apprenticeship Committee for the Automobile Manufacturing Industry)
The Magisterial Districts of Port Elizabeth and Uitenhage

X	Y	Z			
Trades	Current Contracts	Registrations during 1980			
		Whites	Coloured	Asians	Black
Automotive Electrician	—	—	—	—	—
Automotive Machinist and Fitter	1	—	—	—	—
Die and Press Tool Maker	63	14	4	3	4
Electrician	63	19	6	1	4
Electronics Mechanician	—	—	—	—	—
Fitter and Turner	6	—	—	—	—
Machine Fitter (including hydraulics)	26	6	—	1	2
Motor Mechanic	51	6	1	2	18
Patternmaker	5	—	—	—	—
Tool and Jigmaker	50	6	13	1	6
Turner (including machining)	18	6	3	—	1
Welder	2	2	—	—	—
TOTALS	285	59	27	8	35

W. Area (Of Jurisdiction of the National Apprenticeship Committee for the Building Industry):
Eighty Five Principal Magisterial Districts in the Republic of South Africa.

X	Y	Z			
Trades	Current Contracts	Registrations during 1980			
		Whites	Coloureds	Asians	Blacks
1. Bricklayer	142	7	59	19	1
2. Bricklayer and Plasterer	66	6	18	7	—
3. Carpenter	402	27	184	41	8
4. Carpenter and Joiner	37	6	10	5	—
5. Ceiling treating	3	—	—	—	—
6. Electrician (Construction)	445	100	54	4	4
7. Joiner	110	24	40	2	—
8. Letter Cutter and Stone Decorator	4	—	1	—	—
9. Painter and Decorator	47	9	16	1	—
10. Plasterer	22	—	8	2	—

W. Area (Of Jurisdiction of the National Apprenticeship Committee for the Building Industry):
Eighty Five Principal Magisterial Districts in the Republic of South Africa.

X	Y	Z			
Trades	Current Contracts	Registrations during 1980			
		Whites	Coloureds	Asians	Blacks
11. Plumber	264	71	53	11	1
12. Polisher	1	—	—	—	—
13. Reconstructed Stone and Terazzo Worker	2	1	—	—	—
14. Saw Doctoring	2	—	—	—	—
15. Shopfitter	24	6	5	2	—
16. Signwriter	10	3	—	—	—
17. Stone-mason	2	1	1	—	—
18. Wall and Floor Tiler	8	1	2	1	—
19. Wood machinist	35	4	10	5	—
TOTALS	1 626	266	461	100	14

Area (Of Jurisdiction of the Apprenticeship Committee for the Coal Mining Industry):
The Magisterial Districts of Dundee, Kliprivier, Newcastle, Utrecht and Vryheid

X	Y	Z			
Trades	Current Contracts	Registrations during 1980			
		Whites	Coloureds	Asians	Blacks
Electrician	58	29			
Fitter and Turner	85	41			
Plater (Boilermaker)	11	7			
TOTALS	154	77	—	—	—

W. Area (Of Jurisdiction of the National Apprenticeship Committee for the Diamond Cutting Industry):
The Republic of South Africa

X	Y	Z			
Trades	Current Contracts	Registrations during 1980			
		Whites	Coloureds	Asians	Blacks
Diamond Brilliandeering	23	3			
Diamond Crossworking	48	9			
Diamond Cutting	26	6			
Diamond Sawing	9				
TOTALS	106	18	—	—	—

W. Area (Of Jurisdiction of the Apprenticeship Committee for the Electricity Supply Undertaking):
The Republic of South Africa

X	Y	Z			
Trades	Current Contracts	Registrations during 1980			
		Whites	Coloureds	Asians	Blacks
Automotive Electrician	—	—			
Blacksmith	—	—			
Bricklayer	—	—			
Bricklayer (Refractory)	—	—			
Carpenter and Joiner	2	1			
Diesel Mechanic	16	6			
Electrician	147	45			
Fitter and Turner	124	34			
Instrument Mechanician (Industrial)	25	12			
Motor Mechanic	—	—			
Painter and Decorator	—	—			
Patternmaker	1	1			
Plater (Boilermaker)	3	1			
Plumber	3	1			
Rigger	—	—			
Welder	1	—			
TOTALS	322	101	—	—	—

W. Area (Of Jurisdiction of the Apprenticeship Committee for the Explosives and Allied Industries):

Certain Areas where the Industries are conducted in the Provinces of the Transvaal, Cape and Natal.

X	Y	Z			
Trades	Current Contracts	Registrations during 1980			
		Whites	Coloureds	Asians	Blacks
Blacksmithing	—	—	—	—	—
Boilermaking	10	3	—	1	—
Boilermaking/Welding	2	—	—	—	—
Bricklaying (Refractory and/or Chemical)	—	—	—	—	—
Chemical Plumbing (including Sheetmetal Working)	1	1	—	—	—
Diesel Mechanic	10	4	—	—	—
Electrician	18	8	—	—	—
Fitting (including Machining)	8	16	—	—	—
Fitting and Turning	33	2	—	—	—
Instrument Mechanician (Industrial)	28	16	—	—	—
Painting	—	—	—	—	—
Rigging	—	1	—	—	—
Turning (including Machining)	13	10	—	—	—
Welding	7	4	—	—	—
Woodmachining	—	—	—	—	—
Woodworking (Carpentry and Joinery)	1	—	—	—	—
TOTALS	131	65	—	1	—

W. Area (Of Jurisdiction of)—

(i) Apprenticeship Committee for the Furniture Industry, Orange Free State.
The Province of the Orange Free State.

(ii) Natal Furniture Apprenticeship Committee:
The Magisterial Districts of Durban, Pinetown, Pietermaritzburg and Camperdown.

(iii) Apprenticeship Committee for the Furniture Industry, Cape Division:
The Magisterial Districts of the Cape, Paarl, Simonstown, Somerset-West, Stellenbosch, Wellington, Worcester, Wynberg and Malmesbury.

(iv) East London Furniture Apprenticeship Committee:
The Magisterial Districts of East London, King William's Town, Cathcart and Queenstown.

(v) Furniture Industry Apprenticeship Committee, Port Elizabeth:
The Magisterial Districts of Port Elizabeth and Uitenhage.

(iv) Apprenticeship Committee for the Furniture Industry, Transvaal:
The Province Transvaal.

X	Y	Z			
Trades	Current Contracts	Registrations during 1980			
		Whites	Coloureds	Asians	Blacks
Cabinetmaking (including veneering)	162	12	44	5	—
Chairmaking (incl. veneering)	6	—	—	—	—
Framemaking (incl. chairmaking)	12	—	4	—	—
Furniture Machining	61	7	26	5	—
Furniture Polishing	28	1	5	—	—
Saw Doctoring (Cape Division only)	—	—	—	—	—
Upholstering	72	—	23	3	—
Veneering	6	—	—	—	—
Woodcarving (Hand)	44	1	11	2	—
TOTALS	391	21	113	15	—

W. Area (Of Jurisdiction of the Government Apprenticeship Committee):

All Government Departments in the Republic of South Africa excluding Defence, the Railways and Harbours Administration and the Government Printer

X	Y	Z			
Trades	Current Contracts	Registrations during 1980			
		Whites	Coloureds	Asians	Blacks
Armament Fitter	15	2	1	—	—
Automotive Electrician	11	2	—	—	—
Automotive Machinist and Fitter	—	—	—	—	—
Blacksmith	4	—	1	—	—
Bricklayer	3	—	3	—	—
Carpenter	1	1	—	—	—
Carpenter and Joiner	5	2	2	1	—
Construction Plant Mechanic	52	22	—	—	—
Coppersmith	—	—	—	—	—
Diesel Fitter	3	3	—	—	—
Diesel Mechanic	29	17	—	—	—
Die Sinker and Engraver	24	—	—	—	—
Electrical Fitter	31	7	3	—	—

W. Area (Of Jurisdiction of the Government Apprenticeship Committee):
All Government Departments in the Republic of South Africa excluding Defence, the Railways and Harbours Administration and the Government Printer

X	Y	Z			
Trades	Current Contracts	Registrations during 1980			
		Whites	Coloureds	Asians	Blacks
Electrical Wireman	3	1	—	—	—
Electrician	70	17	—	—	—
Electronics Mechanician	22	7	2	—	—
Fitter and Turner	73	35	—	—	—
Fitter (inluding Machining)	8	—	2	2	—
Instrument Maker	50	23	—	—	—
Instrument Mechanician	16	2	—	—	—
Joiner	3	1	—	—	—
Machine and Tool Setter	15	5	—	—	—
Marine Fitter	43	12	7	—	—
Marine Pipe Fitter	13	—	9	1	—
Millwright (Electromechanical)	1	—	—	—	—
Motor Mechanic	22	11	—	—	—
Moulder	3	—	—	—	—
Painter and Decorator	3	1	—	—	—
Panelbeater (including Spraypainting)	1	2	—	—	—
Patternmaker	2	2	—	—	—
Plasterer	13	—	—	—	—
Plater	—	—	—	—	—
Plater/Boilermaker	4	2	2	—	—
Plater (including Welding)	1	—	—	—	—
Plumber	5	5	3	1	—
Radio and Television Mechanician	—	—	—	—	—
Radiotrician (Communication)	6	3	1	—	—
Radiotrician (Audio)	12	—	—	—	—
Refrigeration Mechanician	18	3	—	—	—
Rigger	11	2	—	—	—
Sailmaker and Upholsterer	3	—	—	—	—
Sheetmetal Worker	21	—	—	—	—
Shipbuilder	18	3	4	2	—
Shopfitter (Wood)	—	—	—	—	—
Signwriter	—	—	—	—	—
Tool- and Jigmaker	58	6	1	—	—
Turner (including Machining)	17	3	1	1	—
Welder	26	9	1	—	—
Boilermaker	1	—	—	—	—
Industrial Electronics Mechanician	4	—	—	—	—
Pipe Fitter	1	—	—	—	—

W. Area (Of Jurisdiction of the Government Apprenticeship Committee):
All Government Departments in the Republic of South Africa excluding Defence, the Railways and Harbours Administration and the Government Printer

X	Y	Z			
Trades	Current Contracts	Registrations during 1980			
		Whites	Coloureds	Asians	Blacks
Sailmaker	2	—	—	—	—
Scientific Instrument Maker and Repairer	1	—	—	—	—
Shipwright	3	—	—	—	—
Toolmaking	10	—	—	—	—
TOTALS	742	211	43	8	—

W. Areas (Of Jurisdiction)—

(i) Bloemfontien Hairdressing Apprenticeship Committee:
The Municipal Area of Bloemfontein.

(ii) Durban Hairdressing Apprenticeship Committee:
The Municipal Areas of Durban and Pietermaritzburg.

(iii) Cape Hairdressing Apprenticeship Committee:
The Magisterial Districts of the Cape, Wynberg, Goodwood, Simonstown and Bellville.

(iv) East London Hairdressing Apprenticeship Committee:
The Magisterial District of East London.

(v) Apprenticeship Committee for the Hairdressing Trade, Port Elizabeth and Uitenhage:
The Municipal Area of Port Elizabeth and Uitenhage.

(vi) Pretoria Hairdressing Industry Apprenticeship Committee:
The Magisterial District of Pretoria and Wonderboom.

(vii) Southern and Western Transvaal Hairdressing Industry Apprenticeship Committee:
The Magisterial Districts of Johannesburg, Krugersdorp, Germiston, Boksburg, Benoni, Brakpan, Springs, Vereeniging, Roodepoort, Klerksdorp, Orkney, Stilfontein, Kempton Park, Randburg, Alberton and Randfontein.

X	Y	Z			
Trades	Current Contracts	Registrations during 1980			
		Whites	Coloureds	Asians	Blacks
Gentlemen's Hairdressing	75	6	—	—	—
Ladies' Hairdressing	637	336	11	6	1
TOTALS	712	342	11	6	1

W. Area (Of Jurisdiction—

(i) Apprenticeship Committee for the Jewellers' and Goldsmiths' Industry, the Cape):
The Magisterial District of the Cape.

(ii) (Apprenticeship Committee for the Jewellers' and Goldsmiths' Industry, Witwatersrand):
The Municipal Areas of Johannesburg and Pretoria.

X	Y	Z			
Trades	Current Contracts	Registrations during 1980			
		Whites	Coloureds	Asians	Blacks
Diamond and Jewel Setting (excluding Marcasite Setting)	1	—	—	—	—
Diamond and Jewel Setting	3	1	—	—	—
Engraving	—	—	—	—	—
Mounting and Precious Metal Working	—	—	—	—	—
Precious Metal Working and Mounting (including Diamond Mounting but excluding Marcasite Working)	33	3	7	—	—
Precious Metal Working and Mounting (including Diamond Mounting)	84	26	—	—	—
TOTALS	121	30	7	—	—

W. AREA (Of Jurisdiction of the Apprenticeship Committee for the Local Authority Undertaking):
Municipal Areas in the Northern Transvaal

X	Y	Z			
Trades	Current Contracts	Registrations during 1980			
		Whites	Coloureds	Asians	Blacks
Auto Body Repairer	—	1	—	—	—
Automotive Electrician	6	8	—	—	—
Carpenter and Joiner	—	—	—	—	—
Diesel Mechanic	18	22	—	—	—
Electrician	30	34	—	—	—
Fitter	2	3	—	—	—

W. AREA (OF JURSIDICTION OF THE APPRENTICESHIP COMMITTEE FOR THE LOCAL AUTHORITY UNDERTAKING):
MUNICIPAL AREAS IN THE NORTHERN TRANSVAAL

X	Y	Z			
Trades	Current Contracts	Registrations during 1980			
		Whites	Coloureds	Asians	Blacks
Fitter and Turner	4	4	—	—	—
Motor Mechanic	1	4	—	—	—
Plumber	—	—	—	—	—
Welder	4	5	—	—	—
TOTALS	65	81	—	—	—

W. Area (Of Jurisdiction of the National Apprenticeship Committee for the Metal Industry)
The Republic of South Africa

X	Y	Z			
Trades	Current Contracts	Registrations during 1980			
		Whites	Coloureds	Asians	Blacks
Architectural Metalworker	5	—	—	—	—
Armature Winder	155	30	6	3	—
Automotive Machinist and Fitter	3	4	—	—	—
Blacksmith	22	5	1	—	—
Boatbuilder and Shipwright	4	—	2	1	—
Bricklayer (Refractory)	43	19	—	—	—
Carpenter	11	2	—	1	—
Coppersmith	5	—	2	—	—
Diesel Fitter	329	94	22	2	5
Die Sinker and Engraver	4	—	—	2	—
Domestic Appliance Mechanic	12	3	2	—	—
Domestic Radio Serviceman	30	10	1	2	—
Electrician	1 531	473	34	34	2
Electrician (Construction)—(Natal only)	48	4	2	10	—
Electrician (Engineering)	109	39	6	1	—
Electronics Mechanician	301	91	1	1	—
Electroplater	6	4	1	—	—
Fitter	845	272	16	29	4
Fitter and Turner	2 015	619	76	22	8

W. Area (Of Jurisdiction of the National Apprenticeship Committee for the Metal Industry) The Republic of South Africa

X Trades	Y Current Contracts	Z Registrations during 1980			
		Whites	Coloureds	Asians	Blacks
Instrument Mechanician (Industrial Instrumentation and Process Control)	258	114	4	3	—
Lift Mechanic	65	27	7	5	—
Millwright (Electro-Mechanician)	461	222	1	5	—
Motor Mechanic	47	13	1	1	—
Moulder	71	29	10	2	—
Pattern Maker	115	34	1	—	—
Plater	1 126	289	77	25	2
Plater/Boilermaker	278	60	46	2	—
Plumber	12	4	2	—	—
Radio Communication Serviceman	16	2	1	5	—
Radio and Television Mechanician	48	13	—	17	—
Refrigeration Mechanic (Commercial)	109	43	2	2	—
Rigger	70	24	—	—	—
Roll Tool and Template Maker	6	2	—	—	—
Telecommunication Electrician	21	3	—	—	—
Telecommunication Mechanician	13	4	—	—	—
Tool, Jig and Die Maker	528	193	42	5	—
Tractor Mechanic	53	24	2	—	—
Turner	601	176	25	28	6
Vehicle Body Builder (Composite)	11	—	1	—	—
Vehicle Body Builder (Metal)	5	3	—	—	—
Welder	436	140	29	2	—
Electronic Musical Equipment Serviceman (Pretoria)	4	—	—	—	—
TOTALS	10 002	3 145	439	211	27

W. Area (Of Jurisdiction of the Apprenticeship Committee for the Building Mechanical Engineering and Electrical Industries (Mines):

The Provinces of Transvaal and Orange Free State, The Magisterial Districts of Kimberley, Herbert, Hopetown, Phillipstown, De Aar, Britstown, Prieska, Kenhardt, Gordonia, Kuruman, Barkly-West, Hay, Taungs, Vryburg, and Postmasburg.

X Trades	Y Current Contracts	Z Registration during 1980			
		Whites	Coloureds	Asians	Blacks
Blacksmith	25	3	—	—	—
Bricklayer	3	2	—	—	—
Carpenter	47	13	—	—	—
Carpenter and Joiner	8	6	—	—	—
Diesel Mechanic	93	35	6	—	—
Electrician	955	352	7	—	—
Fitter (including machining)	233	91	—	—	—
Fitter and Turner	705	280	4	—	—
Instrument Mechanician (Industrial)	22	10	1	—	—
Motor Mechanic	38	15	1	—	—
Moulder	1	—	—	—	—
Painter and Decorator	8	1	—	—	—
Patternmaker	3	—	—	—	—
Plater	420	134	6	—	—
Plater (Boilermaker)	275	102	1	—	—
Plumber	12	10	—	—	—
Rigger and Ropeman	72	33	1	—	—
Sheetmetal Worker	—	—	—	—	—
Welder	27	10	—	—	—
TOTALS	2 947	1 097	27	—	—

W. Area (Of Jurisdiction of the National Apprenticeship Committee for the Motor Industry):
The Republic of South Africa

X	Y	Z			
Trades	Current Contracts	Registrations during 1980			
		Whites	Coloureds	Asians	Blacks
Agricultural Machinery Mechanic	1	1	—	—	—
Auto Body Repairer	468	81	26	2	—
Automotive Acetylene and Electrical Welder	8	1	2	—	—
Automotive Electrician	249	58	15	7	1
Automotive Machinist and Fitter	370	103	5	2	—
Automotive Sheet-metal Worker	14	1	5	—	—
Automotive Turner and Machinist	15	3	2	—	—
Diesel Mechanic	650	134	37	3	—
Engine Fitter	11	1	2	1	—
Fitter and Turner	30	4	3	—	—
Fuel Injection Mechanic	46	22	2	—	—
Motor Cycle and Scooter Mechanic	84	40	8	2	—
Motor Mechanic	1 997	402	50	55	2
Panelbeater (including spraypainting)	205	43	23	8	—
Panelbeater (including trimming)	—	—	—	—	—
Spraypainter	100	22	13	1	—
Tool and Die Maker	10	8	3	—	—
Tool and Jig Maker	61	10	3	—	2
Tractor Mechanic	182	47	1	1	—
Trimmer	14	2	3	—	—
Trimmer (including spraypainting)	—	—	—	—	—
Vehicle Body Builder	55	5	5	3	—
Woodmachinist	1	—	—	—	—
TOTALS	4 571	988	208	85	5

W. Area (Of Jurisdiction of the National Printing Apprenticeship Committee):
The Republic of South Africa

X	Y	Z			
Trades	Current Contracts	Registrations during 1980			
		Whites	Coloureds	Asians	Blacks
Bookbinding	38	7	3	1	—
Bookbinding/Ruling	10	1	2	—	—
Carton Making	38	7	4	1	—
Composing	95	24	11	2	—
Composing (including Machine Minding)	—	—	—	—	—
Corrugated Board and Container Machine Minding	8	1	—	1	—
Cutting (including Printers' Warehousing)	5	—	1	—	—
Engraving and Die Sinking	—	—	—	—	—
Gravure Machine Minding	36	11	6	—	—
Letter Press Machine Minding	37	5	5	1	—
Lithography	243	73	17	5	—
Machine Minding (including Composing)	—	—	—	—	—
Machine Minding (Packaging)	16	4	1	—	—
Monotype Caster Minder Mechanic	1	—	—	—	—
Photogravure Engraving	43	20	1	—	—
Photo-Lithography	182	68	8	2	—
Printers' Mechanic (Electrical)	15	5	—	—	—
Printers' Mechanic (General)	48	16	4	—	—
Printers' Mechanic (Stationery and Envelope Manufacture)	8	1	—	—	—
Printers' Mechanic (Typesetting)	—	—	—	—	—
Printers' Warehousing (including Cutting)	4	1	1	—	—
Process Engarving	26	8	1	—	—
Rotary Stereotyping and Rotary Machine Minding	10	3	1	—	—
Ruling	1	1	—	—	—
Stereotyping	—	—	—	—	—
TOTALS	864	256	66	13	—

W. Area (Of Jurisdiction of the Railway Apprenticeship Committee): Republic of South Africa

X	Y	Z			
Trades	Current Contracts	Registrations during 1980			
		Whites	Coloureds	Asians	Blacks
Aircraft Electrician	38	11	—	—	—
Aircraft instrument mechanic	40	14	—	—	—
Aircraft mechanic	249	72	—	—	—
Aircraft metalworker	23	11	—	—	—
Aircraft radiotrician	59	14	—	—	—
Blacksmith	30	3	—	—	—
Boilermaker	96	15	—	—	—
Bricklayer	182	52	—	—	—
Carpenter	240	70	—	—	—
Coachbuilder	—	—	—	—	—
Carriage and wagon fitter	99	19	—	—	—
Communications radiotrician	131	39	—	—	—
Construction plant mechanic	103	32	—	—	—
Diesel electrical fitter	360	55	—	—	—
Electrician	679	268	—	—	—
Electrician (armature winding)	32	17	—	—	—
Electrician (signals)	368	93	—	—	—
Electrician (telecommunication)	277	80	—	—	—
Electroplater	21	4	—	—	—
Fitter	370	136	—	—	—
Instrument mechanician	16	9	—	—	—
Machinist (wood)	2	—	—	—	—
Millwright	362	120	—	—	—
Motor mechanic	300	81	—	—	—
Motor vehicle body builder	59	19	—	—	—
Moulder	21	4	—	—	—
Painter	242	64	—	—	—
Patternmaker	16	12	—	—	—
Plastics and fibreglass worker	6	4	—	—	—
Plumber	41	7	—	—	—
Rigger	21	—	—	—	—
Scales fitter	8	—	—	—	—
Sheet-metal worker	39	5	—	—	—
Shipwright	1	—	—	—	—
Toolmaker	45	13	—	—	—
Trimmer	35	5	—	—	—

W. Area (Of Jurisdiction of the Railway Apprenticeship Committee): Republic of South Africa

X	Y	Z			
Trades	Current Contract	Registrations during 1980			
		Whites	Coloureds	Asians	Blacks
Turner and machinist	203	62	—	—	—
Vehicle builder	48	2	—	—	—
Welder	236	56	—	—	—
TOTALS	5 098	1 468	—	—	—

W. Area (Of Jurisdiction of the Sugar Manufacturing and Refining Industry): The Magisterial Districts of Hlabisa, Eshowe, Lower Umfolozi, Mtunzini, Lower Tugela, Inanda, Durban, Pinetown, Umzinto, Port Shepstone and Piet Retief.

X	Y	Z			
Trades	Current Contracts	Registrations during 1980			
		Whites	Coloureds	Asians	Blacks
Automotive Electrician	1	—	—	—	—
Blacksmithing	—	—	—	—	—
Bricklaying and Plastering	—	—	—	—	—
Carpentry	—	—	—	—	—
Diesel Fitting	3	—	—	—	—
Diesel Mechanic	6	1	—	4	—
Electrician	33	7	1	3	—
Electronics Mechanician	—	—	—	—	—
Fitting (including Machining)	38	7	1	3	—
Instrument Mechanician (Industrial)	15	5	—	—	—
Motor Mechanic	—	—	—	—	—
Moulding	—	—	—	—	—
Plating/Boilermaking	4	—	—	1	—
Radio Communications Serviceman	—	—	—	—	—
Turning (including Machining)	—	—	—	—	—
Welding	5	—	2	2	—
TOTALS	105	20	4	13	—

Council workers say wages are 'inadequate'

CT 13/10/87 (263) (287) (138) (348)

Staff Reporter

MEMBERS of the 10 000-strong Cape Town Municipal Workers Association (CTMWA) have expressed dissatisfaction with the new wage scales introduced by the city council last month.

In a statement released after a meeting in the City Hall on Sunday, the CTMWA hit out at the wages paid by the council, describing them as "an inadequate living wage".

The association said the recent increases had not met its demand for a minimum wage of R60 a week for all municipal workers. It expressed "complete dismay at the way the council is treating its employees".

The CTMWA has instructed its executive committee to "look into the matter afresh to enable it to take up the struggle for a living wage," the statement said.

Two weeks ago the city council introduced a new wage scale, effective from September 1, which provides for a minimum wage of R44,16 a week for labourers. Other employees would earn up to R58,42 a week plus a two-notch increase of between 12 and 15 percent.

Approached for comment yesterday, the Town Clerk, Mr H G Heugh, said the council felt the CTMWA demands to be "unreasonable and extortionate".

He said the council was "satisfied that it has more than matched the general average wage throughout the country".

Mr Heugh said the council introduced the new wage scales after a thorough assessment of wage rates in the public and private sector and upon the recommendation of the Municipal Services Commission, an independent body appointed by the Administrator.

"The council is doing everything within its financial capacity regarding the wages of its employees," he said.

● The secretary of the CTMWA, Mr John Erenzhen, said in a statement yesterday that the wage dispute would no longer be heard before an industrial court. The dispute was scheduled to come before the industrial court later this month or early in November after a conciliation board meeting between the city council and the CTMWA ended in deadlock in July this year.

Union demands R2-an-hour minimum wage

RDM 24/4/82 (348)

By CHRIS FREIMOND

THE National Automobile and Allied Workers' Union (Naawu) declared a dispute with the Sigma Motor Corporation yesterday over a new minimum wage for workers at its Pretoria plant.

The union demanded R2 an hour, but Sigma would go no higher than R1,91.

Not all the 3 200 workers at the plant are Naawu members, management said.

The declaration of a dispute has set in motion a procedure which could result in Sigma workers calling a legal strike — or being legally locked-out.

A Government conciliation board may now be set up in an attempt to avert a strike or both parties could agree to arbitration.

A Naawu statement yesterday said Sigma's rejection of a R2 an hour minimum wage meant the company had to "accept responsibility for paying less than a living wage to its workers".

A general meeting of Naawu members will be held next week to discuss the cause of the dispute.

A company spokesman said wages presently ranged from R1,60 an hour for unskilled workers to R2,65 for skilled workers. Sigma's offer was for a range of between R1,91 and R2,93.

Sigma's personnel director, Mr S S Lemmer, said yesterday the company did not agree with Naawu's interpretation of a living wage.

"In our view we are paying in excess of this and this was thoroughly debated during our negotiations," he said.

Chemical & Chemical Products, Coal, Rubber & Plastic Products

Black Allied Workers Union
Cape Explosives Industrial Workers Union
Chemical and Allied Workers Union
Chemical Workers Industrial Union
Chemical Workers Union
Durban Rubber Industrial Union
Engineering and Allied Workers Union
Engineering Industrial Workers Union of S.A.
Federated Mining, Explosives and Chemical Employees Union
Industrial Salaried Staff Association
General Workers Union
Metal and Allied Workers Union
National Union of Engineering, Industrial & Allied Workers
National Union of Motor Assembly & Rubber Workers of South Africa
S.A. Chemical Workers Union
South African Allied Workers Union (SAAWU)
Steel, Engineering and Allied Workers Union
Umbogintwini Industrial Workers Union
Weskaapse Plofstof & Chemiese Operateursvakbond

Non-Metallic Mineral Products

Building, Construction and Allied Workers Union
Glass & Allied Wo
Glass Workers Uni
National Cement E
National Union of
Transport & Gener

Base Metal Industr
Machinery and Equi

Amalgamated Engin
Amalgamated Societ
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Engineering Indust
General Workers Ur
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Radio Television,
S.A. Boilermakers,
S.A. Electrical Wo
S.A. Iron, Steel a
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PUR

Miners' pay talks go on

The conciliation board appointed to settle the dispute over white miners' wages will continue its deliberations at a later date, according to a joint statement of the Council of Mining Unions and the Chamber of Mines.

It is understood the chamber improved its earlier offer of a 5 percent increase for the 25 000 workers affected, but this could not be confirmed. The unions originally demanded 15 percent.

The metal industrial council meeting on the Flekser dispute will continue next Wednesday.

In its 1982 wage proposals to the chamber, the union says "thousands" of blacks have been appointed to such jobs without reference to it or its members.

The MSOA asked the Chamber whether the agreement was still binding and, if not, when it had been withdrawn.

The union said its members' real income had fallen by almost half since 1975 and proposed a 1982 increment of at least 16 percent. The other two mine officials' associations have demanded 15 percent.

The MSOA said grievances were causing unrest, dissatisfaction and suspicion.

Miners accuse chamber of breaking word

Star 1982

By Drew Forrest

The 15 000-strong Mine Surface Officials' Association has accused mining employers of violating an agreement governing the movement of blacks into officials' jobs on the mines.

The agreement between the largely white MSOA and the Chamber of Mines provides for consultation before black workers take over jobs held by white surface officials.

In its 1982 wage pro-

23

398

...ner of Simal Street and ...nnesburg, 37-5938.

Reverend Joseph Sithebe gives ... parcels of staple foods on which many pensioners rely.

costs dearly

...n, Consumer Reporter

...people pay more to live in ...any other centre in the

...latest Household Subsistence ...blished by the Institute for ... the University of Port ...ily of six needs R256,53 a ...family of five R258,19 to live

... includes food, accommoda... from work, clothing, fuel, ... cleansing materials. It does ...xuries or entertainment.

...g HSL has increased nearly ... and coloured people in the

... expensive area in the ...ople is the Vaal Triangle, ...46,02. Durban is the second ... for coloured people with an

...re for black people is King ...e the HSL is R216,10. Queen... area for coloured people with

...ts that in three years' time ... a black household will be

Union hopes rise for end to mines dispute

(348) Star 21/7/82

The conciliation board appointed by the Minister of Manpower to resolve the wage dispute in the mining industry is to meet next Thursday.

Trade unions representing about 25 000 white miners will meet Chamber of Mines representatives in a bid to settle the dispute recently declared by the unions.

Union sources said that at a meeting last week the chamber indicated that its earlier offer of a 5 percent pay increase was not final.

But there was little sign that employers were willing to approach the union demand for a 15 percent rise, they added.

A union member said this week's settlement of the wage dispute in the metal industries had raised hopes for agreement on the mines.

Police threaten soccer ban

The Star Bureau

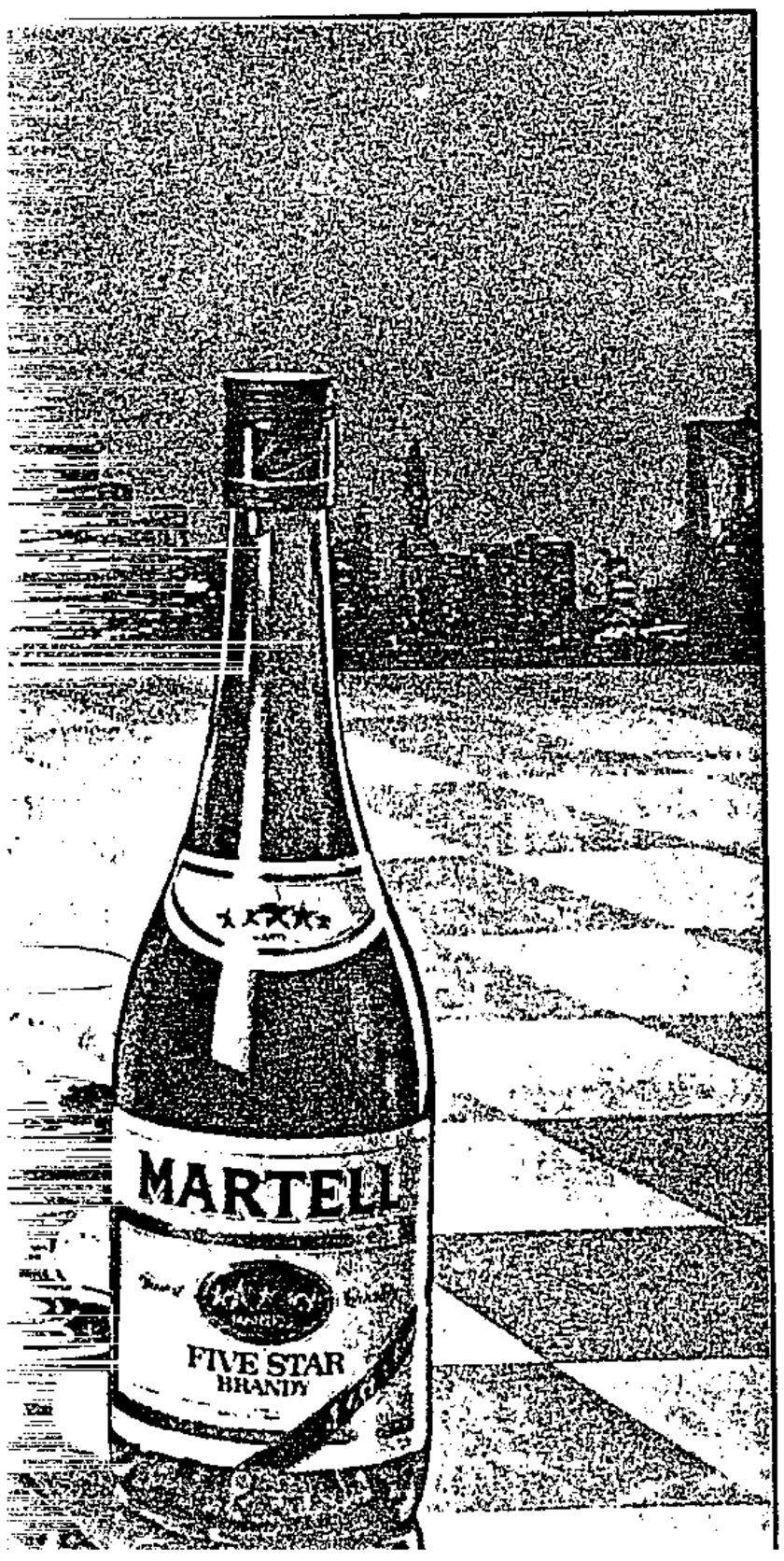
LONDON — Police may soon have to ban some soccer matches as a threat to public order, Police Federation Chairman Mr James Jardine has warned.

Mr Jardine said: "The game is not above the law. If it can't put its house in order, then the law will have to do it."

Speaking at the federation's conference at Scarborough, Mr Jardine commented on Tuesday's football riot when Leeds fans tried to wreck the West Bromwich ground.

"The football club itself will wring its hands and say it is nothing to do with them, they were not true supporters. But the sad truth is that almost every important football match these days represents a threat of crowd violence and probable riots," said Mr Jardine.

He suggested clubs with violent fans should be put out of business by making it too expensive for them to afford a police presence at riot-threatened games.



Aborigines want blacks at Games

Own Correspondent

CANBERRA — Aborigines have appealed to black Commonwealth nations to come to the Brisbane Commonwealth Games so that they can see the plight of Australian blacks for themselves.

The executive committee of the National Aboriginal Congress (NAC) made the plea this week when it denied it was seeking a boycott of the Games.

The congress is effectively Australia's Aboriginal Parliament and the chief source of advice on Aboriginal issues to Prime Minister Mr Malcolm Fraser's national government.

NAC chairman Mr Roy Nichols said: "We want the Africans to come so that we can show them first-hand the appalling discrimination practised against Aboriginals and Torres Strait Islanders by the Queensland Government with cowardly sanction by the federal government."

He said the congress regarded the Games simply as a valid opportunity to let the world know the real facts about racism and discrimination in Australia — particularly in Queensland.

Aboriginals had been trying for years to get the national government to act positively to end injustice, he said.

Teach Fund donations

The latest list of donations to The Star's TEACH Fund is:

Previously acknowledged	R2 063 766,71
Insertors (The Star)	34,09
R N Theunissen	120,00
The late Frank Marshall	10,00
Estate late Samuel Colman Kaplan	250,00
Gold Rush No 23	310,00
Gold Rush No 45	244,00
Miss J Chodos	40,00
B'nai Brith Shalom Lodge and Chapter	25,00

SOLUTION TO ILLUSTRATIVE EXAMPLE NO. 2

Rates:

(R25 per month)

15 August X6 –	12 x 25	=	300	
15 August X7 –	12 x 25	=	300	
15 August X8 –	1½ x 25	=	37	(nearest R)
			R637	

Rates to which Concurrent claim 31st X6 = 11½ x 25 = R288 (nearest R)

Master's fees

Gross value c 25

R8 per each c

Schedule of Apportic nd and Master's fees

portionment

Liquidation a/c	R	3	(to nearest R)	
Motor Car a/c	R	17	" " "	
Property a/c	R1	109	" " "	
Shares a/c	R	55	" " "	
	R1	184		

Proceeds	1	of apportionment	17
Contribution by Creditor	1 6	s fee (10% of 1 525)	152
		2	1 525
			1 694
Proceeds	10 00	expenses	725
		e policy 50	
		s refund 20	30
		ee separate	
		alculation)	637
		of apportionment	109
		s fee (3%)	300
		.5	7 899
	10 00		10 000

NEWS

Board meets on mining dispute

By Drew Forrest

A Government-appointed conciliation board meets today in a bid to break the six-week deadlock over pay in the mining industry.

The board is a crucial step on the road to lawful strike action. If it cannot settle the dispute, mining unions may stage a strike ballot after 30 days.

The Council of Mining Unions (CMU) representing 25 000 white miners including members of the Mine Workers' Union, will seek to drive up the Chamber of Mines' earlier offer of a 5 percent pay increase. The CMU has demanded a 15 percent rise.

According to Flekser mining, the three were fired after disciplinary action following a refusal to work.

Showdown today over miners' pay

(348) RDM 22/6/82

By STEVEN FRIEDMAN
Labour Correspondent

THE long-simmering dispute over white miners' wages — between the Council of Mining Unions and the Chamber of Mines — comes to a head today when the two parties meet at an official conciliation board.

By late yesterday, there was little prospect of a settlement and the possibility was growing that the CMU will call a legal strike ballot.

A series of miners' meetings have now all rejected the Chamber's offer of an 8% increase and called for a strike if miners are not granted the 15% rise granted to civil servants.

While the Chamber does not comment on negotiations, industry sources say there is no prospect of employers agreeing to 15%.

A management source said the only prospect of avoiding a strike ballot lay in "the hope that some formula between our 8% and their 15% can be foun[illegible] which can be sold to both sides". But most sources are pessimistic.

According to industry sources, at least one mining house believes the 8% offer is already too high.

Fears of a confrontation between white miners and the Chamber began when the CMU declared a dispute with the Chamber, rejecting an offer of 5%. The Chamber had initially offered 3% and the unions had demanded 16%.

In terms of the disputes procedures in labour law, the Minister of Mines, Mr Fanie Botha, agreed to a union request for an official conciliation board to attempt to settle the dispute.

At the board's last meeting, the Chamber increased its offer to 8%, and the unions agreed to take this back to white miners prior to today's conciliation board meeting.

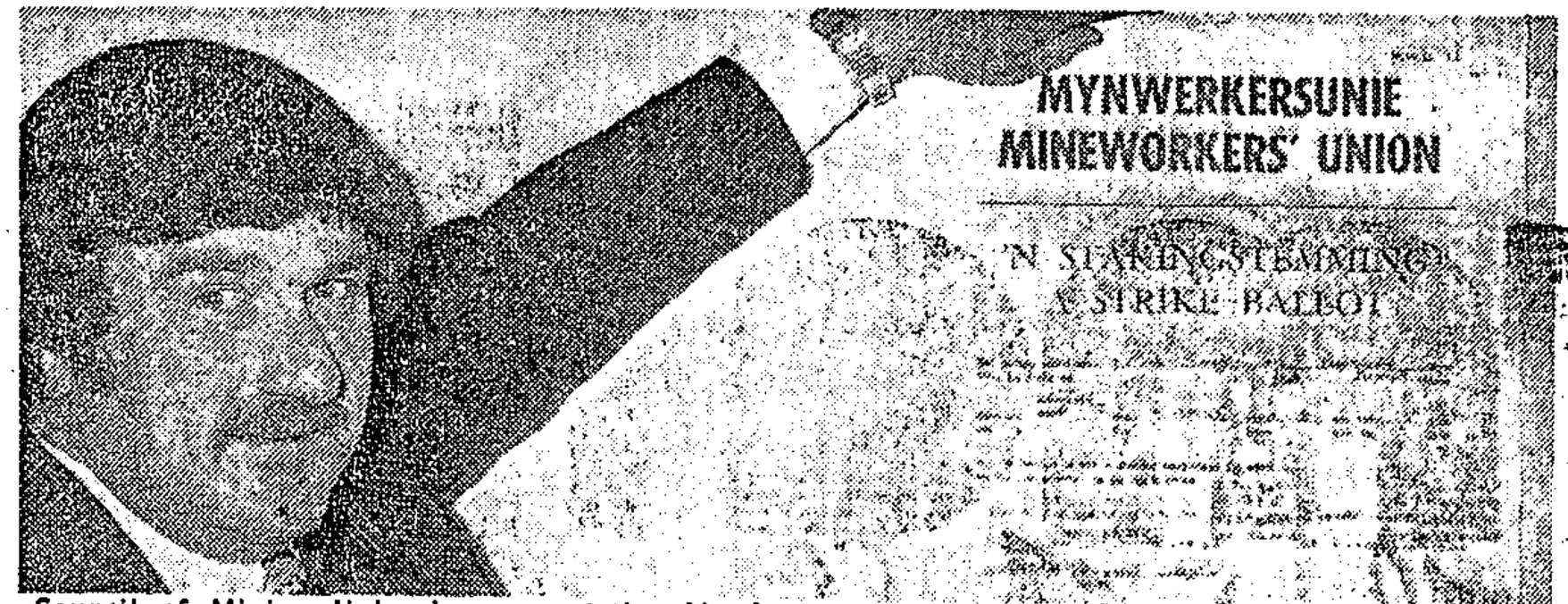
Since then, miners' meetings throughout the country have rejected the offer outright and called for strike action if their demands are not met.

Unionists say attendance at meetings has been "the biggest in years" and claim that even underground officials — whose support would be essential to them in the event of a strike — have attended and attacked their union, the Underground Officials Association, for signing a wage agreement with employers.

If a conciliation board fails to settle a dispute within 30 days, unions are entitled to call a legal strike ballot and unionists say such a ballot will be held if today's meeting ends in deadlock.

This would set the stage for a legal strike.

9 pc wage increase offer is rejected



Council of Mining Unions' representative Mr Arthur Allen holds up the notice announcing a strike ballot which will soon appear on South Africa's gold and coal mines.

Miners to hold strike vote as pay talks break down

348 Star 24/6/82

By Drew Forrest

Trade unions representing about 22 000 white coal and gold miners yesterday moved closer to a legal strike when they set a date for strike ballots.

The eight unions on the Council of Mining Unions (CMU) decided unanimously at a meeting in Johannesburg to hold joint legal strike ballots on July 7.

The decision, which has no precedent, follows the breakdown on Tuesday of conciliation board talks between the unions and the Chamber of Mines.

During this second session of the board, the CMU rejected the chamber's slightly improved offer of a nine percent wage increase on standard rates and productivity bargaining later in the year.

The chamber has accused the CMU of a refusal to move significantly from its earlier demand for a 15 percent increase, while the unionists say they are prepared to take any reasonable offer back to their members.

After yesterday's meeting, the CMU chairman, Mr Arrie Paulus, said notices would be posted at every shaft announcing the date and the reasons for the strike ballot.

Ballot boxes would be placed in the Mine Workers' Union meeting halls on all gold mines and at convenient points on the collieries to enable members of various unions to vote at the same time.

Organisers would bring the ballot boxes to a central point in Johannesburg, where the votes from each union would be counted separately — a process which Mr Paulus said would be completed by 11 am on July 8.

"If the vote goes in favour of a strike and I am convinced that more than 90 percent of our members want one — the CMU will decide on how to proceed from there on," Mr Paulus said.

The militant mood of white miners was the clear message of the countrywide report-back meetings held over the chamber's earlier eight percent wage offer, he said.

"The CMU has, however, invited the chamber to contact us at any stage — before or after the ballot — to re-open talks."

● See Page 25

Unions may call for vote after deadlock

(348) Star 23/6/82

By Drew Forrest

Unions representing about 22 000 white miners appear ready to stage legal strike ballots after a deadlock in yesterday's conciliation board talks with mining employers.

At the conciliation board hearing — a crucial step towards legal strike action — the eight unions on the Council of Mining Unions (CMU) rejected the Chamber of Mines' offer of a nine percent increase in white wages.

The parties agreed to report the deadlock to the Minister of Manpower, Mr Fanie Botha, who must now decide whether to dissolve the board.

Last night the CMU chairman, Mr Arrie Paulus, said the unions would meet this afternoon to decide how and when strike ballots would be held. He hinted they would take place soon.

He said the chamber had turned down a union proposal of arbitration, made because a strike would hurt everyone — union members, the mining industry and the Government.

"The chamber says it can't give us more because it is concerned with the state of the economy and the mining industry. This is obviously a story," Mr Paulus said.

The chamber said last night its nine percent proposal had been coupled with an offer of productivity negotiations which could lead to further improvements in conditions of employment later in the year.

It added: "The spokesman for the trade unions made it clear that they were not prepared to move significantly from their minimum demand of a 15 percent pay increase."

The chamber's opening offer was a three percent increase followed by five percent and then eight percent at the first sitting of the conciliation board appointed by the Government to settle the dispute.

Reacting to the chamber's statement Mr Paulus said the unions had been asked to decide whether 0,5 percent of the employer offer should be for shift allowances or included as basic pay.

"This is not very attractive when you consider that at the last conciliation board meeting we were offered eight percent and a separate shift allowance figure," he said.

"We asked for anything we could reasonably take back to our members. If the chamber decides to improve its offer before it is too late, I have agreed to reconvene the CMU to consider it."

Wage dispute sequel

Mercury Reporter

THE Fosatu-affiliated Chemical Workers Industrial Union has applied to the Minister of Manpower for the establishment of a conciliation board following a dispute over wage negotiations at Triomf's Richards Bay factory.

In terms of the 1981 Labour Relations Act a legal strike could be called by the union should the conciliation board not settle the dispute.

Earlier this month the union held a meeting with the company in an attempt to open half-yearly wage negotiations provided for in their recognition agreement.

Triomf's factory manager, Mr D J Macleod confirmed that they had been notified of the union's application and that they had filled in the required forms sent to them by the Department of Manpower.

Mercury 26/4/82

y of each state".

Union move in dispute at Triomf

Mail Correspondent

DURBAN. — The Fosatu-affiliated Chemical Workers Industrial Union has applied to the Minister of Manpower for the establishment of a conciliation board following a dispute over wage negotiations at Triomf's Richards Bay factory.

In terms of the 1981 Labour Relations Act a legal strike could be called by the union should the conciliation board not settle the dispute.

Earlier this month the union held a meeting with the company in an attempt to open half-yearly wage negotiations provided for in their recognition agreement.

The company "regretfully" refused to begin negotiations for a wage increase because "the fertiliser industry was not yet certain what its profits would be this year".

Triomf's factory manager, Mr D J Macleod, confirmed that they had been notified of the union's application and that they had filled in the required forms sent to them by the Department of Manpower.

8/9/82 (348)

Textile dispute hearing

Star

Labour Reporter

A conciliation board hearing will be held in Durban in two weeks' time on a dispute between the National Union of Textile Workers and the management of SA Fabrics.

The Fosatu affiliate has accused the firm of breaking an obligation the consult the union before any retrenchments.

LAID OFF

About 60 workers were laid off in July and the union said workers had little security of employment if the firm was unwilling to discuss retrenchments well in advance.

The union is likely to declare an unfair labour practice if the conciliation board hearing fails.

Argus to withdraw from board

ARGUS 18/10/82

348

Labour Reporter

THE Argus Printing and Publishing Company has announced its intention to withdraw from the Conciliation Board on which it negotiates industry-wide salaries for journalists with the South African Society of Journalists (SASJ).

The withdrawal of The Argus Company from the board follows the recent announcement by South African Associated Newspapers (SAAN) that they would be withdrawing from the board.

The Argus Company management has expressed unhappiness in the past about the stand taken by the SASJ in opposing regionalisation — whereby journalists on different newspapers would be paid different minimum wages — as well as the society's proposals on across-the-board salary increases.

The SASJ exists in the form of chapels in all the major English language newspapers.

The acting vice-president of the SASJ, Mr Jon Beverley, said the society had received a letter from The Argus Company and would be considering the issue at a national council meeting to be held next week.

Mr Hal Miller, managing director of The Argus Printing and Publishing Company, said he had sent a letter to the president of the SASJ, Mr David Bleazard, outlining the position of The Argus Company.

"It would be discourteous to comment further until he has received that letter," said Mr Miller.

SAAN, Argus upset staff

RDM 22/8/82

348

DURBAN. — The South African Society of Journalists' chapels of The Daily News and Sunday Tribune yesterday supported moves to take legal and other action against the Argus and SAAN newspaper groups, which have withdrawn from a 40-year industrial arrangement with the journalists.

In a statement issued in Durban yesterday, the chapels accused the Argus group of effectively undermining Press freedom in South Africa by duplicating the action of South African Associated Newspapers in pulling out of the agreement.

The companies employ the majority of English-speaking South African journalists.

In the past week SAAN, followed by the Argus group, announced that it would no longer be party to the conciliation board agreement with the SASJ, which effectively results in journalists employed by the two groups having little legal protection concerning minimum wages, hours of work and other conditions of service.

The Daily News chapel pointed out that the action of the two groups came during the celebrations of the 100th anniversary of the National Press Union in Grahamstown, in which much was being said by the two groups about Press freedom.

"The action taken by Argus would have the effect of lowering standards which would give the Government the opportunity to take action against the Press," the statement said.

The Sunday Tribune chapel said the move was "a giant backward step for the newspaper industry".

SAAN withdrew from the agreement over a dispute about the regionalisation of salaries and across-the-board salary increases.

Argus withdrew as a result of SAAN's withdrawal. — Sapa.

In a book soon as one of the five most wonderful gardens in South Africa.

Among Professor Wilson's noted works are her four volumes on the Nyakusa people of Tanzania and her two volumes of South African history, published by Oxford Press.

She recently edited the autobiography of her friend and former colleague at the University of Fort Hare, ANC leader Professor Z K Matthews, entitled "Freedom for my People."

Throughout her life Professor Wilson wrote at length about and publicly denounced "unfair and unjust South African legislation" especially the homeland policy.

She also denounced migrant labour and the effect it had on the family unit.

Her friend Professor Audrey Richards, head of the department of social anthropology at Cambridge University, described her as "serious, rather alert, a little aloof and having a great beauty which never left her."

STAR 27/10/82

Pay decision irks newsmen

The decision by two major newspaper groups to end negotiations on pay and working conditions with the Southern African Society of Journalists was unfair labour practice, the SASJ national council said today.

In a statement issued in Johannesburg by the president, Mr David Bleazard, the council accused the employers of withdrawing recognition of the union and trying to destroy it.

It described the SASJ as a non-racial, unregistered union representing nearly 800 journalists.

SA Associated Newspapers and the Argus Company announced recently that they intended to withdraw 16 newspapers from the Newspaper Press (Editorial) Conciliation Board at the end of the year.

The SASJ said: "Withdrawal will be an insult to journalists and a backward step in labour relations.

"It will end nearly 40 years of peaceful collective bargaining between journalists and their employers at the conciliation board.

"The decision violates accepted labour practice worldwide and the present trend in South Africa towards negotiation with representative trade unions.

"It is also a threat to Press freedom. The freedom of the Press is inseparable from the freedom of journalists to organise as they please and to bargain collectively.

"The SASJ council believes the issue over which SAAN and Argus have chosen to withdraw from the board is a pretext."—Sapa.

South Africa.

Refugees from South Africa were forcibly abducted from Swaziland and Mozambique, and a leading exile from Malawi was reported to have been kidnapped in Zamiba.

Harsh and dangerous prison conditions and ill-treatment of prisoners was reported from several African countries, often in the cases of prisoners held without trial.

Torture was reported from Ethiopia, South Africa, Uganda, Zaire and other countries.

Death penalties imposed by courts were carried out in at least 13 African countries last year.

"They were again especially frequent in South Africa where 96 people were hanged," Amnesty says.

The organisation says it is also concerned by the imprisonment, banning or banishment of prisoners of conscience in South Africa, the use of detention without trial and allegations of torture and harsh prison conditions.

got a foretaste this ... ren will enjoy on S...

Tuan t...

By Olga Horowitz

The Teddy Bears' pi... nic will be small b... compared with the pa... ty at the Johannesbu... Zoo on Sunday to cel... brate the 10th birthda... of Tuan, the husk... orang-outang.

All the zoo personn... are excited about th... event. Balloons will ... flown from the roof ... the ape enclosure ... honour the occasion.

Cheap

From page 1

was launched sup... markets promised fu... ther discounts of fr... 20c to 40c a kil... gramme.

Some supermarket... have done a roarin... trade in cut-price mea... A survey of me... prices at one sup... market chain show...

A LASTING GIFT FOR YOUR CHILD.... THE FINEST EDUCATION.

EDUCATION

No one needs to tell you how important the formative years of school life are. How important the right sort of education is when it comes to providing the equipment to cope successfully with adult life.

Because no matter how bright the child, he needs the proper stimulus to succeed.

A Damelin education inspires students to succeed. Not by spoon feeding, not by cramming nor parrot-learning, but by instilling a genuine desire to achieve. Not just in school but also in later life.

That comes from a thoroughly modern approach to education. From a superb teaching staff using the most up-to-date methods. A stable staff – a staff aware that every child is an individual with special needs and requirements.

Benoni litterbugs warned

East Rand Bureau

Benoni is determined to maintain its image as the "jewel of the East Rand."

Mr Alan Barrable, chairman of the management committee, told last night's monthly council meeting that litter was becoming a problem, but the council was not prepared to allow this problem to get out of hand.

"Irresponsible people are being careless and undisciplined and we need to condition them to be more conscious of litter," Mr Barrable said.

He said people caught littering would initially be given a warning. If the problem continued the town council was considering taking legal action against offenders.

"We are proud of our image as being the 'jewel of the East Rand' and we want to maintain this image," Mr Barrable said.

One hundred and

Dingo claim insults jury —prosecutor

By Ernest Shirley, Own Correspondent

BRISBANE — Lindy Chamberlain's account of a dingo having taken her baby daughter, Azaria, was an affront to the intelligence of the murder trial jury, the Crown prosecutor at the trial of the woman and her husband said yesterday.

Mr Ian Barker, QC, told the Darwin Supreme Court jury that Mrs Chamberlain's story was a lie and had changed significantly in the telling. If a dingo was on trial, the case would have been laughed out of court, Mr Barker said.

Delivering his final address to the jury, he said the accused couple tried to paint a picture of a dingo preying like a tiger in an Indian village.

Mrs Chamberlain has even suggested that a dingo must have planned its attack on her nine-week-old daughter.

Mr Barker said ... defence case was that dingo took the chi... from a campsite ... buried it, dug it ... carried it some di... tance and then d... voured the ch... leaving her jumps... relatively undam... and booties still insi... the garment.

"If that was the ca... we are dealing he... with a dexterous an... very tidy dingo," ... Barker said. He said ... was a preposterou... story "seized upon ... the accused to explai... what is otherwise in... pable of explanation."

Murder was the ... alternative and th... only person who cou... have committed th... murder was Mrs Ch... berlain.

The Sydney barri... ter, expressing the vie... that it was "prett... hard for the crown ... win" also referred ... damage found on th... collar of the baby jumpsuit which, ... said, was clearly caus... by scissors.

"It was done by sc...

Cape. 138 134 348

SAAN, Argus withdrawal unfair — SASJ

JOHANNESBURG. — The decision of two major newspaper groups to end negotiations, on pay and working conditions, with the Southern African Society of Journalists constituted an unfair labour practice, the National Council of the SASJ said yesterday.

In a statement issued here by the president of the SASJ, Mr David Bleazard, the council accused the employers of withdrawing recognition of the union and attempting to destroy the SASJ.

It described the SASJ as a non-racial, unregistered union representing nearly 800 journalists.

SA Associated Newspapers (SAAN) and the Argus Company recently announced that they intended to withdraw 16 newspapers from the SA Newspaper Press (Editorial) Conciliation Board at the end of the year.

The SASJ said: "Withdrawal will be an insult to journalists and a backward step in labour relations in the newspaper industry.

"It will end nearly 40 years of peaceful collective bargaining between journalists and their employers at the Conciliation Board.

"The decision violates accepted labour practice worldwide and the present trend in South Africa towards negotiation with representative trade unions.

"It is also a threat to press freedom. The freedom of the press is inseparable from the freedom of journalists to organize as they please and to bargain collectively."

The council said it viewed the employers' decision "with disgust".

"The SASJ council believes the decision constitutes an unfair labour practice and is in breach of the spirit of the Conciliation Board's constitution.

"The SASJ council believes the issue over which SAAN and Argus have chosen to withdraw from the board is a pretext.

"Neither employer has given the SASJ any good reason why it should accept a regionalized salary structure which has been consistently rejected by the SASJ membership over the years." — Sapa

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NOTE CAREFULLY

1. Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering.
2. Blue or black ink must be used for written answers. The use of a ball point pen is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used.
3. Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used.
4. Do not write in the left hand margin.

WARNING

1. No books, notes, pieces of paper or other material may be brought into the examination room unless candidates are so instructed.
2. Candidates are not to communicate with other candidates or with any person except the invigilator.
3. No part of an answer book is to be torn out.
4. All answer books must be handed to the commissioner or to an invigilator before leaving the examination.

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

Newsmen, employers in talks

Star 10/11/82

Labour Reporter

The South African Society of Journalists held day-long talks yesterday with newspaper publishing employers in a bid to preserve the industy's conciliation board.

Both the Argus Printing and Publishing Company and South African Associated Newspapers (SAAN) informed the SASJ recently they were withdrawing from the board at the end of the agreement this year.

The SASJ attacked the move, saying it would bring to an end some 40 years of peaceful collective bargaining between employers and journalist representatives at the board level.

Argus and SAAN are understood to want regionally based negotiations with journalists on wages and working conditions as opposed to national talks through the conciliation board.

Yesterday's talks brought no immediate end to the dispute and the SASJ is looking at legal recourse through the country's industrial legislation.

SASJ alleges unfair labour practice

Cape Times 11/11/82

(348)

JOHANNESBURG. — The Southern African Society of Journalists is to institute legal action against newspaper employers who have threatened to withdraw from the SA Newspaper Press (Editorial) Conciliation Board from the end of the year.

The SASJ said the withdrawal constituted an unfair labour practice in terms of the Labour Relations Act.

This follows a meeting of the board on Tuesday at which representatives of SA Associated Newspapers, the Argus company and Sapa refused to unconditionally retract their letters of withdrawal from the board.

The SASJ council regretted it had been "forced to have recourse to the law in order to maintain a system of collective bargaining which has operated successfully for nearly 40 years." — Sapa

Journalists take legal action

Mail Reporter

THE Southern African Society of Journalists (SASJ) is to take legal action against the country's three major newspaper employers.

The employers, South African Associated Newspapers, the Argus Company and the SA Press Association (Sapa), are to withdraw from the SA Newspaper Press (Editorial) Conciliation Board from the end of the year.

In a statement in Johannesburg yesterday, the SASJ said such a withdrawal constituted an unfair labour practice in terms of the Labour Relations Act.

The legal proceedings follow a meeting of the conciliation board on Tuesday at which representatives of the employers refused to unconditionally retract their letters of withdrawal from the board.

"The SASJ Council regrets that the society has been forced to have recourse to the law in order to maintain a system of collective bargaining which has operated successfully for nearly 40 years," the statement said.

Mr J Nuttall of the Argus Company said last night the three managements had decided at Tuesday's talks to take legal advice about their continued participation in the conciliation board.

The manager of Sapa was not available for comment.

Mr Clive Kinsley, managing director of SAAN, had no comment to make.

UNIVERSITY OF CAPE TOWN
EXAMINATION ANSWER BOOK

Cape Times 29/12/82

Join pay talks, newspapers told

348

Own Correspondent

JOHANNESBURG. — An industrial court yesterday ordered the publishers of the country's main English-language newspapers and the SA Press Association not to withdraw from the conciliation board on which salaries and working conditions are negotiated with the Southern African Society of Journalists.

In a judgment handed down in Pretoria, the court also ordered that the publishers — SA Associated Newspapers Ltd, the Argus Printing and Publishing Company Ltd, the Pretoria News (Pty) Ltd, Cape Times Ltd, Eastern Province Newspapers Ltd and Sapa — meet with the SASJ within a month to negotiate.

Reasons for the judgment will be given later. The SASJ's application for costs was dismissed.

The president of the SASJ, Mr David Bleazard, said last night: "It is a vindication of our view that the employers' intended withdrawal from the board without good reason constituted an unfair labour practice."

He said the withdrawal would have meant the collapse of collective bargaining machinery between journalists and their employers, which had served the newspaper industry well for nearly 40 years.

The judgment followed a hearing earlier this month at which representatives of the SASJ asked the court to rule that the employers' intention to withdraw from the conciliation board was an "unfair labour practice".

In what was believed to be an unprecedented move, a full bench of the court heard the matter. It was regarded as a major test case which could have far reaching implications for the rights of unions throughout industry.

The employers said they intended withdrawing from the board after the SASJ refused to accept regional pay differences and that editors would have maximum discretion in awarding salary increases.

Powers

In papers before the court, the employers denied they had refused to negotiate and said they were prepared to bargain with SASJ branches. They also said they were entitled to withdraw from the board.

The applicants representing the SASJ asked the court to use powers recently granted to it to restore the status quo in "unfair labour practices" disputes by temporarily ordering the respondents to remain on the board until the dispute was resolved.

Degree/Diploma ...

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Subject ECONOMICS 1B

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Paper No. ONE

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Botha acts on dispute

NUM

17/9/83

Political Correspondent

THE prospect of the first ever legal strike by black workers in the mining industry was delayed yesterday when the Minister of Manpower, Mr Fanie Botha, appointed a conciliation board which will try to settle a dispute between the National Union of Mineworkers and the Chamber of Mines at the Rand Refinery.

Yesterday was the last day on which Mr Botha could have appointed the board to prevent a strike ballot which could have led to a legal strike.

The NUM declared a dispute with the refinery, which employs about 250 workers, on August 16 after the two sides deadlocked over wages. The union wanted a 40% increase and the Chamber offered 8%.

After the appointment of the board yesterday, NUM general secretary, Mr Cyril Ramaphosa, said he was not particularly pleased because he had reason to believe the Chamber had no intention of changing its offer and the board would merely delay moves towards a strike.

However the NUM was patient and would do all it could to abide by the law, he said.

New turn in Dunlop dispute

Mercury Reporter

THE wage dispute at the Dunlop Tyre Company in Durban took a new turn yesterday with the announcement that the Minister of Manpower, Mr Fanie Botha, had approved an application for a conciliation board to settle it.

Mr S C Meyer, the company's group industrial relations manager, told the Mercury last night negotiations between Dunlop's Durban factory and the Metal and Allied Workers' Union resumed yesterday at the union's request.

'But the company has now been informed that the Minister of Manpower has approved the union's application for a conciliation board and therefore any further talks will now obviously be held within the board's terms of reference.

'This means that the union and its members will not be able to take any industrial action before the conciliation board has met for further negotiation.

'In the circumstances the company believes that the union's strike ballot is premature and any strike action will be unlawful,' he added.

Meanwhile, the Fosatu-affiliated union which held a 'strike ballot' at the factory yesterday would release the results today, according to a union spokesman.

The union spokesman said counting of votes would take place early today after workers on the 10 p m shift had cast their votes.

He confirmed that negotiations resumed yesterday.

SALDRU
SCHOOL OF ECONOMICS
U.C.T.

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PRESS STATEMENTS

FOSATU

DUNLOP DISPUTE DRAGS ON

On Thursday 14th November a Conciliation Board meeting was attended by representatives of Dunlop SA (Tyre Division) and of the Metal and Allied Workers Union under the chairmanship of an official from the Department of Manpower.

MAWU motivated its claim for wage increases of between 8 per cent and 18 per cent on the basis that the current wages at the factory were far below the household effective level and supplemented living level as well as below their competitors like Firestone, Goodyear, and General Tyres. MAWU also argued that the company had made huge profits during 1982 and that these profits had been maintained in the first half of 198 .

Dunlop management did not dispute the company's ability to pay what the union was demanding but said that its policy on wages was determined by the availability of labour as determined by market forces from time to time.

After 6 hours the parties were still unable to reach any agreement but the company requested that one further meeting of the Conciliation Board be held and undertook to table further proposals.

MAWU agreed to this request and the next meeting was set down for the 5th December but union shop stewards remained sceptical last night that any agreement would then be reached although they said that 'the ball was now in Dunlop's court.'

MAWU Branch Secretary Natal
25.11.83

Unions No to OK offer

RDM 7/12/83

Mail Correspondent

DURBAN. — The Minister of Manpower has appointed a conciliation board to resolve a wage dispute between workers and management of OK Bazaars.

The Commercial, Catering and Allied Workers Union of South Africa (CCAWUSA), representing black workers, and the National Union of Distributive and Allied Workers (NUDAW), representing Indian, coloured and white workers, declared a dispute with the company recently.

The workers are demanding an increase of R50 across the board, but the company offered R20 at the end of this month and R15 in February to all workers earning less than R350.

A spokesman for CCAWUSA said workers had rejected the offer and were sticking to their demand.

A dispute at the OK

By JOSHUA RABOROKO

THE Minister of Manpower has appointed a conciliation board to resolve the dispute between the Commercial Catering and Allied Workers Union of SA (CC Awusa) and the giant OK Bazaars which employs over 20 000 people.

Sowetan 5/12/83

This was confirmed by the union's general secretary, Mrs Emma Mashinini, who told The SOWETAN that the conciliation board would sit this week.

The dispute by CC Awusa follows a deadlock in wage talks. This is the first time that the union has made use of the official dispute machinery since the parties signed a recognition agreement earlier.

Mrs Mashinini said that officials from the Department of Manpower had visited the union's offices to check on their membership. The union represents 6 000 of the 20 000 workers at all stores in the country.

The union has demanded a R50 a month increase to come into effect as from October and the company has come with an offer of R20 a month from December and a further R15 from next February.

Mrs Mashinini said that the minimum wage at the store was R240 a month and the offer had not been accepted by the workers.

The declaration of a dispute means that the union has to apply for a conciliation board to settle the matter and is the first step on the way to a legal strike. Failure by the board to settle a dispute can open the door to a legal strike, according to Manpower officials.

OK management has said that they intend to offer another salary increase next year, despite the two other offers.

Meanwhile it is understood that the white and coloured shop workers' union, the National Union of Distributive and Allied Workers has plans to declare a dispute with OK Bazaars on the same issue, but the management has denied any knowledge of the dispute.

348

Dunlop dispute goes on

6/12/83 Mercury

348

Mercury Reporter

A WAGE dispute meeting between the Dunlop Tyre Company in Durban and the Metal and Allied Workers' Union ended in deadlock for the second time yesterday after nearly 10 weeks of on-off negotiations.

Now Mr J Schonken, chairman of the Department of Manpower, who chaired yesterday's Conciliation Board meeting — the second sitting of the board since the dispute was declared — will inform the Minister that the parties have still failed to reach agreement.

A spokesman for Mawu said after the meeting that the company, which proposed yesterday's meeting on the basis that the parties could still reach agreement, had tabled an offer which, it said, was absolutely final and had refused to consider any counter proposals from the union.

'The company's proposal, however, was not very different from what they had previously proposed and did not reflect any serious change of stance.

'Accordingly, Mawu rejected the offer but indicated that they would negotiate further and could table counter-proposals. This offer was, however, rejected by the company.'

Mr Steve Meyer, Dunlop's industrial relations manager, said the company's new offer of a 43 c an hour wage increase over 15 months and the introduction of a holiday bonus equal to two weeks' pay was rejected out of hand by the union.

'The company believes that the rejection of its final offer is a clear indication that it is not prepared to accept any offer which does not meet its ideologically-based criteria, irrespective of whether its members would suffer as a result.'

He said the company believed that the union was not 'bargaining in good faith' because the union had a strike ballot prior to the establishment of the conciliation board for which they had applied and had increased their demands from the date of the appointment of the board.

The Mawu spokesman added his members would meet early in the New Year to decide on appropriate action, including the possibility of 'legal strike action' in support of their demands.

More use of 'conciliation' tactics

By STEVEN FRIEDMAN
Labour Correspondent

TRADE union use of the country's official dispute-settling machinery has increased dramatically this year.

The Department of Manpower is seeking new staff to cope with the increase, which places new burdens on officials who must process disputes that have been declared.

Figures released to the Rand Daily Mail by the Director-General of Manpower, Dr Piet van der Merwe, show that the number of conciliation boards appointed this year is almost double last year's figure.

Conciliation boards are appointed in an attempt to settle disputes which are formally declared in terms of the official disputes procedure in labour law. The number of boards appointed is thus a key indicator of the extent to which unions are using the official disputes machinery.

Observers believe the figures are largely the result of increased willingness on the part of some major emerging unions to use the official machinery for tactical reasons.

In most cases, emerging unions use boards because they are sometimes a necessary first step before a case is taken to the industrial court. This year, however, an increasing number of these unions has been using the boards as a first step towards threatened legal strike action.

Dr Van der Merwe said 101 conciliation boards had been appointed so far this year, compared to 60 in 1982 and 24 in 1981.

He said this meant all unions — not only the newer emerging unions — were using the official disputes machinery more.

Observers believe, however, that the increased use of boards by the emerging unions is the most significant element in this trend.

The increased use of the official disputes machinery is also known to have placed considerable strain on Department of Manpower officials.

A request for a board must be approved or rejected within 30 days if a legal strike is to be averted and, in some cases, the department has only approved applications shortly before the deadline.

Dr Van der Merwe said his department was coping with the increased number of applications.

"In some cases we are working after hours to keep pace, and we are also seeking new staff to assist in processing applications. We are, however, managing to keep pace and will be able to do so in future," he said.

Journalists reach a pay agreement

9/12/83 Star

Senior editorial staff on major English-language newspapers will be guaranteed minimum increases of 11,5 percent next year, the SA Newspaper Press (Editorial) Conciliation Board announced yesterday.

The board said the Southern African Society of Journalists had reached agreement on the increases with the Argus Printing and Publishing Company and SA Associated Newspapers.

The 16 newspapers covered by the agreement will increase the total salary bill for senior staff by at least 13,5 percent in January.

Each member of staff who has remained with the same employer for at least a year will get a minimum increase of 11,5 per cent on his December 1983 salary.

At least another two percent will be distributed at the discretion of editors.

Salary grades for journalists in their first five years of employment have also been improved, the board said.

Cadet journalists with matric will receive starting salaries of R500 a month next year, and graduates will start at R825 a month.

Agreement has also been reached on new salary grades for library and photographic assistants, on a five-day working week and on the option of payment in certain circumstances for extra time worked. — Sapa.

OK and unions in key meeting

RDM 9/12/82

By STEVEN FRIEDMAN

THE OK Bazaars and two shop workers' unions yesterday met at an official conciliation board in an attempt to avert a legal strike at the chainstore, but the meeting failed to settle the wage dispute between the two sides.

However, OK and the unions have agreed to meet again on Tuesday to continue discussions, and another meeting will be held on Thursday if necessary.

OK's industrial relations director, Mr Richard Blackwell, said neither side had made new offers at the meeting but added: "We are still talking."

The fact that further meetings have been arranged is seen as a sign the two sides believe a settlement of the dispute is still possible.

The dispute centres around wage demands by the Commercial, Catering and Allied Workers Union (Ccawusa) which OK alleges would cost the company more than its total profits for this year.

Ccawusa argues that OK can pay more than it has offered union members.

As a result of this deadlock, the union declared a dispute with OK — the first time it has used the country's official disputes machinery.

If the conciliation board fails to settle the dispute, union members can strike legally if they vote to do so in a secret ballot.

The National Union of Distributive and Allied Workers, which represents white and coloured workers, has also declared a dispute with OK on the wage issue.

Miners' dispute hearing

Star 20/12/85 348

Labour Reporter

The dispute between the National Union of Mineworkers and West Driefontein Gold Mine over the dismissal of 17 black miners is to be brought before a conciliation board today.

The meeting comes after the temporary ruling by the Industrial Court, ordering West Driefontein to reinstate the miners, who were fired in September after refusing to go underground into an area they considered unsafe.

If the conciliation board fails to resolve the dispute, the case will go back to the Industrial Court for a final ruling.

The NUM will also be represented today at the official inquiry by the Department of Mineral and Energy Affairs into the death of six miners at Western Deep Levels in Carletonville.

OK Bazaars pay rise agreement has averted strike

Star 20/12/83 348

By Carolyn Dempster, Labour Reporter

A nationwide wage agreement reached late yesterday between OK Bazaars Ltd and two unions representative of workers in the trade has averted a legal strike in the store chain.

It will also mean that about 20 000 workers countrywide will receive across-the-board increases effective from December 7.

The agreement was reached after the third meeting of the conciliation board on disputes between OK Bazaars, the largely black Commercial Catering and Allied Workers Union (CCAWUSA) and the mainly white and coloured National Union of Allied and Distributive Workers (NUDAW).

Disputes were declared by both unions when wage talks earlier in the year deadlocked. CCAWUSA workers demanded an immediate R50 increase, and NUDAW's wage talks with the company broke down when it was argued that any agreement reached with CCAWUSA would have an impact on a wage agreement with NUDAW.

A legal strike seemed imminent after the conciliation board met for the second time without resolving the dispute last week.

In a joint statement released by both unions and the OK yesterday, it was stated that workers "in respect of whom the dispute arose" will receive increases from R35 a month backdated to December 7 until March 1984, and an additional R10 from April 1984 to September 1984.

Negotiations for the next wage agreement have been set for July 16 next year to cover the period October 7 1984 to October 7 1985.

All OK's workers to get pay rise

Mercury 20/12/83

348

Mercury Reporter

ABOUT 20 000 workers at the OK Bazaars chain-stores throughout the country are to be given an across-the-board wage increase of R35 a month with immediate effect and a further R10 increase in April next year, it was announced yesterday.

The wage increase comes after lengthy negotiations between two shop workers' unions — the Commercial, Catering and Allied Workers' Union of South Africa and the National Union of Distributive and Allied Workers — and OK management at a conciliation board meeting.

The increases also marked the end of a dispute between management and workers, some of whom had threatened 'legal strike action' against the company in support of their demand for a wage increase.

Dispute

The Commercial, Catering and Allied Workers' Union, representing black workers, and the National Union of Distributive and Allied Workers, representing white, coloured and Indian workers, declared a dispute after OK management refused to accept their demands for a R80 a month across-the-board pay rise for all workers.

However, the two unions later reduced their demand to R50, which was rejected by the company, but in a settlement offered R45.

A joint statement released yesterday said that a 'nationwide agreement' had been reached on wage increases for all employees in respect of whom the dispute arose.

Welcoming the increases, Mrs Emma Mashinini, CCAWUSA's general secretary, said she was pleased that all workers, irrespective of their race, would benefit.

Negotiations for the next wage agreement for the period October 7 next year to October 6, 1985, would begin not later than July 6, the statement added.

Mine dispute persists

21/12/83 Star 348

Labour Reporter

A conciliation board meeting yesterday failed to resolve the dispute between the National Union of Mineworkers (NUM) and West Driefontein Gold Mine over the reinstatement of 17 miners.

At the end of the meeting NUM's general secretary, Mr Cyril Ramaphosa, said West Driefontein had refused the union's offer to reinstate the miners dismissed in September for refusing to go underground into an area they considered unsafe.

The conciliation board chairman will now report to the Minister of Manpower, Mr P du Plessis, that the dispute has not been resolved and the case will be referred back to the Industrial Court for a final finding.

The Industrial Court passed down a preliminary ruling last month ordering the temporary reinstatement of the 17 mineworkers.

If the court follows this decision in its final ruling, it will have vast implications for safety in the mining industry. NUM is already recommending members to resist working in areas they feel are unsafe.

More unions take their battles to court

By STEVEN FRIEDMAN
Labour Correspondent

TRADE union use of the Government's new industrial court jumped last year by more than 400% compared to 1982 — and unions also used official conciliation boards twice as often as in that year.

Department of Manpower figures for the first 11 months of last year also indicate a sharp drop in strike action. The number of workers involved in strikes and the number of man days lost dropped by two-thirds, the figures say.

This confirms earlier signs that, as a result of the recession, emerging unions are increasingly using the court and that, in many cases, they are presenting this to members as an alternative to strikes.

Official figures on use of the court, conciliation boards and strikes were released to the Rand Daily Mail yesterday by the Director-General of Manpower, Dr Piet van der Merwe. He described them as "encouraging", illustrating a sharp increase in union use of his department's official disputes machinery.

He added that the trend towards much greater use of the court was continuing. This week alone, more cases had been referred to the court than in the whole of January last year, he said.

The department's figures show 170 cases were referred to the court in 1983 — compared to only 41 in 1982. This includes cases which were settled after being referred to the court.

Increased union use of the court has led to a sharp employer backlash and moves to curb its powers are in the offing.

However, Dr Van der Merwe implied yesterday the court had played a major role over the past year in averting strikes.

"One can only speculate what would have happened in these 170 disputes if the court was not available to resolve the conflict," he said.

He added that the court was also available to employers, and predicted increasing use of it by them.

Dr Van der Merwe added that 119 conciliation boards — a key element in the official disputes machinery — were appointed last year, compared to 60 in 1982.

Official strike figures for the first 11 months of last year indicated there were 220 strikes involving 47 642 workers — resulting in the loss of 781 663 man-days, he said.

In 1982 there were 394 strikes involving 141 571 workers and 2 992 698 man-days were lost.

Some labour experts have criticised these figures. They say they only reflect strikes which employers have reported to the department. As strikes become more commonplace, many employers are not reporting them, they claim.

16/1/84 (348) Sowetan

Clash over talks date

By JOSHUA RABOROKO

THE Department of Manpower Utilisation has appointed a conciliation board to settle the wage and working conditions dispute between the South Chemical Workers' Union and the Sasolburg branch of African Explosives and Chemical Industries (AECI) which employs about 2 000 workers.

Spokesmen for both parties have confirmed the appointment of the board, but it seems likely another conflict will arise, as the two could not reach a suitable date for the board's hearing at a meeting on Friday.

The union — which has already held a strike ballot — wants the board to sit today while the company insists that it should sit later in the month.

If the parties fail to reach a settlement, the union may go on a legal strike.

In another move, the union has also written to the industrial council covering over 8 500 workers at AECI branches at Somerset West, Modderfontein and Umbogintwini, declaring a dispute over wages.

The union's Vaal branch secretary, Mr Michael Tsotetsi, told **The SOWETAN** yesterday that the deadlock was reached after management had offered a starting wage of R363 per month and ending with R1 115 per month.

"The union's final demand is for R400 starting wage with the higher grades receiving progressively higher wages according to the increments presently proposed by the company," he said.

He said that under their present contracts, employees with certain grades of less than seven years' service are entitled to two weeks' plus one day's leave per annum. AECI has offered such workers an additional day's leave.

The union's demand is that such workers should have a minimum of three weeks' leave and, in addition, long-service allowance should be increased.

The union members are to hold an urgent meeting this week to decide on a strategy which they will adopt following management's insistence on the end of the month conciliation board hearing.

AECI's industrial relations manager, Mr B Botha, said the company felt it suitable to have the board sitting at the end of the month. The company offered the R363 starting salary because of the present economic position and other factors.

Striking fabric workers to return

4/2/84 Mercury

Mercury Reporter

STRIKING workers at S A Fabrics in Durban yesterday decided to return to work on Monday following the appointment of a conciliation board to resolve the dispute over pay, Mr John Copelyn, a spokesman for the National Union of Textile Workers, said last night.

He said the company had agreed to negotiate with the board and the workers had therefore decided to end their six-day strike.

In a statement yesterday, Mr N P Lourens, chairman of the company, confirmed that 350 workers had stopped work since January 26 and said that if the workers failed to return by Monday their services would be terminated.

'The refusal to work relates to a dispute over recent retrenchments, due notice of which was given to the National Union of Textile Workers during December last year in accordance with a written agreement concluded in the latter part of last year.

'The union now claims that the refusal to work relates to a wage dispute. The company acting on legal advice has informed the union that it has breached the written agreement and is holding the union liable for any losses suffered by the company.

'The company has continued with production due to the full co-operation of its salaried employees and some of its wage employees.

'The company is attempting to communicate individually with all its wage employees urging each of them to return to work at their usual starting times on Monday, failing which their contracts of service will be regarded as having terminated without any further notice to anyone,' he said in the statement.

Bid to settle pay dispute at fabrics plant

348

Mercury 22/2/84

Mercury Reporter

A NEW bid to resolve a dispute over pay between the management and workers at S A Fabrics in Durban will be made today at a meeting of a conciliation board appointed by the Minister of Manpower.

About 350 workers at the plant at Rossburgh went on a 10-day strike earlier this month in support of their demand for more pay. They returned to work after the appointment of the conciliation board.

But the workers decided to boycott all overtime work pending the settlement of their dispute with the management, according to a spokesman for the Fosatu-affiliated National Union of Textile Workers.

The union spokesman added that if today's wage talks broke down workers would consider further possible strike action.

The workers demanded an increase of 16 percent spread over the year and rejected a company offer of a 4 percent increase for the first six months. They also refused to collect their pay during the work stoppage.

A spokesman for S A Fabrics yesterday described the conciliation board meeting as 'normal procedure' and added that it was not company policy to divulge any information concerning workers' pay to the media.

Board fails to settle pay row

348

7/3/84 RDM

Labour Correspondent

A GOVERNMENT-appointed conciliation board yesterday failed to settle a wage dispute between the Triomf fertiliser company and Cusa's SA Chemical Workers Union at the company's Potchefstroom plant, a company statement announced.

This means SACWU is allowed to begin planning a legal strike at the plant.

A union spokesman said yesterday, however, that fresh attempts would be made to break the deadlock. This could, he said, mean appointing a mediator or calling a new meeting of the board, but it was "premature" to say what action would be taken.

And Triomf's statement said the company "is confident that a settlement between the two parties will be reached".

Yesterday's meeting of the board, which consists of company and union representatives under the chairmanship of a Department of Manpower official, follows the union's decision to declare a dispute with Triomf.

The union also asked that the board consider its charge that Triomf was guilty of an "unfair labour practice" by allegedly refusing to disclose financial information to it — which would have allowed the dispute to go to the industrial court — but this was turned down by the Department of Manpower.

Triomf's statement said a "deadlock had been arrived at" at the meeting.

A SACWU spokesman confirmed this, saying the company's final wage offer was "unacceptable" to the union and that "neither side is prepared to move". SACWU, he said, believed Triomf "had more money available to pay higher wages than they say they have".

Neither side disclosed details of the union's demand or Triomf's offer.

143 183 348 151 D. Dispatch DAILY DISP 7/3/87

Bid to break Triomf deadlock

JOHANNESBURG — A government-appointed conciliation board, yesterday failed to settle a wage dispute between the Triomf fertiliser company and Cusa's SA Chemical Workers Union at the company's Potchefstroom plant, a company statement announced.

This means the union is allowed to begin planning a legal strike at the plant.

A union spokesman said yesterday, however, that fresh attempts would be made to break the deadlock. This could, he said, mean appointing a mediator or calling a new meeting of the board, but it was "premature" to say what action would be taken.

Triomf's statement said the company "is confident that a settlement between the two parties will be reached."

Yesterday's meeting of the board, which consists of company and union representatives under the chairmanship of a Department of Manpower official, follows the union's decision to declare a dispute with Triomf.

The union also asked that the board consider its charge that Triomf was guilty of an "unfair labour practice" by allegedly refusing to disclose financial information to it — which would have allowed the dispute to go to the industrial court — but this was turned down by the Department of Manpower.

Triomf's statement said a "deadlock had been arrived at" at the meeting.

A union spokesman confirmed this, saying the company's final wage offer was "unacceptable" to the union and that "neither side is prepared to move". — DDC.

348 Hansard

Conciliation boards

Q. Col. 721 21/3/84

666. Mr G B D McINTOSH asked the Minister of Manpower:

(a) How many applications for the (i) establishment of conciliation boards in terms of section 35 and (ii) appointment of a mediator in terms of section 44 of the Labour Relations. Act, No 28 of 1956, were (aa) made and (bb) approved in 1983 and (b) in respect of what percentage of the approved applications were the disputes settled in each case?

The MINISTER OF MANPOWER:

(a) (i) (aa) 118

(bb) 33 (24 applications were withdrawn before they could be considered by the Minister, 34 were still receiving attention at the end of 1983 and 27 were refused)

(ii) (aa) 3

(bb) 3

(b) Conciliation boards . . . 36,4 per cent

Mediations . . . . . 33,3 per cent

RDM 29/3/84 (348) (186)

Sugar deadlock crystallises

Labour Correspondent

WAGE negotiations between the major sugar company, C G Smith and Fosatu's Sweet, Food and Allied Workers Union, have deadlocked and the two sides have agreed to ask the Minister of Manpower to appoint a conciliation board to settle the dispute.

The appointment of a board is the first step on the way to a legal strike.

It is understood that the unions' demands and the company's offer are far apart and that there is little immediate chance of a settlement.

The deadlock also comes soon before key talks at the sugar industry's industrial council on an agreement setting minimum wages for the entire industry. These are at a delicate stage and could also end in deadlock.

Employers argue that drought and floods, together with low export prices for sugar, make large increases impossible this year.

SFAWU says workers must be paid a "living wage" because they have been hard-hit by increases in general sales tax and in the price of basic foodstuffs like bread. It says workers are struggling to buy basic necessities.

The deadlock between SFAWU and C G Smith covers three of the company's mills — at Umzimkulu, Noodsberg and Pongola. According to a union statement, about 1 500 workers are covered by the talks.

The union began the negotiations by demanding a minimum wage of R2 an hour or R400 a month, which Fosatu regards as a minimum "living wage". It also demanded increases in workers' ration and shift allowances and other changes.

It has since modified its demands, but a company spokesman said yesterday that these changes were not significant.

"Their demands range from a 74% rise for the lowest-paid to 32% for semi-skilled workers. The total increase in our wage bill would be 72% and we cannot afford it with the industry in its present state", he said.

Deadlock in dispute at sugar company

N. Mercury 29/3/84

348

Mercury Reporter

WAGE negotiations between the C G Smith sugar company and Fosatu's Sweet Food and Allied Workers' Union ended in deadlock yesterday.

The Minister of Manpower will now be asked to appoint a conciliation board to settle the dispute which, according to the union, affects about 1 500 workers at three C G Smith Mills at Umzimkulu, Noodsberg and Pongola.

Mr Barrie Horlock, the company's personnel director, last night confirmed that the talks had ended in deadlock and said that in regard to Umzimkulu the dispute would have to be referred to the Industrial Council for the Sugar Manufacturing and Refining Industry whose agreement applies to this particular mill.

In a statement to the Mercury, he said the dispute arose from union demands for wage increases and other allowances which would have the effect of increasing wage costs by about 72 percent.

'The company and the sugar industry are in no position to meet this kind of demand. Unfortunately various meetings with the trade union concerned have not been able to bring these demands down to more realistic levels,' he added.

The union's general secretary, Jay Naidoo, said the union resolved to follow the dispute procedure as laid down in their negotiation agreement with the company which covers the three mills.

'Workers are fighting for a living wage because they are being hard-hit by the increase in the general sales tax and in the price of basic foodstuffs such as bread,' he said.

Fatal blasts

PARIS—Explosions shook the headquarters of Zaire's national radio station and the main post office in Kinshasa on Monday, killing one person and injuring five, according to reports reaching Paris yesterday. — (Sapa-AP)

Hansard Q. Col. 1359 28/5/84

Unemployment Insurance Fund

952. Dr. A L BORAINE asked the Minister of Manpower:

(1) What was the balance of the Unemployment Insurance Fund at the end of 1983;

(2) (a) what was the total amount (i) paid into the Fund by the State, employers and employees and (ii) paid out in benefits in that year and (b) to how many applicants in each race group were benefits paid;

(3) (a) what is the present average rate of interest received by the Fund and (b) what amount was paid from the Fund in 1983 in respect of administration costs;

(4) (a) what total amount in unclaimed money is held in the Fund and (b) how many persons are involved in this amount;

(5) how many employers were registered with the Unemployment Insurance Fund as at 31 December 1983?

The MINISTER OF MANPOWER:

(1) R246 654 238.

(2) (a) (i) R147 014 988.

(ii) R189 204 701.

(b) 320 475 separate figures in respect of different population groups are not readily available.

(3) (a) 8,85 per cent.

(b) R10 941 225.

(4) (a) R481 026.

(b) 3 775.

(5) 123 520.

Note: The information is furnished from provisional unaudited figures.

Hansard Q. Col. 1360 28/5/84

Wage regulating machinery

954. Dr A L BORAINE asked the Minister of Manpower:

(1) How many (a) industrial council agreements, (b) conciliation board agreements, (c) arbitration boards, (d) Wage Board determinations and (e) orders in terms of the Labour Relations Act were in force as at the latest specified date for which figures are available;

(2) how many (a) White, (b) Coloured, (c) Asian and (d) Black persons were affected by each of the above five categories of wage regulating machinery as at that date?

The MINISTER OF MANPOWER:

(1) (a) 87.

(b) 1 (Conciliation Board Agreements are usually not published).

(c) Nil (Arbitration Awards are seldom published).

(d) 61.

(e) 5.

(2)

	(a) Whites	(b) Coloureds	(c) Asians	(d) Members of the Black population groups
Industrial Council Agreements	182 907	239 886	85 631	663 300
Conciliation Board Agreements	9	165	Nil	5

	(a) Whites	(b) Coloureds	(c) Asians	(d) Members of the Black population groups
Arbitration Awards		Figures not readily available.		
Wage Determinations	570 263	all population groups; separate figures are not readily available.		
Orders	175 330	all population groups; separate figures are not readily available.		

Strike craft: ship's company

956. Mr P R C ROGERS to ask the Minister of Defence:

(1) Whether a special allowance is paid to the ship's company serving on strike craft; if not, why not; if so, (a) what is this allowance called and (b) what is the amount of the allowance paid in respect of each rank per day;

(2) whether national servicemen undergoing their initial training receive this allowance; if not, why not; if so, what amounts do they receive in terms of this allowance per day?

The MINISTER OF DEFENCE:

(1) and (2) Two types of allowance are payable, to members of the ship's company of strike craft viz:

(a) *An Occupational specific allowance*

Lieutenant to Commander	R960 p.a.
Ensign and Sub Lieutenant	R708 p.a.
Petty Officer to Warrant Officer 1	R768 p.a.
Able Seaman and Leading Seaman	R660 p.a.

This allowance is only applicable to members of the Permanent Force who have qualified as strike craft crew, in accordance with the occupational differentiated dispensation of the Permanent Force.

(b) *A Seagoing allowance*

R19,40 per day irrespective of rank.

This allowance is applicable to members of the permanent Force and National Servicemen who are members of the ship's company of strike craft during their initial and subsequent periods of service.

TUESDAY, 29 MAY 1984

†Indicates translated version.
For written reply:

Income tax

329. Mr P R C ROGERS asked the Minister of Co-operation and Development:

(a) How many (i) male and (ii) female persons paid income tax in terms of the Black Taxation Act, No 92 of 1969, in each province in the 1982-83 financial year and (b) what was the amount collected in respect of each category in each province in that year?

The MINISTER OF CO-OPERATION AND DEVELOPMENT:

(a) (i) and (ii) and (b) Statistics in respect of male and female taxpayers in each province is not kept and it is conse-

Move to end mines disputes

(348) Star 24/7/84

By Carolyn Dempster
Labour Reporter

The Minister of Manpower, Mr P T C du Plessis, has appointed conciliation boards in the first step towards resolution of the wage disputes between the Chamber of Mines and the National Union of Mineworkers.

This was confirmed today by the assistant general secretary of the NUM, Mr M Moloka, who said the union was told of the Minister's decision last Friday.

If the boards fail to resolve the disputes within 30 days, the way will be clear for the NUM to hold a strike ballot among its members on five collieries and eight gold mines where agreements are in force.

If members vote for a strike, there will be nothing to stop the first legal strike by black mineworkers in South Africa's history.

The boards will be chaired by official representatives from the Department of Manpower and will consist of teams of representatives from both sides.

No date has been set for the first meeting but Mr Moloka said that this was likely to happen before the end of the week.

The union claims a membership of more than 70 000 mineworkers but the chamber maintains that the actual figure is far lower. Either way, a legal strike by NUM members would be certain to have a ripple effect.

The NUM is demanding a wage increase of 25 percent as against the chamber's offer of 13 to 14 percent which was implemented on chamber-affiliated mines from July 1.

The chamber went ahead with the implementation of the increases because it claimed that the NUM represented only a portion of the black mining labour force and about 380 000 mineworkers would be expecting increases on July 1.

To date, the announcement of the increases has brought out more than 6 000 black mineworkers on illegal strikes at four collieries and one asbestos mine.

New printers' union will strive for labour unity

Star 31/8/84

By Carolyn Dempster, Labour Reporter

A new national printers' union has been formed with the aim of uniting all trade unions operating in the industry.

The National Union of Printers and Allied Workers (Nupawo) was launched this week at a meeting at the Ipelegeng Community Centre in Soweto.

The union's new president, Mr Alfred Msolongo, said some of the objectives of Nupawo were to foster and promote a working class leadership and to work towards trade union unity.

The meeting decided to conduct continuous negotiations with other unions to bring this about.

Other members of the executive are Mr Albert Mhlungu, vice-president, Mr Martin Mphoreng, general secretary and Mr Ben Mthombeni, treasurer.

The union intends holding its second congress shortly to launch a Transvaal branch.

★ ★ ★

The SA Chemical Workers' Union has applied to the Minister of Manpower for the appointment of a conciliation board, in a bid to win the reinstatement of 440 workers dismissed early this year at Triomf's Potchefstroom fertiliser plant.

Izwilethu, the newsletter of the Council of Unions of South Africa, said the decision to apply for a board had been taken after the case against 19 Triomf workers charged under the Intimidation Act had been thrown out of court in June.

The State failed to produce sufficient evidence to support the charges.

The workers were arrested following a stoppage at the plant on April 12.

They downed tools in support of colleagues who had refused to undergo breathalyser tests.

If a conciliation board fails to resolve the dispute, the union has indicated it will take the matter to the Industrial Court.

★ ★ ★

A call by the Trade Union Council of SA (Tucsa) for stiffer penalties for employers who withold industrial council contributions is being considered by the Department of Justice.

The matter was referred to the department by the Industrial Registrar, who told Tucsa that legal provision for more stringent penalties would not necessarily lead the courts to take a tougher line.

22/10/84 The Star Monday Octobe

Minister's Triomf decision angers SACWU

348

By Carolyn Dempster, Labour Reporter

The South African Chemical Workers' Union (SACWU) is incensed over the Minister of Manpower's rejection of an application for a conciliation board in the dispute involving 440 workers at the Triomf Fertiliser plant in Potchefstroom.

The action has effectively barred the SACWU from taking the dispute to the Industrial Court to seek the reinstatement of the dismissed workers.

At a Press conference at the weekend, SACWU general secretary Mr Maneni Samela said that the union would be lodging a Supreme Court appeal against the Minister's decision.

DOWNED TOOLS

Application for the conciliation board arose from the dismissal of 440 striking Triomf workers on April 13 this year. The workers refused to take part in a breathalyser test and downed tools in protest.

Triomf management issued the strikers with an ultimatum — return to work by 10 am the next day or face dismissal.

On April 14, when a number of the workers returned to resume their jobs, 16 were arrested by the police, and subsequently a further three were held.

All were charged under the Intimidation Act, but the case was quashed in Potchefstroom's Regional Court on June 27 because the police failed to produce evidence of intimidation.

Committee members present at the time of the strike have alleged that Triomf management had conferred with the police before certain strikers, among them shop stewards and union members, were arrested.

Sasol: conciliation board sought

Star 11/1/85

By Carolyn Dempster
Labour Reporter

The Sasol saga took a new turn yesterday with an announcement that the Chemical Workers' Industrial Union had asked the Minister of Manpower to appoint a conciliation board in an attempt to resolve the dispute.
At the same time Sasol had already reinstated 1 500 former employees and agreed to re-employ before the end of this month as many as possible of the 5 100 fired after last November's stayaway.

If the Minister refuses to appoint the board, national legal industrial action by the 24 unions involved in union unity talks, including the chemical workers, will become possible.
The unions, representing some 300 000 workers countrywide, submitted a letter of demand to Sasol demanding reinstatement of the workers and negotiations with the Chemical Workers' Industrial Union after the November mass firing.
The union says two long meetings were held after the letter was submitted.
Union general secretary Mr Rod Crompton said:"In spite of the meetings no settlement could be reached in particular on the criteria for reinstatement.
"However a loose understanding was reached ... including an undertaking by the union not to proceed with industrial action before the end of January 1985, during which time Sasol undertook to reinstate as many dismissed workers as possible."
Only applications from dismissed workers will be considered until the end of January, and further negotiations have been scheduled for the end of the month.
A spokesman for Sasol said more than 4 000 applications from dismissed Sasol 2 and 3 workers had been received over the past seven weeks.
Appointments would be based on merit, reliability, loyalty, competence and a stable record of employment, he added.
Initially, Sasol stated it was not considering re-employing any of the 5 100 dismissed.
However, Sasol stated on November 20 that it would consider applications provided former employees complied with certain criteria and satisfied Sasol they were not guilty of intimidation or incitement to participate in the two-day stayaway.
By November 28 none of the ex-employees had been re-employed.
After the meetings with the Chemical Workers' Industrial Union, at which Sasol stated an understanding was reached, news of the re-employment of dismissed workers was made known.
A spokesman for Sasol said they were not re-employing former employees under pressure or threat of industrial action from the Chemical Workers' Industrial Union or any of the unions involved in the union unity talks as implied in an article in *The Star* yesterday.
Sasol stated that the re-employment process began well before the Chemical Workers' Industrial Union began discussions with them.
Former employees who are re-employed will receive the same wage as applicable at their dismissal.
They will also retain full pension benefits accumulated until November 6 1984.

	(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)
Hankey	20	12	211	115	40	—	19	9	50	148	8
Humansdorp	17	19	150	138	24	—	14	28	73	261	12
Jeffreys Bay	8	4	61	32	13	—	4	11	21	193	11
Kareedouw	2	3	40	18	4	—	1	14	6	18	6
Kirkwood	16	4	254	283	33	—	14	28	42	179	16
Patensie	17	4	183	77	14	—	9	11	31	86	7
Stormsrivier	8	12	72	25	12	—	7	10	21	57	3

Note: For statistical purposes burglary and housebreaking with intent to steal and theft are codified under the same code.

Hansard Q. 61. 203 20/2/85

Johannesburg police district: offences

110. Mr H H SCHWARZ asked the Minister of Law and Order:

How many cases of (a) murder, (b) culpable homicide, (c) assault with intent to do grievous bodily harm, (d) common assault, (e) rape, (f) burglary, (g) robbery, (h) theft of vehicles and cycles, (i) damage to property, (j) housebreaking with intent to steal and theft and (k) possession of drugs were reported at each specified police station in the Johannesburg police district in 1984?

The MINISTER OF LAW AND ORDER:

	(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)
John Vorster Square	105	47	364	1 142	82	—	1 784	3 438	524	2 731	143
Langlaagte	31	12	160	337	43	—	187	338	255	498	2
Mondeor	48	85	183	248	49	—	122	316	174	1 433	—
Jeppe	149	8	225	483	31	—	501	1 594	277	1 700	12
Booysens	98	59	312	932	68	—	318	2 325	610	2 616	21
Cleveland	59	27	100	297	23	—	113	701	163	993	1
Brixton	19	16	56	452	19	—	85	884	231	762	9
Newlands	56	10	281	1 196	84	—	185	632	462	1 092	13

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Labour disputes/work stoppages/strikes

117. Dr A L BORAINE asked the Minister of Law and Order:

In how many instances were the South African Police called to the scene of a (a) labour dispute, (b) work stoppage and (c) strike in 1984?

The MINISTER OF LAW AND ORDER:

(a) 39.

(b) 31.

(c) 259.

348 Hansard Q. 61. 204 20/2/85

Conciliation boards/mediators

120. Dr A L BORAINE asked the Minister of Manpower:

(a) How many applications for the (i) establishment of conciliation boards in terms of section 35, and (ii) appointment of a mediator in terms of section 44, of the Labour Relations Act, No 28 of 1956, were (aa) made and (bb) approved in 1984 and (b) in respect of what percentage of the approved applications were the disputes settled in each case?

The MINISTER OF MANPOWER:

(a) (i) (aa) 279.

(bb) 62 (56 applications were withdrawn before they could be considered by the Minister and 81 were still receiving attention at the end of 1984).

(ii) (aa) 4.

(bb) 4.

(b) Conciliation boards ..... 56 per cent
Mediation ..... 100 per cent

Hansard Q. 61. 205 20/2/85

National states: size

127. Mr R A F SWART asked the Minister of Co-operation and Development:

What was the size in hectares of each of the national states as at the latest specified date for which figures are available?

The MINISTER OF CO-OPERATION AND DEVELOPMENT:

KwaNdebele	103 370 ha
Gazankulu	678 670 ha
Qwaqwa	62 000 ha
KaNgwane	385 337 ha
Lebowa	2 212 897 ha
KwaZulu	3 175 000 ha

As at 31 January 1985.

Bonus bonds

136. Mr H H SCHWARZ asked the Minister of Finance:

(a) What was the total value of bonus bonds (i) bought and (ii) redeemed up to 31 December 1984 and (b) for what amount was bonus bonds purchased in December 1984 or in the latest specified month for which figures are available?

The MINISTER OF FINANCE:

(a) (i) R1 071 480 620 up to 31 October 1984.

(ii) R610 149 265 up to 30 November 1984.

(b) R8 177 265 in October 1984.

The sale of bonus bonds was terminated from 1 November 1984.

Hansard Q. 61. 206 20/2/85

Security legislation: detainees

141. Mrs H SUZMAN asked the Minister of Law and Order:

(a) How many (i) males and (ii) females in each race group were detained in terms of security legislation (aa) in 1984 and (bb) from 1 January 1985 to the latest specified date for which figures are available and (b) how many persons in each of the above categories were under the age of 20 years?

The MINISTER OF LAW AND ORDER:

(bb) 1985-01-01

(aa) 1984 to 1985-02-05

(a)	(i)	(ii)	(i)	(ii)
Whites	3	4	—	—
Coloureds	5	1	—	—
Asians	4	1	—	—
Blacks	273	48	45	2
(b)				
Blacks	40	4	1	—

Amounts owed to private bodies/persons by Government

169. Mr H H SCHWARZ asked the Minister of Finance:

What amounts were owing to private bodies and persons by the Government, other than on bank facilities and stock issues, as at the latest specified date for which figures are available?

The MINISTER OF FINANCE:

R2 379 483 654 as at 31 January 1985.

The amount excludes foreign debt, stock issues and treasury bills.

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The amount excludes foreign debt, stock issues and treasury bills.

'220 000 affected by mine disputes'

(348)

The National Union of Mineworkers (NUM) has applied for a conciliation board to settle disputes declared yesterday with Anglo American and Gold Fields.

The NUM, which has more than 100 000 members, released a statement saying 13 mines and about 220 000 workers are involved.

The dispute with Anglo American concerns the corporation's gold and uranium divisions.

"The dispute revolves round the unilateral and selective granting of increases to certain monthly paid staff members in January," said the NUM.

"The mines affected include Vaal Reefs, President Brand, President Steyn, Free State Geduld, Western Holdings Division, Western Holdings Saaiplaas Division, Western Deep Levels and Elandsrand Gold Mining Company.

"The number of employees affected by the dispute is 154 500. As a result of this discriminatory increment, there have been a number of work stoppages at Vaal Reefs where workers demanded that the increase of 10 percent be given to all employees in Anglo Corporation.

"This demand has been refused by the corporation."

The Gold Fields mines affected by the dispute, the NUM says, are Kloof, Libanon, Doornfontein, Deelkraal and Driefontein Consolidated and the number of employees involved is 65 000.

The dispute relates to the payment of cash bonuses to black mine employees either on termination of contract or on re-employment.

"The policy of Gold Fields has been that such bonuses are determined by group levels," said NUM.

Since 1982 workers had tried to bring the problem to the corporation's attention but received little positive response.

Nasionale Pers refuses to recognise Mwasa

(243)

Concrete workers on strike

Cape Times 24/4/85

(348)

Labour Reporter

ABOUT 150 workers have gone on strike at African Spun Concrete in Blackheath in support of demands for higher wages.

Mr. David Lewis, general secretary of the General Workers' Union, said yesterday the GWU had attempted over a seven-month period to negotiate a wage agreement with management.

Several meetings had been held and the matter had eventually been referred to mediation with no settlement.

The dispute had also gone through the mechanisms of the Labour Relations Act and a recent conciliation board hearing had also failed to resolve it.

"The wages at African Spun Concrete are extremely low by any standards, and management has made such persistently low offers that we do not believe them to be bargaining in good faith," Mr Lewis said.

Accordingly, workers had stopped work on Monday morning in support of a demand for a "reasonable wage".

He added that the union believed the strike to be legal, according to advice it had received.

A company spokesman confirmed yesterday afternoon that workers were on strike but would not comment further.

Brick industry strike expected as talks fail

Cape Times 20/5/85 (348)

Own Correspondent

JOHANNESBURG. — Corobrik workers at five plants in the Western Cape and Natal are set to go on legal strike this week after the General Workers' Union (GWU) and management reached deadlock over pay increases at conciliation board meetings last week.

Mr David Lewis, general secretary of the GWU, said the union was in the process of reporting the outcome of the negotiations to its members at the Maritzburg plant and the four Cape plants, and legal strikes were "imminent".

Strike ballots have already been held and it is probable that the strikes will begin today.

Corobrik is offering 17 percent increases on the minimum level, and 14 percent on the other grades, while the GWU is demanding a 40 percent minimum in Cape Town and 31 percent in Maritzburg.

Mr Lewis said management's offer would mean that between 1978 and 1985 the real wages of Corobrik workers in the Western Cape would have declined by 9 percent.

"By contrast, in a similar period, the company's fortunes increased steadily and in the financial year to March 1985 Toncoro — Corobrik's holding company — increased its profits by 220 percent," he said.

Spokesmen for the company said they were satisfied that the 17 percent offer was fair in view of the economic climate in the building industry.

Mr Graham Bounds, the managing director of Corobrik Western Cape, said the GWU's request for 40 percent on the minimum wage level was "totally unreasonable".

He said: "A wage increase of the magnitude requested by the GWU would not only result in substantial price increases but would seriously affect our ability to maintain our workforce at current numbers."

ARGUS 22/5/85

Union puts new wage package to Corobrik

(348)

Labour Reporter

TALKS between Corobrik management and the General Workers' Union continued today to seek resolution of the strike at five plants which started on Monday.

The legal strike over wage demands has affected four Corobrik plants in the Western Cape and one in Maritzburg. About 1 600 workers are affected.

Mr David Lewis, general secretary of the union, said today the talks would be about fresh wage proposals from the union. These were put to management in the Cape yesterday and will be put to management in Maritzburg today.

FAILED

The strike began when a conciliation board set up to resolve the dispute failed.

The managing director of Corobrik Western Cape, Mr Graham Bounds, has denied union allegations that the company is using scab labour during the strike.

"What we have done is to effect several interdepartmental transfers from low to high priority services within the plants," said Mr Bounds.

ENSURE JOBS

"This action should be welcomed, not criticised, by the union as it will ensure jobs for workers the moment the strike is over. Should the kilns, for example, be shut off, production and jobs would cease for several weeks."

Mr Bounds said some women had been transferred between departments but denied they were being required to undertake tasks beyond their physical capabilities.

NUM dispute goes to board

B. Day 19/6/85

By CLAIRE PICKARD-CAMBRIDGE

A CONCILIATION board was set up with alacrity yesterday to deal with the dispute between the National Union of Mineworkers (NUM) and the Chamber of Mines over wages and working conditions.

The announcement was made by a Manpower Department spokesman yesterday, following a breakdown of negotiations on Friday with NUM accusing the Chamber of failing to make a "realistic" offer.

It is not known when the first conciliation board meetings will take place, but observers regard this as an exceptionally rapid appointment of a dispute resolving mechanism.

They attribute this to the urgency with which the minister regards the situation, especially in the light of the chamber's traditional deadline on July 1 for implementing increases for its 400 000 black gold miners.

The Labour Relations Act states a union can only go ahead with a legal strike if the minister fails to appoint a conciliation board within 30 days of receiving an application.

NUM is demanding an average 27% increase as well as several fringe benefits, while the chamber is offering between 14% and 17% and other improvements in their package.

It is thought that a settlement will not be reached easily.

If so, to what extent & why to such an extent?

Cape Times 1/7/85

348

NUM claims 200 000 could go on strike

From PHILLIP VAN NIEKERK

JOHANNESBURG. — Amid fears of widespread labour unrest in the country's mining industry, about 8 000 striking workers on two goldmines have been given an ultimatum to return to work today.

The workers, from Gencor's Leslie and Bracken mines in the Eastern Transvaal, continued their strike this weekend in protest against the Chamber of Mines' annual wage increases.

The National Union of Mineworkers (NUM) is pressing on with plans for a strike ballot tomorrow on gold and coal mines, which the union claims could bring more than 200 000 workers out on legal strike in the next fortnight.

Increases

The Chamber of Mines announced at the weekend that it would proceed with the implementation of wage increases due today for the industry's 550 000 gold and coal mineworkers — in spite of the dispute with the NUM which saw the conciliation board talks for both the coal mines and the gold mines deadlocked last week, opening the way for legal strike action.

The increases vary between 14 and 19,6 percent and include concessions on working hours.

The NUM is holding out for 22 percent across-the-board, an increase in minimum paid leave from two weeks to three weeks, leave allowances, a half-holiday on May Day, shorter working hours and talks with white miners aimed at the scrapping of job reservation.

Mr Cyril Ramaphosa, general secretary of the NUM, yesterday predicted that at least 200 000 workers on the 18 goldmines where the NUM is recognized would support the strike.

"We also have a presence on 12 more goldmines, and workers on these mines feel just as strongly about the increases," he said. "The point of the strike will, we hope, be to force the Chamber to bargain with us seriously in future so that they don't come to us with predetermined wage increases.

"Once they see 200 000 are on strike, that would be a good sign to start negotiating in good faith. At present I don't think they believe we can muster that kind of strength."

Mr Johan Liebenberg, the Chamber's industrial relations adviser, emphasized that the amount they would be paying out from today was their final offer to the NUM, though he said the Chamber was still open to a "realistic" offer from the NUM.

Yesterday a spokesman for Gencor confirmed that they would be paying less on the basic increases than the other five mining houses, but that their fringe benefits would in some cases be higher.

By late yesterday Gencor was the only mining house to be hit by strike action.

White miners allege snub

348

By Amrit Manga

WHITE miners will strike if the Minister of Manpower, Pietie du Plessis, discriminates against their union during the appointment of conciliation boards.

The threat follows an alleged delay by Mr du Plessis in appointing a board to consider the white miners' wage dispute earlier this year.

Council of Mining Unions president Arrie Paulus says: "The board was set up only after we threatened to strike.

"In the case of the black miners, Mr du Plessis acted almost immediately, appointing a conciliation board three days after deadlock was declared."

Reluctant

The Mineworkers Union says it will not tolerate unnecessary delays in future disputes.

The threat comes two months after the white union signed a wage agreement with the Chamber of Mines and as tens of thousands of black miners draw up strike plans.

Although the white miners reluctantly accepted the wage offer, this is the first time they have voiced their discontent about conduct of negotiations.

Mr Paulus accused Mr du Plessis of practising double standards and discriminating against his union.

"We have a sneaking suspicion that the Minister's haste in appointing a board was prompted by fears that black miners would not hesitate to repeat the 1984 work stoppage which cost millions.

"We must accept that he was prepared to take short cuts to resolve the black dispute."

A spokesman for the white union says: "This can be interpreted only as an underestimation of our union's potential to take stronger industrial action.

"We will demonstrate our strength by taking stronger action next time."

East Drie row

Another mining dispute is brewing. It is between the white union and the management of East Driefontein mine and concerns longer working hours.

Mr Paulus has rejected a scheme which proposes to extend working hours to include days off granted once every two weeks.

The scheme, according to the union, offers prizes to teams that achieve the lowest accident rate.

But the prizes can be won only if miners work every Saturday. They would thus have to forego free Saturdays.

Longer working hours would be a breach of the 11-shift fortnight agreement, says the union.

A miner may, however, volunteer to work but will not be entitled to union protection in the event of injury or infrigement of regulations.

Damage

Negotiations with black miners are in deadlock. Sources say that talks at Teba, the Chamber's recruiting agent, will end in deadlock as well and a dispute could be declared this week.

Neither the Chamber nor its affiliates will speculate on the consequences of a strike.

But Mr Paulus says damage could run into millions. "Major damage has already been caused at Gencor's Evander and Beatrix mines and at Western Platinum near Rustenburg."

The need for NUM members to plan tactics is given as the main reason for the two-week delay in action after the strike ballot.

A NUM spokesman says a decision to strike if wage talks failed was taken in January. The strike ballot simply reaffirmed the January resolution.

Conciliation board row brewing

248

Bus Day 31/10/87

BIPHO NGCOBO

THE SA Chemical Workers' Union (Sacwu) has accused the Department of Manpower of non-compliance with the Labour Relations Act in not responding to four applications for the establishment of conciliation boards.

Manpower Department Director-General P J van der Merwe could not give any explanation to *Business Day*, saying he was going to consult with officials of his department.

Sacwu spokesman Manene Samela said the first application for the establishment of a conciliation board, over dismissals at chemical company Pharmatura, was made on May 18.

"We expected the Department of Manpower to reply within 30 days, as laid down in the Labour Relations Act. When we made inquiries by phone, one official said the department was too short-staffed to attend to our demands. This is a clear indication the department does not want to comply with the law."

Samela said the other three applications for conciliation boards were made on August 28, September 13 and September 18 and involved disputes at Karbochem, Fedmis Phalaborwa and Air-Products. The department had not responded to any of these applications.

348

Conciliation boards can't cope with applications

9/11/85

By Mike Siluma

Staff shortages in the Department of Manpower are leading to delays in the processing of applications for conciliation boards to resolve a number of labour disputes.

Now about 500 members of the South African Chemical Workers' Union (Sacwu) at Fedmis in Phalaborwa are poised to go on a legal strike after applying for a board on September 23.

In terms of the Labour Relations Act workers can go on a legal strike if the Minister fails to appoint a board within 30 days of applying for one.

Sacwu's general secretary, Mr Mike Tsotetsi, said 423 out of 531 members had recently voted in favour of industrial action to resolve their nine-month long dispute with the company.

He said the union would set a strike date shortly.

PROCESSING SLOW

The Department's chief director of labour relations, Mr J D Fourie, said applications could not be processed quickly enough because of a shortage of staff. Another reason was the increase in applications — from 23 for the whole of 1980 to 279 from January to September this year.

The dispute at Fedmis, a division of Centrachem, centred on the company's failure to reinstate some workers dismissed after a strike in February.

Mr Tsotetsi said when the union approached the Department of Manpower, more than three weeks ago, officials promised that a board would be appointed within "a couple of days".

He blamed the Minister for the delay in resolving the dispute because, he said, even Fedmis had agreed to the appointment of a board.

The decision to hold a ballot followed Sacwu's criticism last week of the Minister's delay in appointing conciliation boards to resolve the Fedmis dispute and two others at Karbochem and Air Products.

WAGE REGULATION – CONCILIATION BOARD
Agreements

1986 – 1990

CAPE TIMES 22/2/86

Firm, union agree on wages

P 348

Staff Reporter

THE management of Nampak Paper Ltd in Bellville and the Paper, Wood and Allied Workers' Union yesterday reached agreement on a wage settlement which has been in dispute since December last year.

In a statement yesterday, the deputy general manager of Nampak, Mr N R Willis, said that "following the third meeting of the conciliation board held today, an agreement was reached between the company and the Paper, Wood and Allied Workers' Union.

'Minimum'

"The minimum wage rate will be adjusted to R2.52 per hour with effect from February 9 with a further adjustment to R2.64 effective on July 1.

"Individual increases range from 38 cents per hour on the lowest wage grade to 51 cents per hour on the top grade."

The compromise — the union was asking for an across-the-board settlement of 50c an hour, and management was originally offering an effective 34c an hour — came after two months of industrial dispute at the factory.

The figure of R2,64 for the minimum wage rate agreed on yesterday is 4 cents an hour lower than the figure originally demanded by the workers.

quantities have they been imported and (b) where have these substances been stored or disposed of;

(3) in respect of what date is this information furnished?

The MINISTER OF ENVIRONMENT AFFAIRS AND TOURISM:

(1) (a) No.

(b) No.

(2) and (3) Fall away.

HANSARD 12/3/86 348

Labour Relations Act

454. Mr P H P GASTROW asked the Minister of Manpower:

Q COL 523

(a) How many applications for the (i) establishment of conciliation boards in terms of section 35, and (ii) appointment of a mediator in terms of section 44, of the Labour Relations Act, No 28 of 1956, were (aa) made and (bb) approved in 1985 and (b) in respect of what percentage of the approved applications were the disputes settled, in each case?

The MINISTER OF MANPOWER:

(a) (i) (aa) 514
(bb) 101

(ii) (aa) Nil.
(bb) Nil.

(b) Conciliation Boards—27,7 per cent.
Mediators—falls away.

HANSARD 13/3/86
Q COL 523

Industrial accidents

455. Mr P H P GASTROW asked the Minister of Manpower:

(1) (a) How many industrial accidents occurred in 1982 and (b) what was the total cost of these accidents to (i) the State, (ii) the Accident Fund and (iii) assurance companies;

(2) (a) how many persons (i) applied for and (ii) received compensation in terms of the Workmen's Compensation Act, No 30 of 1941, and (b) what was the total amount paid out in compensation in this year;

(3) what was the total period for which the persons injured in such accidents were absent from work?

The MINISTER OF MANPOWER:

(1) (a) 289 052.

(b) (i) R 8 019 485.

(ii) R68 155 338.

(iii) R37 722 912.

(2) (a) (i) 296 714.

(ii) 289 052.

(b) R124 500 952.

(3) 3 475 627 man days.

HANSARD 13/3/86

Trade unions

458. Mr P H P GASTROW asked the Minister of Manpower:

Q COL 524

(1) How many registered trade unions confined their membership to (a) White, (b) Coloured/Asian and (c) Black persons as at the latest specified date for which figures are available;

(2) (a) how many racially mixed registered trade unions were there at that date and (b) how many (i) White, (ii) Coloured and Asian and (iii) Black persons are members of trade unions?

The MINISTER OF MANPOWER:

(1) (a) 46.

(b) 24.

(c) 26.

(2) (a) 100.

(b) (i) 458 110.

(ii) 295 987.

(iii) 511 171.

Note: The figures are as at 31 December 1985.

QUESTIONS UNDER NAME OF MEMBER

Andrew, Mr K M—
General Affairs:
Constitutional Development and Planning, 203, 204, 205, 296, 367, 374, 479, 482, 483
Education and Development Aid, 213, 295
Home Affairs, 435
Justice, 403
Law and Order, 97
Manpower, 495, 500
National Education, 143
Transport Affairs, 294
Own Affairs:
Education and Culture, 117, 310, 311, 436, 437

Barnard, Dr M S—
General Affairs:
Administration and Economic Advisory Services, 62
Agricultural Economics, 513
Justice, 236
National Health and Population Development, 63, 144, 210, 420, 421, 425, 426, 427, 518
Own Affairs:
Education and Culture, 344

Barnard, Mr S P—
General Affairs:
Finance, 175

Boraine, Dr A L—
General Affairs:
Justice, 415
Manpower, 28, 92, 135

Burrows, Mr R M—
General Affairs:
Administration and Economic Advisory Services, 198
Constitutional Development and Planning, 103, 180, 456
Defence, 217
Finance, 436
Justice, 345, 419
Law and Order, 288, 289
National Education, 199, 301
National Health and Population Development, 429, 457
Own Affairs:
Budget, 492
Education and Culture, 116, 118, 119, 312, 313, 314, 493
Health Services and Welfare, 207

Cronjé, Mr P C—
General Affairs:
Transport Affairs, 239

Dalling, Mr D J—
General Affairs:
Administration and Economic Advisory services, 334
Agricultural Economics, 128
Communications, 139, 148, 245, 333
Constitutional Development and Planning, 363, 367, 373
Defence, 125
Education and Development Aid, 166, 413, 494
Environment Affairs and Tourism, 334
Finance, 134, 227
Foreign Affairs, 262
Home Affairs, 142, 222
Information, 215
Justice, 240, 241, 371, 411, 413, 417
Law and Order, 165, 262, 263
Manpower, 141
Mineral and Energy Affairs, 364
National Education, 140, 145, 228, 415, 417
National Health and Population Development, 140
Public Works, 507
State President, 70, 126
Trade and Industry, 518
Transport Affairs, 337
Water Affairs, 127, 219

FIN MAIL 4/4/86

MINE LABOUR 348

No fringe dispute

Negotiations on wages and working conditions between the Council of Mining Unions (CMU) and the Chamber of Mines have hit a stumbling block.

Last week the CMU declared a dispute over the chamber's refusal to negotiate improvements to fringe benefits over and above wage increases. The dispute has now been referred to the Minister of Manpower, who has been asked to appoint a conciliation board.

The negotiations first got under way on March 20. The chamber offered to increase wages by 11% from May, but refused to consider additional fringe benefit demands. The dispute was declared after a second round of talks last Thursday in which the chamber indicated that its wage offer was negotiable, but that it was not prepared to improve fringe benefits as well this year.

The original demand of the CMU, which represents 24 000 mine employees, was for a 20% wage rise. Its fringe benefit demands covered extra contributions by mine employers and employees to the Mine Employees' Pension Fund, annual leave, sick and mine accident leave, bonuses, the length of the working week, and various other allowances.

According to CMU secretary Tom Neethling, the council dropped some of its demands last Thursday. It indicated a willingness to lower its wage demand if the chamber agreed to improve its remaining fringe benefit demands. But, says Neethling, "that was not enough for the chamber. It is refusing point blank to even discuss improvements to fringe benefits. Surely the chamber can agree to discuss the issues?"

If the conciliation board fails to resolve the dispute, the CMU will have the option of staging a legal strike, provided its members vote for one in a ballot.

Mine employers, however, are not unduly disturbed by the dispute. Says Johann Liebenberg, industrial relations adviser to the chamber: "We are not particularly perturbed by this development. It happens more often than not that wage negotiations with the CMU are completed at conciliation board level. We see it as the negotiations moving from an informal basis to a more formal basis at the conciliation board." ■

WCDB workers' 27pc rise

Cape Times 19/5/86

By BARRY STREEK
Political Staff

BLACK workers for the Western Cape Development Board have been granted large pay increases after a wage dispute was referred to a conciliation board.

A 12 percent allowance, backdated to January 1 last year, a 5,5 percent pay increase also dating back to January 1 last year and a 10 percent pay increase, as from January 1 this year, have been awarded.

The effective 27,5 percent increase in salaries has been incorporated into a formal agreement between the WCDB and the Western Cape Administration Board Workers' Union, which is a registered trade union representing about 1 900 of the 2 236 black workers employed by the board.

'Minimum'

As from July 1 this year, the minimum wage be paid by the board will be R382 a month.

The agreement was signed by the board and the union last week.

The conciliation board was appointed by the Minister of Manpower, Mr Pietie du Plessis, in February this year after the union demanded a 25 percent salary increase for all workers employed by the board.

"We have won," the union's secretary, Mr Boy Mafunga, said yesterday.

But this victory has been soured by the government's decision to phase out the development boards from July 1 this year.

Mr Mafunga asked: "What is going to happen to the black employees when the development boards are phased out?"

Development board employees had been told that they would be transferred to the provincial administrations but the union was worried about the possibility of retrenchments and it wanted to know what would happen to their pensions and other benefits, Mr Mafunga said.

'Transfer'

At present, development board employees had a private pension scheme and they were covered by group life insurance policies, but they did not know if these would be transferred to the provincial administrations.

People who had worked for the city council and divisional council before being transferred to the development board still had not been informed about their accumulated service benefits, Mr Mafunga said.

"The workers must be given the opportunity to decide for themselves if they want their accumulated benefits to be transferred," Mr Mafunga said.

"We want an appointment with the provincial secretary to find out what is going on."

The union was very concerned about its position in the provincial administration because in the government service only staff associations had been permitted in the past.

'United'

Mr Mafunga said: "If we are not united, the people will join the radical unions.

"It is very important that members of this union fight together. If we are not united we will not able to fight for those things.

"We wish to stress that we identify ourselves with the problems of black people in the communities."

He said the union will hold a general meeting in Langa on Saturday.

20/5/86 · (348) BUDAY ·

Workers granted increase

BARRY STREEK

BLACK workers of the Western Cape Development Board have been granted large salary increases after a wage dispute was referred to a conciliation board.

The board granted a 12% allowance, back-dated to January 1 last year; a 5,5% salary increase also back-dated to January 1 last year; and a 10% salary increase, back-dated to January 1 this year.

The effective 27,5% increase has been incorporated into a formal agreement between the Western Cape Development Board and the Western Cape Administration Board Workers' Union, a registered trade union representing about 1 900 of the 2 236 black workers employed by the board.

From July 1 this year the minimum wage to be paid by the board will be R382 a month.

The agreement, which was signed by the board and the union last week, was a victory for the union, secretary Boy Mafunga said yesterday.

The conciliation board was appointed by Minister of Manpower Pietie du Plessis in February after the union demanded a 25% salary increase for all workers employed by the board.

The victory has, however, been soured by government's decision to phase out the development boards from July 1.

AA brings urgent court order

BUDAY 20/5/86 (348)

From Page 1

vestigations by Federated.

In terms of the contract, Federated had agreed to inject R30,7m into the merged operation, Federated-AA. An additional R34m boost by AA and Kirsh — which would cancel the alleged R32m underwriting losses — would boost Federated-AA's solvency margin by about nine percentage points to about 18%, making it a viable short-term insurance company.

However, unless the applicants can force Federated to complete its contractual obligations, and unless there is a substantial capital injection by either the applicants or a white knight, the AA Mutual faces possible insolvency.

348 Sowetan 26/3/87.

Mr RICHARD Maponya ... dispute.

Ccawusa takes on Maponya

By MOJALEFA MOSEKI

THE Commercial Catering and Allied Workers Union of SA is flexing its muscles for another battle — this time with Soweto entrepreneur Richard Maponya.

The dispute involves salaries being paid at his Maponya's Supermarket in Soweto. This union said workers earned as little as R265 a month. Mr Maponya has not said if this is true or not.

The union has applied for a Conciliation Board hearing while it gears itself for a battle if the conciliation bid fails to settle the dispute.

This follows the collapse of more than 14 hours of mediation talks in Johannesburg at the weekend.

The union rejected Mr Maponya's offer of R70 across-the-board for unskilled workers and R80 across-the-board for supervisors in a last-ditch effort to end the dispute during the early hours of Sunday morning.

Demand

Ccawusa had also backed down from its R120 across-the-board to a final demand of R110.

A Ccawusa spokesman said they rejected the offer because Mr Maponya, who was represented by his advisers, paid "poverty wages".

Mr Maponya said he had done his best to secure an early settlement by offering R80 across-the-board despite having reviewed and increased the salaries of his staff. He also gave them merit increases.

"As a member of Nafcoc, which has expressed total support for unions organising workers, I cannot go back on that principle as it is binding on me. I keep hoping that reason will prevail at the end of the dispute," said Mr Maponya.

A union spokesman said many Soweto people want to know the out-come of talks. The union said they had to send their organisers to spread the word in Soweto.

Pick 'n Pay wage talks deadlock

Staff Reporter

THE Commercial, Catering and Allied Workers' Union (Ccawusa) has applied for a conciliation board following a deadlock in annual wage negotiations with Pick 'n Pay, a union spokesman said yesterday.

Mediation, which followed the union's declaration of dispute, broke down with Ccawusa demanding a R160 across-the-board monthly increase on the current monthly minimum of R630, while the company is offering R142,50.

The union's bargaining unit comprises 14 763 full-time and 338 part-time workers, of whom 8 289 are members.

The company had undertaken to communicate with the government on alignment of Workers' Day and May 1, and to negotiate contracting out of parts of the Labour Relations Amendment Act, the spokesman said.

Too late for classification

BYLAE

Gedeelte 9 (Rooiwal) van die plaas Willige Rivier 254, groot 59,9585 hektaar, geleë in die administratiewe distrik Uitenhage, provinsie die Kaap die Goeie Hoop

(22 Junie 1990)

SCHEDULE

Portion 9 (Rooiwal) of the farm Willige Rivier 254, in extent 59,9585 hectares; situate in the Administrative District of Uitenhage, Province of the Cape of Good Hope.

(22 June 1990)

KENNISGEWING 458 VAN 1990

DEPARTEMENT VAN OPENBARE WERKE EN GRONDSAKE

WET OP REËLING VAN GRONDTITELS, 1979

KENNISGEWING VAN VOORNEME OM GROND AAN TE WYS.—AFDELING GEORGE

Ek, Jacob Albertus van Wyk, Adjunk-minister van Grondsake, handelende namens die Minister van Openbare Werke en Grondsake kragtens die bevoegdheid hom verleen by artikel 2 (2) van die Wet op Reëling van Grondtitels, 1979 (Wet No. 68 van 1979), gee hierby kennis dat ek voornemens is om die grond wat in die Bylae hiervan vermeld word, kragtens artikel 2 (1) van die Wet aan te wys.

Persone wat teen die beoogde aanwysing beswaar wil maak, word versoek om voor of op 13 Julie 1990 hul besware skriftelik by die Direkteur-generaal, Departement van Openbare Werke en Grondsake, Privaatsak X65, Pretoria, 0001, in te dien (verwysing 2/20/2/7).

J. A. VAN WYK,
Adjunk-minister van Grondsake.

BYLAE

Gedeelte 2 van die plaas Boven Lange Valley 189, groot 13,3391 hektaar geleë in die administratiewe distrik George, provinsie die Kaap die Goeie Hoop.

(22 Junie 1990)

NOTICE 458 OF 1990

DEPARTMENT OF PUBLIC WORKS AND LAND AFFAIRS

LAND TITLES ADJUSTMENT ACT, 1979

NOTICE OF INTENTION TO DESIGNATE LAND.—DIVISION OF GEORGE

I, Jacob Albertus van Wyk, Deputy Minister of Land Affairs, acting on behalf of the Minister of Public Works and Land Affairs under and by virtue of the powers vested in him by section 2 (2) of the land Titles Adjustment Act, 1979 (Act No. 68 of 1979), hereby give notice that I intend to designate the land specified in the Schedule hereto under section 2 (1) of the said Act.

Persons who wish to object to the intended designation are invited to lodge their objections in writing with the Director-General, Department of Public Works and Land Affairs, Private Bag X65, Pretoria, 0001, on or before 13 July 1990 (reference 2/20/2/7).

J. A. VAN WYK,
Deputy Minister of Land Affairs.

SCHEDULE

Portion 2 of the farm Boven Lange Valley 189, in extent 13,3391 hectares; situate in the Administrative District of George, Province of the Cape of Good Hope.

(22 June 1990)

KENNISGEWING 492 VAN 1990

LOONWET, 1957

LOONRAADONDERSOEK.—HERSIENING VAN LONE—LOONVASSTELLING 453: DIE BEDRYF VIR DIE VERHUUR VAN WOONSTELLE OF WOONKAMERS, SEKERE GEBIEDE

Na aanleiding van 'n voersoek deur die Minister van Mannekrag gee die Loonraad ingevolge artikel 15 (3) (a) van die Loonwet, 1957, kennis dat die bovermelde ondersoek begin het en dat die Raad te gelegener tyd 'n verslag en aanbeveling aan die Minister sal voorlê.

Belanghebbende persone word hierby die geleentheid gebied om skriftelike vertoë tot die Raad te rig. Sodanige vertoë moet die Sekretaris, Loonraad, Privaatsak X108, Pretoria, 0001, nie later nie as 23 Julie 1990 bereik.

Die versoek lui soos volg:

"Die Minister van Mannekrag versoek die Loonraad kragtens artikel 15 (2) van die Loonwet, 1957, om die wenslikheid te oorweeg om—

(1) klousule 3 (1) van Loonvastelling 453, Die Bedryf vir die Verhuur van Woonstelle of Woonkamers, Sekere Gebiede, gepubliseer by Goewermentskennisgewing No. R. 1402 van 15 Julie 1988, soos gewysig by Goewermentskennisgewing No. R. 1651 van 19 Augustus 1989, te wysig ten einde die lone aan te pas wat daarin voorgeskryf word; en

NOTICE 492 OF 1990

(348)

WAGE ACT, 1957

WAGE BOARD INVESTIGATION.—REVISION OF WAGES—WAGE DETERMINATION 453: THE TRADE OF LETTING FLATS OR ROOMS, CERTAIN AREAS

In pursuance of a request by the Minister of Manpower the Wage Board hereby gives notice in terms of section 15 (3) (a) of the Wage Act, 1957, that the above-mentioned investigation has commenced and that the Board will in due course submit a report and a recommendation to the Minister.

Interested persons are hereby given the opportunity of making written representations to the Board. Such representations should reach the Secretary, Wage Board, Private Bag X108, Pretoria, 0001, not later than 23 July 1990.

The request reads as follows:

"The Minister of Manpower requests the Wage Board in terms of section 15 (2) of the Wage Act, 1957, to consider the advisability of—

(1) amending clause 3 (1) of Wage Determination 453, The Trade of Letting Flats or Rooms, Certain Areas, published under Government Notice No. R. 1402 of 15 July 1988, as amended by Government Notice No. R. 1651 of 19 August 1989, in order to adjust the wages prescribed therein; and

(2) enige ander bepalings van genoemde Vasstelling te wysig wat as gevolg van (1) gewysig moet word.".

Verder word bekendgemaak dat vraelyste kragtens artikel 10 (1) van die Loonwet, 1957, aan werkgewers gestuur is om in te vul. Werkgewers wat nie vraelyste binne 14 dae na die datum van hierdie kennisgewing ontvang nie, moet asseblief die Sekretaris van die Loonraad in kennis stel.

M. J. DELPORT,
Sekretaris: Loonraad.

(22 Junie 1990)

KENNISGEWING 493 VAN 1990

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

INTREKKING VAN REGISTRASIE VAN 'N VAKVERENIGING

Ek, David William James, Nywerheidsregistrateur, maak hierby kragtens artikel 14 (2) van die Wet op Arbeidsverhoudinge, 1956, bekend dat ek die registrasie van die United Mining, Metal and Allied Workers' Union of South Africa met ingang van 11 Junie 1990 ingetrek het.

D. W. JAMES,
Nywerheidsregistrateur.

(22 Junie 1990)

KENNISGEWING 494 VAN 1990

DEPARTEMENT VAN FINANSIES

WERKNEMERSBELASTINGAFTREKKINGS-TABELLE

1. Kragtens paragraaf 9 (2) van die Vierde Bylae by die Inkomste Belastingwet, 1962 (Wet No. 58 van 1962), soos gewysig, word hiermee bekendgemaak dat werknemersbelastingaftrekkingstabelle (geïdentifiseer as Volume 32) ingevolge paragraaf 9 (1) van die Bylae vir gebruik deur die werkgewers, soos omskryf in paragraaf 1 van die Bylae, voorgeskryf is.

Die tabelle tree op 1 Julie 1990 in werking en bly tot nadere kennisgewing van krag.

Voorts word dit bekendgemaak dat die werknemersbelastingaftrekkingstabelle (Volume 31) wat op 1 Julie 1989 van krag geword het, teruggetrek word met ingang van 1 Julie 1990.

BELASTINGTABELLE VIR VOORLOPIGE BELASTINGPLIGTIGES

2. Kragtens paragraaf 17 (6) van die Vierde Bylae by die Inkomstebelastingwet, 1962 (Wet No. 58 van 1962), soos gewysig, word hiermee bekendgemaak dat tabelle (geïdentifiseer as Volume 28) ingevolge paragraaf 17 (5) van die Bylae voorgeskryf is vir opsionele gebruik deur voorlopige belastingpligtiges.

Die tabelle tree op 1 Julie 1990 in werking en bly tot nadere kennisgewing van krag.

Voorts word dit bekendgemaak dat die tabelle vir voorlopige belastingpligtiges wat op 1 Julie 1989 van krag geword het (Volume 27), teruggetrek word met ingang van 1 Julie 1990.

(2) amending any other provisions of the said Determination which may require amendment consequent on (1).".

It is further notified that in terms of section 10 (1) of the Wage Act, 1957, questionnaires have been forwarded to employers for completion. Employers who do not receive these questionnaires within 14 days after the date of this notice, should please notify the Secretary of the Wage Board.

M. J. DELPORT,
Secretary: Wage Board.

(22 June 1990)

NOTICE 493 OF 1990

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

CANCELLATION OF REGISTRATION OF A TRADE UNION

I, David William James, Industrial Registrar, hereby notify, in terms of section 14 (2) of the Labour Relations Act, 1956, that I have cancelled the registration of the United Mining, Metal and Allied Workers' Union of South Africa with effect from 11 June 1990.

D. W. JAMES,
Industrial Registrar.

(22 June 1990)

NOTICE 494 OF 1990

DEPARTMENT OF FINANCE

EMPLOYEES TAX DEDUCTION TABLES

1. In terms of paragraph 9 (2) of the Fourth Schedule to the Income Tax Act, 1962 (Act No. 58 of 1962), as amended, it is hereby notified that employees tax deduction tables (identified as Volume 32) have, in terms of paragraph 9 (1) of the Schedule, been prescribed for use by employers as defined in paragraph 1 of Schedule.

The tables shall come into force on 1 July 1990 and shall remain in force until further notice.

It is further notified that the employees tax deduction tables (Volume 31) which came into force on 1 July 1989, shall be withdrawn with effect from 1 July 1990.

TAX TABLES FOR PROVISIONAL TAXPAYERS

2. In terms of paragraph 17 (6) of the Fourth Schedule to the Income Tax Act, 1962 (Act No. 58 of 1962), as amended, it is hereby notified that tables (identified as Volume 28) have, in terms of paragraph 17 (5) of the Schedule, been prescribed for optional use by provisional taxpayers.

The tables shall come into force on 1 July 1990 and shall remain in force until further notice.

It is further notified that the tables for provisional taxpayers which came into force on 1 July 1989 (Volume 27) shall be withdrawn with effect from 1 July 1990.

WAGE REGULATION _ Wage determinations & wage board

1991 — 1992

of 9 October 1969, hereby give notice that, on 8 February 1992, I intend to withdraw all approvals given to inspection authorities in terms of Regulation C72 (3) (a) of the said regulations, on which date all current approvals shall consequently lapse.

All applications for approval as inspection authority will henceforth only be entertained if it is accompanied by a valid accreditation certificate issued by the South African Bureau of Standards in terms of the Code of Practice for the Evaluation of the Technical Competence of Inspection Authorities for the Certification of Vessels under Pressure, SABS 0227.

I. MÜLDER,
Chief Inspector.

No. R. 185 **8 February 1991**

WAGE ACT, 1957

AMENDMENT OF WAGE DETERMINATION 452.—ROAD PASSENGER TRANSPORTATION TRADE, CERTAIN AREAS

I, Eli van der Merwe Louw, Minister of Manpower, hereby, in terms of section 15 (6) of the Wage Act, 1957, amend Wage Determination 452, Road Passenger Transportation Trade, Certain Areas, published under Government Notice No. R. 1403 of 15 July 1988, in accordance with the Schedule hereto and fix the third Monday after the date of publication of this notice as the date from which the said amendment shall be binding.

E. VAN DER M. LOUW,
Minister of Manpower.

SCHEDULE

1. *In clause 3—*

(1) substitute the following for subclause (1):

"(1) *Minimum wages.*—(a) The minimum wages which an employer shall pay to his employees shall be as specified in paragraphs (b) and (c) hereunder: Provided that if the employer has been engaged in the Trade for more than 12 months but not more than 24 months, in the aggregate, such wages may be reduced by not more than 10 per cent during such period, whereafter the minimum wages specified in paragraphs (b) and (c) shall become payable and be paid.

kennisgewing No. R. 3475 van 9 Oktober 1969, gee hiermee kennis dat ek van voorneme is om alle goedkeurings as inspeksie-owerheid wat ingevolge Regulasie C72 (3) (a) van bedoelde regulasies verleen is, met ingang van 8 Februarie 1992 in te trek, op welke datum al sodanige goedkeurings bygevolg verval.

Alle aansoeke vir goedkeuring as inspeksie-owerheid sal voortaan slegs oorweeg word indien dit vergesel gaan van 'n geldige akkreditasiesertifikaat deur die Suid-Afrikaanse Buro vir Standaarde uitgereik ingevolge die Gebruikskode vir die Evaluering van die Tegniese Bevoegdheid van Inspeksie-owerhede vir die Sertifisering van Houers Onder Druk, SABS 0227.

I. MÜLDER,
Hoofinspekteur.

No. R. 185 **8 Februarie 1991**

LOONWET, 1957

WYSIGING VAN LOONVASSTELLING 452.—PADPASSASIERSVERVOERBEDRYF, SEKERE GEBIEDE

Ek, Eli van der Merwe Louw, Minister van Mannekrag, wysig hierby kragtens artikel 15 (6) van die Loonwet, 1957, Loonvasstelling 452, Padpassasiersvervoerbedryf, Sekere Gebiede, gepubliseer by Goewermentskennisgewing No. R. 1403 van 15 Julie 1988, ooreenkomstig die Bylae hiervan en bepaal die derde Maandag na die datum van publikasie van hierdie kennisgewing as die datum waarop genoemde wysiging bindend word.

E. VAN DER M. LOUW,
Minister van Mannekrag.

BYLAE

1. *In klousule 3—*

(1) vervang subklousule (1) deur die volgende:

"(1) *Minimum lone.*—(a) Die minimum lone wat 'n werkgewer aan sy werknemers moet betaal, is soos gespesifiseer in paragrawe (b) en (c) hieronder: Met dien verstande dat indien die werkgewer langer as 12 maande maar nie langer nie as altesaam 24 maande by die Bedryf betrokke is, sodanige lone met hoogstens 10 persent gedurende sodanige tydperk verminder mag word, waarna die minimum lone gespesifiseer in paragrawe (b) en (c), betaalbaar word en betaal moet word.

(b) *Employees, other than casual employees:*

	In the Magisterial Districts of Alberton, Benoni, Boksburg, Brakpan, Chatsworth (excluding that portion which prior to 1 April 1985, *via* Government Notice No. 501 of 8 March 1985, fell within the Magisterial District of Durban), Germiston, Inanda, Johannesburg, Kempton Park, Krugersdorp, Kuils River, Nigel, Oberholzer, Paarl, Pinetown, Pretoria, Randburg, Randfontein, Roodepoort, Sasolburg, Springs, Vanderbijlpark, Vereeniging, Westonaria and Wonderboom		In the Magisterial Districts of Bloemfontein, Delmas, East London, Highveld Ridge, Heidelberg, Klerksdorp, Odendaalsrus, Pietermaritzburg, Potchefstroom, Somerset West, Stellenbosch, Strand, Virginia, Welkom and Witbank and the municipal area of Kimberley		In the Magisterial Districts of Brits, Camperdown, George, Knysna, Malmesbury, Middelburg (Tvl), Moorreesburg, Mossel Bay, Oudtshoorn, Parys, Vredenburg, Wellington, and Worcester and the municipal areas of Bethlehem, Kroonstad and Newcastle		In the Magisterial Districts of Albany, Ermelo, Lower Umfolozi, Nelspruit, Pietersburg, Port Shepstone, Rustenburg, Umzinto and White River and the municipal areas of Harrismith, Ladysmith, Potgietersrus and Upington	
	During the first 12 months after this amendment has come into operation	Thereafter	During the first 12 months after this amendment has come into operation	Thereafter	During the first 12 months after this amendment has come into operation	Thereafter	During the first 12 months after this amendment has come into operation	Thereafter
	Rpw	Rpw	Rpw	Rpw	Rpw	Rpw	Rpw	Rpw
Artisan	306,10	333,60	258,30	281,50	246,70	268,90	216,50	236,00
Artisan's aid—								
during the first year of experience	147,60	160,90	134,10	146,20	119,20	129,90	104,60	114,00
thereafter	165,60	180,50	150,00	163,50	133,40	145,40	117,10	127,60
Assistant foreman	306,10	333,60	258,30	281,50	246,70	268,90	216,50	236,00
Assistant storeman	135,30	147,50	123,90	135,10	110,00	119,90	96,80	105,50
Bus driver—								
(aa) of a vehicle intended to carry not more than 16 persons including the driver	166,90	181,90	151,00	164,60	130,70	142,50	114,10	124,40
(ab) other—								
during the first three months' employment with the same employer	166,90	181,90	151,00	164,60	130,70	142,50	114,10	124,40
thereafter	222,40	242,40	201,10	219,20	179,10	195,20	156,70	170,80
Bus driver-conductor—								
(aa) of a vehicle intended to carry not more than 16 persons including the driver	192,30	209,60	172,30	187,80	150,00	163,50	131,00	142,80
(ab) other—								
during the first three months' employment with the same employer	192,30	209,60	172,30	187,80	150,00	163,50	131,00	142,80
thereafter	254,90	277,80	229,90	250,60	205,20	223,70	180,10	196,30
Chargehand	122,20	133,20	110,70	120,70	98,20	107,00	86,30	94,10
Chauffeur	166,60	181,60	151,00	164,60	134,40	146,50	117,80	128,40
Checker/regulator	154,40	168,30	139,80	152,40	124,20	135,40	109,40	119,20

347

	In the Magisterial Districts of Alberton, Benoni, Boksburg, Brakpan, Chatsworth (excluding that portion which prior to 1 April 1985, *via* Government Notice No. 501 of 8 March 1985, fell within the Magisterial District of Durban), Germiston, Inanda, Johannesburg, Kempton Park, Krugersdorp, Kuils River, Nigel, Oberholzer, Paarl, Pinetown, Pretoria, Randburg, Randfontein, Roodepoort, Sasolburg, Springs, Vanderbijlpark, Vereeniging, Westonaria and Wonderboom		In the Magisterial Districts of Bloemfontein, Delmas, East London, Highveld Ridge, Heidelberg, Klerksdorp, Odendaalsrus, Pietermaritzburg, Potchefstroom, Somerset West, Stellenbosch, Strand, Virginia, Welkom and Witbank and the municipal area of Kimberley		In the Magisterial Districts of Brits, Camperdown, George, Knysna, Malmesbury, Middelburg (Tvl), Moorreesburg, Mossel Bay, Oudtshoorn, Parys, Vredenburg, Wellington, and Worcester and the municipal areas of Bethlehem, Kroonstad and Newcastle		In the Magisterial Districts of Albany, Ermelo, Lower Umfolozi, Nelspruit, Pietersburg, Port Shepstone, Rustenburg, Umzinto and White River and the municipal areas of Harrismith, Ladysmith, Potgietersrus and Upington	
	During the first 12 months after this amendment has come into operation	Thereafter	During the first 12 months after this amendment has come into operation	Thereafter	During the first 12 months after this amendment has come into operation	Thereafter	During the first 12 months after this amendment has come into operation	Thereafter
	Rpw	Rpw	Rpw	Rpw	Rpw	Rpw	Rpw	Rpw
Clerk—								
during the first year of experience	135,30	147,50	123,90	135,10	110,00	119,90	96,80	105,50
during the second year of experience	163,20	177,90	147,90	161,20	131,70	143,60	115,80	126,20
during the third year of experience	190,30	207,40	172,00	187,50	153,00	166,80	134,40	146,50
thereafter	216,70	236,20	196,00	213,60	174,70	190,40	153,00	166,80
Conductor	131,00	142,80	118,50	129,20	105,60	115,10	92,80	101,20
Despatcher/transport officer	207,90	226,60	196,00	213,60	174,70	190,40	153,00	166,80
Driver of—								
a light motor vehicle	114,20	157,20	130,70	142,50	116,80	127,30	102,20	111,40
any other motor vehicle	205,20	223,70	185,90	202,60	165,60	180,50	145,20	158,30
Foreman	312,80	341,00	283,00	308,50	252,20	274,90	221,40	241,30
General worker	111,00*	121,00*	100,50*	109,50*	89,70*	97,80*	78,50*	85,60*
Grade A employee	131,00	142,80	118,50	129,20	105,60	115,10	92,80	101,20
Handyman	165,60	180,50	150,00	163,50	133,40	145,40	117,10	127,60
Inspector	286,70	312,50	258,60	281,90	230,80	251,60	202,60	220,80
Learner bus driver	144,60	157,60	130,70	142,50	116,50	127,00	102,20	111,40
Pre-seller	131,00	142,80	118,50	129,20	105,60	115,10	92,80	101,20
Queue marshaller	122,20	133,20	110,70	120,70	98,20	107,00	86,30	94,10
Recorder—								
during the first year of experience	135,30	147,50	123,90	135,10	110,00	119,90	96,80	105,50
during the second year of experience	148,60	162,00	134,70	146,80	119,80	130,60	105,30	114,80
thereafter	160,80	175,30	145,90	159,00	130,00	141,70	113,80	124,00
Security guard	144,60	157,60	130,70	142,50	116,50	127,00	102,20	111,40
Senior inspector	315,80	344,20	284,90	310,50	254,30	277,20	223,10	243,20
Shunting driver	176,40	192,30	160,10	174,50	142,50	155,30	124,60	135,80
Ticket examiner	125,60	136,90	113,80	124,00	100,90	110,00	88,70	96,70
Watchman	128,00	139,50	115,80	126,20	103,20	112,50	90,40	98,50
Employee not specifically mentioned elsewhere in this subclause	128,00	139,50	115,80	126,20	103,20	112,50	90,40	98,50

* Provided that the wage of the employee may be reduced by not more than 10 percent during the first six months, in the aggregate, of the employee's service with the same employer

(b) *Werknemers, uitgesonderd los werknemers:*

	In die landdrosdistrikte Alberton, Benoni, Boksburg, Brakpan, Chatsworth (uitgesonderd die gedeelte wat voor 1 April 1985, *vide* Goewermentskennisgewing 501 van 8 Maart 1985, binne die landdrosdistrik Durban geval het), Germiston, Inanda, Johannesburg, Kempton Park, Krugersdorp, Kuilsrivier, Nigel, Oberholzer, Paarl, Pinetown, Pretoria, Randburg, Randfontein, Roodepoort, Sasolburg, Springs, Vanderbijlpark, Vereeniging, Westonaria en Wonderboom		In die landdrosdistrikte Bloemfontein, Delmas, Hoëveldrif, Heidelberg, Klerksdorp, Odendaalsrus, Oos-Londen, Pietermaritzburg, Potchefstroom, Somerset-Wes, Stellenbosch, Strand, Virginia, Welkom en Witbank en die munisipale gebied van Kimberley		In die landdrosdistrikte Brits, Camperdown, George, Knysna, Malmesbury, Middelburg (Tvl.), Moorreesburg, Mosselbaai, Oudtshoorn, Parys, Vredenburg, Wellington en Worcester en die munisipale gebied van Bethlehem, Kroonstad en Newcastle		In die landdrosdistrikte Albany, Ermelo, Lower Umfolozi, Nelspruit, Pietersburg, Port Shepstone, Rustenburg, Umzinto en Witrivier en die munisipale gebiede van Harrismith, Ladysmith, Potgietersrus en Upington	
	Gedurende die eerste 12 maande nadat hierdie wysiging in werking getree het	Daarna	Gedurende die eerste 12 maande nadat hierdie wysiging in werking getree het	Daarna	Gedurende die eerste 12 maande nadat hierdie wysiging in werking getree het	Daarna	Gedurende die eerste 12 maande nadat hierdie wysiging in werking getree het	Daarna
	Rpw	Rpw	Rpw	Rpw	Rpw	Rpw	Rpw	Rpw
Afsender/vervoerbeampte	207,90	226,60	196,00	213,60	174,70	190,40	153,00	166,80
Algemene werker	111,00*	121,00*	100,50*	109,50*	89,70*	97,80*	78,50*	85,60*
Ambagsman	306,10	333,60	258,30	281,50	246,70	268,90	216,50	236,00
Ambagsmanshulp—								
gedurende die eerste jaar ondervinding	147,60	160,90	134,10	146,20	119,20	129,90	104,60	114,00
daarna	165,60	180,50	150,00	163,50	133,40	145,40	117,10	127,60
Assistent-magasynman	135,30	147,50	123,90	135,10	110,00	119,90	96,80	105,50
Assistent-voorman	306,10	333,60	258,30	281,50	246,70	268,90	216,50	236,00
Busdrywer—								
(aa) van 'n voertuig bedoel om hoogstens 16 persone te vervoer, die drywer inbegrepe	166,90	181,90	151,00	164,60	130,70	142,50	114,10	124,40
(ab) ander—								
gedurende die eerste drie maande diens by dieselfde werkgewer	166,90	181,90	151,00	164,60	130,70	142,50	114,10	124,40
daarna	222,40	242,40	201,10	219,20	179,10	195,20	156,70	170,80
Busdrywer-kondukteur—								
(aa) van 'n voertuig bedoel om hoogstens 16 persone te vervoer, die drywer inbegrepe	192,30	209,60	172,30	187,80	150,00	163,50	131,00	142,80
(ab) ander—								
gedurende die eerste drie maande diens by dieselfde werkgewer	192,30	209,60	172,30	187,80	150,00	163,50	131,00	142,80
daarna	254,90	277,80	229,90	250,60	205,20	223,70	180,10	196,30
Chauffeur	166,60	181,60	151,00	164,60	134,40	146,50	117,80	128,40

347

	In die landdrosdistrikte Alberton, Benoni, Boksburg, Brakpan, Chatsworth (uitgesonderd die gedeelte wat voor 1 April 1985, *vide* Goewermentskennisgewing 501 van 8 Maart 1985, binne die landdrosdistrik Durban geval het), Germiston, Inanda, Johannesburg, Kempton Park, Krugersdorp, Kuilsrivier, Nigel, Oberholzer, Paarl, Pinetown, Pretoria, Randburg, Randfontein, Roodepoort, Sasolburg, Springs, Vanderbijlpark, Vereeniging, Westonaria en Wonderboom		In die landdrosdistrikte Bloemfontein, Delmas, Hoëveldrif, Heidelberg, Klerksdorp, Odendaalsrus, Oos-Londen, Pietermaritzburg, Potchefstroom, Somerset-Wes, Stellenbosch, Strand, Virginia, Welkom en Witbank en die munisipale gebied van Kimberley		In die landdrosdistrikte Brits, Camperdown, George, Knysna, Malmesbury, Middelburg (Tvl.), Moorreesburg, Mosselbaai, Oudtshoorn, Parys, Vredenburg, Wellington en Worcester en die munisipale gebied van Bethlehem, Kroonstad en Newcastle		In die landdrosdistrikte Albany, Ermelo, Lower Umfolozi, Nelspruit, Pietersburg, Port Shepstone, Rustenburg, Umzinto en Witrivier en die munisipale gebiede van Harrismith, Ladysmith, Potgietersrus en Upington	
	Gedurende die eerste 12 maande nadat hierdie wysiging in werking getree het	Daarna	Gedurende die eerste 12 maande nadat hierdie wysiging in werking getree het	Daarna	Gedurende die eerste 12 maande nadat hierdie wysiging in werking getree het	Daarna	Gedurende die eerste 12 maande nadat hierdie wysiging in werking getree het	Daarna
	Rpw	Rpw	Rpw	Rpw	Rpw	Rpw	Rpw	Rpw
Drywer van—								
'n ligte motorvoertuig	114,20	157,20	130,70	142,500	116,80	127,30	102,20	111,40
enige ander motorvoertuig	205,20	223,70	185,90	202,60	165,60	180,50	145,20	158,30
Faktotum	165,60	180,50	150,00	163,50	133,40	145,40	117,10	127,60
Inspekteur	286,70	312,50	258,60	281,90	230,80	251,60	202,60	220,80
Kaartjiesondersoeker	125,60	136,90	113,80	124,00	100,90	110,00	88,70	96,70
Klerk—								
gedurende die eerste jaar ondervinding	135,30	147,50	123,90	135,10	110,00	119,90	96,80	105,50
gedurende die tweede jaar ondervinding	163,20	177,90	147,90	161,20	131,70	143,60	115,80	126,20
gedurende die derde jaar ondervinding	190,30	207,40	172,00	187,50	153,00	166,80	134,40	146,50
daarna	216,70	236,20	196,00	213,60	174,70	190,40	153,00	166,80
Kondukteur	131,00	142,80	118,50	129,20	105,60	115,10	92,80	101,20
Leerlingbusdrywer	144,60	157,60	130,70	142,50	116,50	127,00	102,20	111,40
Nasiener/reëlaar	154,40	168,30	139,80	152,40	124,20	135,40	109,40	119,20
Onderbaas	122,20	133,20	110,70	120,70	98,20	107,00	86,30	94,10
Opskrywer—								
gedurende die eerste jaar ondervinding	135,30	147,50	123,90	135,10	110,00	119,90	96,80	105,50
gedurende die tweede jaar ondervinding	148,60	162,00	134,70	146,80	119,80	130,60	105,30	114,80
daarna	160,80	175,30	145,90	159,00	130,00	141,70	113,80	124,00
Rangeerdrywer	176,40	192,30	160,10	174,50	142,50	155,30	124,60	135,80
Sekuriteitswag	144,60	157,60	130,70	142,50	116,50	127,00	102,20	111,40
Senior inspekteur	315,80	344,20	284,90	310,50	254,30	277,20	223,10	243,20
Tou-opsigter	122,20	133,20	110,70	120,70	98,20	107,00	86,30	94,10
Voorman	312,80	341,00	283,00	308,50	252,20	274,90	221,40	241,30
Voorverkoper	131,00	142,80	118,50	129,20	105,60	115,10	92,80	101,20
Wag	128,00	139,50	115,80	126,20	103,20	112,50	90,40	98,50
Werknemer, graad A	131,00	142,80	118,50	129,20	105,60	115,10	92,80	101,20
Werknemer wat nie elders in hierdie subklousule uitdruklik vermeld word nie	128,00	139,50	115,80	126,20	103,20	112,50	90,40	98,50

* Met dien verstande dat die loon van die werknemer gedurende sy eerste altesaam ses maande diens by dieselfde werkgewer met hoogstens 10 persent verminder mag word.

(c) *Casual employees.*—Subject to the proviso to paragraph (a), an employer shall pay a casual employee in respect of each hour or part of an hour (excluding overtime) worked by him on any day other than on a paid holiday or a Sunday, not less than the hourly wage prescribed in paragraph (b) read with subclause (4) for an ordinary employee who in the same area performs the same class of work as the casual employee is required to, plus 15 percent, or not less than the hourly wage or hourly equivalent of the wage actually being paid to the ordinary employee, whichever is the greater amount: Provided that—

(i) for the purposes of this paragraph the expression "the ordinary employee" means the employee who performs the particular class of work in the employer's full-time employ and who is being paid the lowest wage for that class of work;

(ii) where the employer requires a casual employee—

(aa) to perform the work of a class of employee for whom wages on a rising scale are prescribed, the expression "hourly wage" shall mean the hourly wage prescribed for a qualified employee of that class;

(ab) to work for a period of less than four hours on any day, he shall be deemed to have worked for four hours.";

(2) in subclause (5) (a) (i) and (ii) substitute the expressions "85 cents" and "65 cents", for the expressions "60 cents" and "45 cents", respectively.

2. *In clause 5* substitute the following for paragraph (a) of subclause (9):

"(a) This clause shall not apply to an employee who is in receipt of a regular annual wage of not less than the remuneration stipulated in a current exemption published in terms of section 34 (1) of the Basic Conditions of Employment Act, 1983 (Act 3 of 1983), for the area in which he is employed.".

No. R. 214 **8 February 1991**

MANPOWER TRAINING ACT, 1981

MANPOWER TRAINING COMMITTEE FOR THE WITWATERSRAND JEWELLERS' AND GOLDSMITHS' INDUSTRY.—AMENDMENT OF CONDITIONS OF APPRENTICESHIP

I, Eli van der Merwe Louw, Minister of Manpower, acting in terms of section 13 (3) of the Manpower Training Act, 1981, hereby amend with effect from the second Monday after the date of publication of this Notice, Government Notice No. R. 886 of 27 May 1977 (as applied by Government Notice No. R. 1588 of 12 August 1977), as amended by Government Notice No. R. 1822 of 24 August 1979 (as applied by Government Notice No. R. 2487 of 9 November 1979) as amended by Government Notice No. R. 2535 of 23 November 1984, as amended by Government Notice No. R. 2040 of 31 August 1990—

(a) by the substitution for clause 3 (1) of the Conditions of Apprenticeship with regard to Wages, of the following clause:

(c) *Los werknemers.*—Behoudens die voorbehoudsbepaling van paragraaf (a), moet 'n werkgewer 'n los werknemer ten opsigte van elke uur of gedeelte van 'n uur (uitgesonderd oortyd) wat hy op enige dag behalwe 'n betaalde vakansiedag of 'n Sondag werk, minstens die uurloon betaal wat by paragraaf (b), gelees met subklousule (4), voorgeskryf word vir 'n gewone werknemer wat in dieselfde gebied dieselfde klas werk verrig as dié wat van die los werknemer vereis word, plus 15 persent, of hom minstens die uurloon of uurlikse ekwivalent van dié loon betaal wat werklik aan die gewone werknemer betaal word, watter bedrag ook al die grootste is: Met dien verstande dat—

(i) by die toepassing van hierdie paragraaf die uitdrukking "die gewone werknemer" die werknemer beteken wat die betrokke klas werk in die werkgewer se voltydse diens verrig en aan wie die laagste loon vir daardie klas werk betaal word;

(ii) waar die werkgewer van die los werknemer vereis—

(aa) om die werk te verrig van 'n klas werknemer vir wie 'n loon teen 'n stygende skaal voorgeskryf word, die uitdrukking "uurloon" die uurloon beteken wat vir 'n gekwalifiseerde werknemer van daardie klas voorgeskryf word;

(ab) om vir 'n tydperk van minder as vier uur op enige dag te werk, hy geag word vier uur lank te gewerk het.";

(2) in subklousule (5) (a) (i) en (ii) vervang die uitdrukkings "60c" en "45c" deur onderskeidelik die uitdrukkings "85c" en "65"c.

2. *In klousule 5,* vervang paragraaf (a) van subklousule (9) deur die volgende:

"(a) Hierdie klousule is nie van toepassing nie op 'n werknemer wat 'n gereelde jaarlikse loon ontvang van minstens die beloning wat bepaal is in 'n bestaande vrystelling gepubliseer kragtens artikel 34 (1) van die Wet op Basiese Diensvoorwaardes, 1983 (Wet 3 van 1983), vir die gebied waarin hy werksaam is.".

No. R. 214 **8 Februarie 1991**

WET OP MANNEKRAGOPLEIDING, 1981

MANNEKRAGOPLEIDINGSKOMITEE VIR DIE JUWELIERS- EN GOUDSMIDNYWERHEID, WITWATERSRAND.—WYSIGING VAN LEERVOORWAARDES

Ek, Eli van der Merwe Louw, Minister van Mannekrag, handelende kragtens artikel 13 (3) van die Wet op Mannekragopleiding, 1981, wysig hierby, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing, Goewermentskennisgewing No. R. 886 van 27 Mei 1977 (soos toegepas by Goewermentskennisgewing No. R. 1588 van 12 Augustus 1977), soos gewysig by Goewermentskennisgewing No. R. 1822 van 24 Augustus 1979 (soos toegepas by Goewermentskenisgewing No. R. 2487 van 9 November 1979), soos gewysig by Goewermentskennisgewing No. R. 2535 van 23 November 1984, soos gewysig by Goewermentskennisgewing No. R. 2040 van 31 Augustus 1990—

(a) deur klousule 3 (1) van die Leervoorwaardes met betrekking tot Lone, deur die volgende klousule te vervang:

DEPARTMENT OF MANPOWER

No. R. 219 **15 February 1991**

WAGE ACT, 1957

AMENDMENT OF WAGE DETERMINATION 456.—ACCOMMODATION ESTABLISHMENT TRADE, CERTAIN AREAS

I, Eli van der Merwe Louw, Minister of Manpower, hereby, in terms of section 15 (6) of the Wage Act, 1957, amend Wage Determination 456, Accommodation Establishment Trade, Certain Areas, published under Government Notice No. R. 2589 of 23 December 1988, in accordance with the Schedule hereto and fix the first day of the month after the date of publication of this notice as the date from which the said amendment shall be binding.

E. VAN DER M. LOUW,
Minister of Manpower.

SCHEDULE

Substitute the following for clause 3 (1):

"(1) *Minimum wages.*—(a) The minimum wages which an employer shall pay to his employees shall be as specified in paragraphs (b), (c) and (d): Provided that in the case of an employer referred to in clause 1 (4), who has been engaged in this Trade for longer than 12 months but not more than 24 months in the aggregate, such wages may be reduced by not more than 10 per cent during that period, whereafter the minimum wages specified in paragraphs (b), (c) and (d) shall become payable and be paid.

(b) An employer shall, subject to the proviso to paragraph (a), pay to each member of the undermentioned classes of employees, other than casual employees and part-time employees, the minimum wages specified hereunder:

DEPARTEMENT VAN MANNEKRAG

No. R. 219 **15 Februarie 1991**

LOONWET, 1957

WYSIGING VAN LOONVASSTELLING 456.—HUISVESTINGSINRIGTINGSBEDRYF, SEKERE GEBIEDE

Ek, Eli van der Merwe Louw, Minister van Mannekrag, wysig hierby kragtens artikel 15 (6) van die Loonwet, 1957, Loonvasstelling 456, Huisvestigingsinrigtingsbedryf, Sekere Gebiede, gepubliseer by Goewermentskennisgewing No. R. 2589 van 23 Desember 1988, ooreenkomstig die Bylae hiervan en bepaal die eerste dag van die maand na die datum van publikasie van hierdie kennisgewing as die datum waarop genoemde wysiging bindend word.

E. VAN DER M. LOUW,
Minister van Mannekrag.

BYLAE

Vervang klousule 3 (1) deur die volgende:

"(1) *Minimum lone.*—(a) Die minimum lone wat 'n werkgewer aan sy werknemers moet betaal, is soos in paragrawe (b), (c) en (d) bepaal: Met dien verstande dat in die geval van 'n werkgewer in klousule 1 (4) bedoel, wat langer as 12 maande maar nie langer nie as altesaam 24 maande by die Bedryf betrokke is, sodanige lone met hoogstens 10 persent gedurende sodanige tydperk verminder mag word, waarna die minimum lone wat in paragrawe (b), (c) en (d) bepaal word, betaalbaar word en betaal moet word.

(b) Behoudens die voorbehoudsbepaling in paragraaf (a) moet 'n werkgewer aan elke lid van ondergenoemde klasse werknemers, uitgesonderd los werknemers en deeltydse werknemers, die minimum lone hieronder uiteengesit, betaal:

	The Magisterial Districts of Alberton, Bellville, Benoni, Boksburg, Brakpan, Chatsworth, Durban, Germiston, Goodwood, Johannesburg, Kempton Park, Kuils River, Krugersdorp, Nigel, Oberholzer, Paarl, Pinetown, Pretoria, Randburg, Randfontein, Roodepoort, Simon's Town, Springs, The Cape, Vanderbijlpark, Vereeniging, Westonaria, Wynberg and Wonderboom and the municipal areas of Port Elizabeth, Sasolburg and Umhlanga		The municipal areas of Despatch and Uitenhage		The Magisterial District of Klerksdorp and the municipal areas of Beacon Bay, Bloemfontein, East London, Kimberley and Pietermaritzburg	
	(i)	(ii)	(i)	(ii)	(i)	(ii)
	R per month*	R per month	R per month	R per month	R per month	R per month
Assistant housekeeper	499	549	468	515	427	470
Bedroom attendant	341	375	326	359	298	328
Bedroom attendant-waiter—						
during the first six months of experience	341	375	326	359	298	328
thereafter	354	389	337	371	308	339
Clerk—						
during the first year of experience	394	433	373	410	341	375
during the second year of experience	467	514	439	483	401	441
during the third year of experience	541	595	506	557	462	508
thereafter	614	675	572	629	522	574

	The Magisterial Districts of Alberton, Bellville, Benoni, Boksburg, Brakpan, Chatsworth, Durban, Germiston, Goodwood, Johannesburg, Kempton Park, Kuils River, Krugersdorp, Nigel, Oberholzer, Paarl, Pinetown, Pretoria, Randburg, Randfontein, Roodepoort, Simon's Town, Springs, The Cape, Vanderbijlpark, Vereeniging, Westonaria, Wynberg and Wonderboom and the municipal areas of Port Elizabeth, Sasolburg and Umhlanga		The municipal areas of Despatch and Uitenhage		The Magisterial District of Klerksdorp and the municipal areas of Beacon Bay, Bloemfontein, East London, Kimberley and Pietermaritzburg	
	(i)	(ii)	(i)	(ii)	(i)	(ii)
	R per month	R per month	R per month	R per month	R per month	R per month
Cook—						
during the first six months of experience	341	375	326	359	298	328
during the second six months of experience	372	409	354	389	324	356
during the third six months of experience	404	444	382	420	349	384
during the fourth six months of experience	435	479	411	452	375	413
thereafter	467	514	439	483	401	441
Cook's assistant	354	389	337	371	308	339
General assistant*	320*	352*	307*	338*	281*	309*
Handyman	446	491	421	463	384	422
Head cook	520	572	485	534	444	488
Head waiter	446	491	421	463	384	422
Housekeeper	562	618	524	576	478	526
Night porter	383	421	364	400	333	366
Porter	383	421	364	400	333	366
Security guard	394	433	273	300	341	375
Waiter—						
during the first six months of experience	331	364	316	348	289	318
during the second six months of experience	348	383	332	365	304	334
during the third six months of experience	366	403	348	383	318	350
thereafter	383	421	364	400	333	366
Watchman	354	389	337	371	308	339
Employee not elsewhere specifically mentioned in this subclause	354	389	337	371	308	339

(i) During the first 12 months after this amendment becomes effective.
(ii) Thereafter.

* Provided that the employee's wage may be reduced by not more than 10 per cent during his first six months' employment in the aggregate with the same employer.

	Die landdrosdistrikte Alberton, Bellville, Benoni, Boksburg, Brakpan, Chatsworth, Die Kaap, Durban, Germiston, Goodwood, Johannesburg, Kempton Park, Kuilsrivier, Krugersdorp, Nigel, Oberholzer, Paarl, Pinetown, Pretoria, Randburg, Randfontein, Roodepoort, Simonstad, Springs, Vanderbijlpark, Vereeniging, Westonaria, Wynberg en Wonderboom en die munisipale gebiede van Port Elizabeth, Sasolburg en Umhlanga		Die munisipale gebiede van Despatch en Uitenhage		Die landdrosdistrik Klerksdorp en die munisipale gebiede van Beacon Bay, Bloemfontein, Oos-Londen, Kimberley en Pietermaritzburg	
	(i)	(ii)	(i)	(ii)	(i)	(ii)
	R per maand	R per maand	R per maand	R per maand	R per maand	R per maand
Algemene assistent*	320*	352*	307*	338*	281*	309*
Assistent-huishouer	499	549	468	515	427	470
Faktotum	446	491	421	463	384	422
Hoofkelner	446	491	421	463	384	422
Hoofkok	520	572	485	534	444	488
Huishouer	562	618	524	576	478	526

	Die landdrosdistrikte Alberton, Bellville, Benoni, Boksburg, Brakpan, Chatsworth, Die Kaap, Durban, Germiston, Goodwood, Johannesburg, Kempton Park, Kuilsrivier, Krugersdorp, Nigel, Oberholzer, Paarl, Pinetown, Pretoria, Randburg, Randfontein, Roodepoort, Simonstad, Springs, Vanderbijlpark, Vereeniging, Westonaria, Wynberg en Wonderboom en die munisipale gebiede van Port Elizabeth, Sasolburg en Umhlanga		Die munisipale gebiede van Despatch en Uitenhage		Die landdrosdistrik Klerksdorp en die munisipale gebiede van Beacon Bay, Bloemfontein, Oos-Londen, Kimberley en Pietermaritzburg	
	(i)	(ii)	(i)	(ii)	(i)	(ii)
	R per maand	R per maand	R per maand	R per maand	R per maand	R per maand
Kelner—						
gedurende die eerste ses maande ondervinding	331	364	316	348	289	318
gedurende die tweede ses maande ondervinding	348	383	332	365	304	334
gedurende die derde ses maande ondervinding	366	403	348	383	318	350
daarna	383	421	364	400	333	366
Klerk—						
gedurende die eerste jaar ondervinding	394	433	373	410	341	375
gedurende die tweede jaar ondervinding	467	514	439	483	401	441
gedurende die derde jaar ondervinding	541	595	506	557	462	508
daarna	614	675	572	629	522	574
Kok—						
gedurende die eerste ses maande ondervinding	341	375	326	359	298	328
gedurende die tweede ses maande ondervinding	372	409	354	389	324	356
gedurende die derde ses maande ondervinding	404	444	382	420	349	384
gedurende die vierde ses maande ondervinding	435	479	411	452	375	413
daarna	467	514	439	483	401	441
Koksmaat	354	389	337	371	308	339
Nagportier	383	421	364	400	333	366
Portier	383	421	364	400	333	366
Sekuriteitswag	394	433	273	300	341	375
Slaapkamerbediende	341	375	326	359	298	328
Slaapkamerbediende-kelner—						
gedurende die eerste ses maande ondervinding	341	375	326	359	298	328
daarna	354	389	337	371	308	339
Wag	354	389	337	371	308	339
Werknemer nie elders in hierdie subklousule uitdruklik vermeld nie	354	389	337	371	308	339

(i) Gedurende die eerste 12 maande nadat hierdie wysiging in werking getree het.
(ii) Daarna.
* Met dien verstande dat die loon van die werknemer gedurende sy eerste ses maande diens altesaam by dieselfde werkgewer, met hoogstens 10 persent verminder mag word.

(c) *Casual employees.*—Subject to the proviso to paragraph (a), an employer shall pay a casual employee in respect of each hour or part of an hour (excluding overtime) worked by him on any day other than a paid holiday or a Sunday, not less than the hourly wage prescribed in paragraph (b), read with subclause (4), for an ordinary employee who in the same area performs the same class of work as the casual employee is required to per-

(c) *Los werknemers.*—Behoudens die voorbehoudsbepaling in paragraaf (a), moet 'n werkgewer 'n los werknemer ten opsigte van elke uur of 'n gedeelte van 'n uur (uitgesonderd oortyd) wat hy op enige dag behalwe 'n betaalde vakansiedag of 'n Sondag werk, minstens die uurloon voorgeskryf by paragraaf (b) saamgelees met subklousule (4), vir 'n gewone werknemer wat in dieselfde gebied dieselfde klas werk verrig as dié wat van die los werknemer vereis word, plus 5 persent, of

form, plus 15 per cent, or not less than the hourly wage or equivalent of the hourly wage actually being paid to the ordinary employee, whichever is the greater amount; Provided that—

(i) for the purposes of this paragraph the expression 'the ordinary employee' means the employee who performs the particular class of work in the employer's full-time employ and who is being paid the lowest wage for that class of work;

(ii) where the employer requires the casual employee—

(aa) to perform the work of a class of employee for whom wages on a rising scale are prescribed, the expression 'hourly wage' shall mean the hourly wage prescribed for a qualified employee of that class;

(ab) to work for a period of less than four hours on any day, he shall be deemed to have worked for four hours.

(a) *Part-time employees.*—Subject to the proviso to paragraph (a), a part-time employee shall be paid not less than three-fourths of the weekly wage prescribed for an employee in the same area of the same class and with the same experience, having due regard to the definition of 'experience'.".

F. S. P. DE VILLIERS,
Chairman.

P. DUBBELMAN,
Member.

M. J. DELPORT,
Secretary.

Pretoria.

No. R. 284 **15 February 1991**

LABOUR RELATIONS ACT, 1956

COMMERCIAL DISTRIBUTIVE TRADE, KIMBERLEY.—RENEWAL OF AGREEMENT

I, Dennis van der Walt, Director: Labour Relations, duly authorised thereto by the Minister of Manpower, hereby, in terms of section 48 (4) (a) (ii) of the Labour Relations Act, 1956, declare the provisions of Government Notices Nos. R. 933 of 26 April 1985, R. 308 of 13 February 1987, R. 2842 of 24 December 1987, R. 1619 of 12 August 1988 and R. 2873 of 7 December 1990, to be effective from the date of publication of this notice and for the period ending 31 December 1995.

D. VAN DER WALT,
Director: Labour Relations.

minstens die uurloon of die ekwivalent van die uurloon wat werklik aan die gewone werknemer betaal word, watter bedrag ook al die grootste is, betaal: Met dien verstande dat—

(i) by die toepassing van hierdie paragraaf die uitdrukking 'die gewone werknemer' die werknemer beteken wat die betrokke klas werk in die werkgewer se voltydse diens verrig en aan wie die laagste loon vir daardie klas werk betaal word;

(ii) waar die werkgewer van die los werknemer vereis—

(aa) om die werk te verrig van 'n klas werknemer vir wie 'n loon teen 'n stygende skaal voorgeskryf word, die uitdrukking 'uurloon' die uurloon beteken wat vir 'n gekwalifiseerde werknemer van daardie klas voorgeskryf word;

(ab) om vir 'n tydperk van minder as vier uur op 'n dag te werk, hy geag word vir vier uur te gewerk het.

(d) *Deeltydse werknemers.*—Behoudens die voorbehoudsbepaling in paragraaf (a), moet 'n deeltydse werknemer minstens drie-vierdes van die loon voorgeskryf vir 'n werknemer in dieselfde gebied, van dieselfde klas en met dieselfde ondervinding betaal word, met die nodige inagneming van die woordomskrywing van 'ondervinding'.".

F. S. P. DE VILLIERS,
Voorsitter.

P. DUBBELMAN,
Lid.

M. J. DELPORT,
Sekretaris.

Pretoria.

No. R. 284 **15 Februarie 1991**

WET OP ARBEIDSVERHOUDINGE, 1956

KOMMERSIËLE DISTRIBUSIEBEDRYF, KIMBERLEY.—HERNUWING VAN OOREENKOMS

Ek, Dennis van der Walt, Direkteur: Arbeidsverhoudinge, behoorlik daartoe gemagtig deur die Minister van Mannekrag, verklaar hierby, kragtens artikel 48 (4) (a) (ii) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van Goewermentskennisgewings Nos. R. 933 van 26 April 1985, R. 308 van 13 Februarie 1987, R. 2842 van 24 Desember 1987, R. 1619 van 12 Augustus 1988 en R. 2873 van 7 Desember 1990, van krag is vanaf die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1995 eindig.

D. VAN DER WALT,
Direkteur: Arbeidsverhoudinge.

(c) *Casual employees.*—Subject to the proviso to paragraph (a), an employer shall pay a casual employee in respect of each hour or part of an hour (excluding overtime) worked by him on any day other than a public holiday or a Sunday, not less than the hourly wage prescribed in paragraph (b), read with subclause (4), for an ordinary employee who in the same area performs the same class of work as the casual employee is required to do, plus 15 percent, or not less than the hourly wage or hourly equivalent of the wage actually being paid to the ordinary employee, whichever is the greater amount: Provided that—

(i) for the purposes of this paragraph the expression 'the ordinary employee' means the employee who performs the particular class of work in the employer's full-time employ and who is being paid the lowest wage for that class of work;

(ii) where the employer requires a casual employee—

(aa) to perform the work of a class of employee for whom wages on a rising scale are prescribed, the expression 'hourly wage' shall mean the hourly wage prescribed for a qualified employee of that class;

(ab) to work for a period of less than four hours of any day, he shall be deemed to have worked four hours.

(d) *Part-time employees.*—Subject to the proviso to paragraph (a), a part-time employee shall be paid not less than two thirds of the wage prescribed for a full-time employee of the same class and with the same experience and in the same area.".

2. In clause 5, substitute the following for subclause 7 (a) (ii):

"(ii) any other class of employee who is in receipt of a regular annual wage of not less than the remuneration stipulated in a current exemption published in terms of section 34 (1) of the Basic Conditions of Employment Act, 1983 (Act No. 3 of 1983), for the area in which he is employed.".

No. R. 343 **22 February 1991**

RECTIFICATION

MACHINERY AND OCCUPATIONAL SAFETY ACT, 1983 (ACT No. 6 OF 1983)

DIVING REGULATIONS, 1991

In *Government Gazette* No. 12953 (Regulation Gazette No. 4629) of 4 January 1991, Government Notice No. R. 12, the following rectifications must be made:

In regulation 19—

(a) by inserting the expression "F.28," after the word "Annexures"; and

(b) by inserting the expression "F.28(d)," after the expression "F.28(c),".

(c) *Los werknemers.*—Behoudens die voorbehoudsbepaling in paragraaf (a), moet 'n werkgewer 'n los werknemer ten opsigte van elke uur of gedeelte van 'n uur (uitgesonderd oortyd) wat hy op enige dag behalwe 'n openbare vakansiedag of 'n Sondag werk, minstens die uurloon voorgeskryf by paragraaf (b) saamgelees met subklousule (4) vir 'n gewone werknemer wat in dieselfde gebied dieselfde klas werk verrig as dié wat van die los werknemer vereis word plus 15 persent, of minstens die uurloon of die ekwivalent van die uurloon wat werklik aan die gewone werknemer betaal word, watter bedrag ook al die grootste is, betaal: Met dien verstande dat—

(i) by die toepassing van hierdie paragraaf die uitdrukking 'die gewone werknemer' die werknemer beteken wat die betrokke klas werk in die werkgewer se voltydse diens verrig en aan wie die laagste loon vir daardie klas werk betaal word;

(ii) waar die werkgewer van die los werknemer vereis—

(aa) om die werk te verrig van 'n klas werknemer vir wie 'n loon teen 'n stygende skaal voorgeskryf word, die uitdrukking 'uurloon' die uurloon beteken wat vir 'n gekwalifiseerde werknemer van daardie klas voorgeskryf word;

(ab) om vir 'n tydperk van minder as vier uur op 'n dag te werk, hy geag word vir vier uur te gewerk het.

(d) *Deeltydse werknemers.*—Behoudens die voorbehoudsbepaling in paragraaf (a), moet 'n deeltydse werknemer minstens twee-derdes van die loon voorgeskryf vir 'n voltydse werknemer van dieselfde klas en met dieselfde ondervinding en in dieselfde gebied, betaal word.".

2. In klousule 5, vervang subklousule 7 (a) (ii) deur die volgende:

"(ii) enige ander klas werknemer wat gereeld 'n jaarlikse loon ontvang van minstens die beloning wat vir die gebied waarin hy werksaam is, bepaal is in 'n bestaande vrystelling wat kragtens artikel 34 (1) van die Wet op Basiese Diensvoorwaardes, 1983 (Wet No. 3 van 1983), gepubliseer is.".

No. R. 343 **22 Februarie 1991**

REGSTELLING

WET OP MASJINERIE EN BEROEPSVEILIGHEID, 1983 (WET No. 6 van 1983)

DUIKREGULASIES, 1991

In *Staatskoerant* No. 12953 (Regulasiekoerant No. 4629) van 4 Januarie 1991, Goewermentskennisgewing No. R. 12, moet die volgende regstelling aangebring word:

In regulasie 19—

(a) moet die uitdrukking "F.28," na die woord "Aanhangsels" ingevoeg word; en

(b) moet die uitdrukking "F.28(d)," na die uitdrukking "F.28(c)," ingevoeg word.

	In die landdrosdistrikte Alberton, Bellville, Benoni, Boksburg, Brakpan, Chatsworth, Die Kaap, Durban, Germiston, Goodwood, Inanda, Johannesburg, Kempton Park, Krugersdorp, Kuilsrivier, Nigel, Oberholzer, Pinetown, Port Elizabeth, Pretoria, Randburg, Randfontein, Roodepoort, Sasolburg, Simonstad, Springs, Uitenhage, Vanderbijlpark, Vereeniging, Westonaria, Wonderboom en Wynberg			In die landdrosdistrikte Bloemfontein, Klerksdorp, Odendaalsrus, Oos-Londen, Paarl, Pietermaritzburg, Potchefstroom, Virginia en Welkom en die munisipale gebied van Witbank			In die landdrosdistrikte Delmas, Heidelberg (Tvl) en Hoëveldrif en die munisipale gebiede van Bethlehem, Harrismith, Kroonstad, Ladysmith, Middelburg (Tvl), Newcastle, Pietersburg en Rustenburg		
	Gedurende die eerste ses maande nadat hierdie wysiging in werking getree het	Gedurende die tweede ses maande nadat hierdie wysiging in werking getree het	Daarna	Gedurende die eerste ses maande nadat hierdie wysiging in werking getree het	Gedurende die tweede ses maande nadat hierdie wysiging in werking getree het	Daarna	Gedurende die eerste ses maande nadat hierdie wysiging in werking getree het	Gedurende die tweede ses maande nadat hierdie wysiging in werking getree het	Daarna
	Per week R	Per week R	Per week R	Per week R	Per week R	Per week R	Per week R	Per week R	Per week R
Algemene werker*	96,50*	104,00*	112,00*	86,00*	92,50*	99,50*	75,50*	81,50*	87,50*
Ambagsman	196,00	203,50	211,50	174,00	180,50	187,50	154,00	160,00	166,00
Bediener van 'n houtsaagmasjien	103,50	111,00	119,00	92,50	99,00	106,00	81,00	87,00	93,00
Bediener van 'n laaigraaf	108,50	116,00	124,00	96,50	103,00	110,00	84,50	90,50	96,50
Drywer van 'n—									
ligte motorvoertuig	108,50	116,00	124,00	96,50	103,00	110,00	85,00	91,00	97,00
medium motorvoertuig (gelede)	128,50	136,00	144,00	114,50	121,00	128,00	101,00	107,00	113,00
medium motorvoertuig (nie-gelede)	124,50	132,00	140,00	110,50	117,00	124,00	97,50	103,50	109,50
swaar motorvoertuig (gelede)	144,00	151,50	159,50	128,00	134,50	141,50	112,50	118,50	124,50
swaar motorvoertuig (nie-gelede)	139,00	146,50	154,50	123,50	130,00	137,00	108,50	114,50	120,50
ekstra swaar motorvoertuig (gelede)	154,50	162,00	170,00	138,00	144,50	151,50	122,00	128,00	134,00
ekstra swaar motorvoertuig (nie-gelede)	149,00	156,50	164,50	133,00	139,50	146,50	117,50	123,50	129,50
ultra swaar motorvoertuig	160,50	168,00	176,00	143,00	149,50	156,50	126,50	132,50	138,50
Faktotum	122,50	130,00	138,00	109,00	115,50	122,50	96,00	102,00	108,00
Kampongbestuurder	158,00	165,50	173,50	140,50	147,00	154,00	124,00	130,00	136,00
Klerk—									
gedurende die eerste jaar ondervinding	110,50	118,00	126,00	98,50	105,00	112,00	87,00	93,00	99,00
gedurende die tweede jaar ondervinding	126,00	133,50	141,50	112,50	119,00	126,00	99,00	105,00	111,00
gedurende die derde jaar ondervinding	142,00	149,50	157,50	126,50	133,00	140,00	111,00	117,00	123,00
daarna	158,00	165,50	173,50	140,50	147,00	154,00	124,00	130,00	136,00
Laaimeester	103,50	111,00	119,00	92,50	99,00	106,00	81,00	87,00	93,00
Onderbaas	103,50	111,00	119,00	92,50	99,00	106,00	81,00	87,00	93,00
Sekuriteitswag	108,50	116,00	124,00	96,50	103,00	110,00	84,50	90,50	96,50
Wag	103,50	111,00	119,00	92,50	99,00	106,00	81,00	87,00	93,00
Werfklerk—									
gedurende die eerste jaar ondervinding	104,50	112,00	120,00	93,00	99,50	106,50	82,00	88,00	94,00
gedurende die tweede jaar ondervinding	107,50	115,00	123,00	95,50	102,00	109,00	84,50	90,50	96,50
daarna	110,50	118,00	126,00	98,50	105,00	112,00	87,00	93,00	99,00
Werfvoorman	165,00	172,50	180,50	146,00	152,50	159,50	129,50	135,50	141,50
Werknemer graad I	100,50	108,00	116,00	89,50	96,00	103,00	78,50	84,50	90,50
Werknemer nie elders in hierdie subklousule uitdruklik vermeld nie	103,50	111,00	119,00	92,50	99,00	106,00	81,00	87,00	93,00

* Met dien verstande dat dié loon met hoogstens 10% verminder mag word gedurende die werknemer se eerste ses maande diens altesaam by dieselfde werkgewer.

	In the Magisterial Districts of Alberton, Bellville, Benoni, Boksburg, Brakpan, Chatsworth, Durban, Germiston, Goodwood, Inanda, Johannesburg, Kempton Park, Krugersdorp, Kuils River, Nigel, Oberholzer, Pinetown, Port Elizabeth, Pretoria, Randburg, Randfontein, Roodepoort, Sasolburg, Simon's Town, Springs, The Cape, Uitenhage, Vanderbijlpark, Vereeniging, Westonaria, Wonderboom and Wynberg			In the Magisterial Districts of Bloemfontein, East London, Klerksdorp, Odendaalsrus, Paarl, Pietermaritzburg, Potchefstroom, Virginia and Welkom, and the municipal area of Witbank			In the Magisterial Districts of Delmas, Heidelberg (Tvl), and Highveld Ridge, and the municipal areas of Bethlehem, Harrismith, Kroonstad, Ladysmith, Middelburg (Tvl), Newcastle, Pietersburg and Rustenburg		
	During the first six months after this amendment becomes effective	During the second six months after this amendment becomes effective	Thereafter	During the first six months after this amendment becomes effective	During the second six months after this amendment becomes effective	Thereafter	During the first six months after this amendment becomes effective	During the second six months after this amendment becomes effective	Thereafter
	Per week R	Per week R	Per week R	Per week R	Per week R	Per week R	Per week R	Per week R	Per week R
Artisan	196,00	203,50	211,50	174,00	180,50	187,50	154,00	160,00	166,00
Chargehand	103,50	111,00	119,00	92,50	99,00	106,00	81,00	87,00	93,00
Checker	103,50	111,00	119,00	92,50	99,00	106,00	81,00	87,00	93,00
Clerk—									
during the first year of experience	110,50	118,00	126,00	98,50	105,00	112,00	87,00	93,00	99,00
during the second year of experience	126,00	133,50	141,50	112,50	119,00	126,00	99,00	105,00	111,00
during the third year of experience	142,00	149,50	157,50	126,50	133,00	140,00	111,00	117,00	123,00
thereafter	158,00	165,50	173,50	140,50	147,00	154,00	124,00	130,00	136,00
Compound manager	158,00	165,50	173,50	140,50	147,00	154,00	124,00	130,00	136,00
Driver of—									
Alight motor vehicle	108,50	116,00	124,00	96,50	103,00	110,00	85,00	91,00	97,00
a medium motor vehicle (articulated)	128,50	136,00	144,00	114,50	121,00	128,00	101,00	107,00	113,00
a medium motor vehicle (rigid)	124,50	132,00	140,00	110,50	117,00	124,00	97,50	103,50	109,50
a heavy motor vehicle (articulated)	144,00	151,50	159,50	128,00	134,50	141,50	112,50	118,50	124,50
a heavy motor vehicle (rigid)	139,00	146,50	154,50	123,50	130,00	137,00	108,50	114,50	120,50
an extra heavy motor vehicle (articulated)	154,50	162,00	170,00	138,00	144,50	151,50	122,00	128,00	134,00
an extra heavy motor vehicle (rigid)	149,00	156,50	164,50	133,00	139,50	146,50	117,50	123,50	129,50
an ultra heavy motor vehicle	160,50	168,00	176,00	143,00	149,50	156,50	126,50	132,50	138,50
Front-end loader operator	108,50	116,00	124,00	96,50	103,00	110,00	84,50	90,50	96,50
General worker*	96,50*	104,00*	112,00*	86,00*	92,50*	99,50*	75,50*	81,50*	87,50*
Grade I employee	100,50	108,00	116,00	89,50	96,00	103,00	78,50	84,50	90,50
Handyman	122,50	130,00	138,00	109,00	115,50	122,50	96,00	102,00	108,00
Security guard	108,50	116,00	124,00	96,50	103,00	110,00	84,50	90,50	96,50
Watchman	103,50	111,00	119,00	92,50	99,00	106,00	81,00	87,00	93,00
Wood-sawing machine operator	103,50	111,00	119,00	92,50	99,00	106,00	81,00	87,00	93,00
Yard clerk—									
during the first year of experience	104,50	112,00	120,00	93,00	99,50	106,50	82,00	88,00	94,00
during the second year of experience	107,50	115,00	123,00	95,50	102,00	109,00	84,50	90,50	96,50
thereafter	110,50	118,00	126,00	98,50	105,00	112,00	87,00	93,00	99,00
Yard foreman	165,00	172,50	180,50	146,00	152,50	159,50	129,50	135,50	141,50
Employee not specifically mentioned elsewhere in this subclause	103,50	111,00	119,00	92,50	99,00	106,00	81,00	87,00	93,00

* Provided that the employee's wage may be reduced by not more than 10 per cent during his first six month's employment in the aggregate with the same employer.

347

SCHEDULE

1. In clause 3, substitute the following for subclause (1):

"(1) *Minimum wages.*—(a) The minimum wages which an employer shall pay to his employees shall be as specified in paragraphs (b), (c) and (d): Provided that in the case of an employer who has been engaged in this Trade for a period of more than 12 months but not more than 24 months in the aggregate, such wages may be reduced by not more than 10 per cent during that period, whereafter the minimum wages specified in paragraph (b), (c) and (d) shall become payable and be paid.

(b) An employer shall, subject to the proviso to paragraph (a), pay to each member of the undermentioned classes of his employees, other than casual employees and part-time employees, the minimum wages specified hereunder:

BYLAE

1. In klousule 3, vervang subklousule (1) deur die volgende:

"(1) *Minimum lone.*—(a) Die minimum lone wat 'n werkgewer aan sy werknemers moet betaal, is soos in paragrawe (b), (c) en (d) hieronder bepaal: Met dien verstande dat indien die werkgewer vir langer as 12 maande maar nie langer nie as 24 maande altesaam by hierdie bedryf betrokke is, sodanige lone met hoogstens 10 persent gedurende sodanige tydperk verminder mag word, waarna die minimum lone wat in paragrawe (b), (c) en (d) bepaal word, betaalbaar word en betaal moet word.

(b) Behoudens die voorbehoudsbepalings in paragraaf (a), moet 'n werkgewer aan elke lid van ondergenoemde klasse werknemers, uitgesonderd los werknemers en deeltydse werknemers, die minimum lone hieronder uiteengesit, betaal:

Amendment of Annexure A to the Regulations

2. Annexure A to the Regulations is hereby amended by—

(i) the substitution for the expression "getrouheidswaarborgsertifikaat" wherever it appears in the Afrikaans text of the expression "getrouheidsfondssertifikaat"; and

(ii) the substitution in item 11 for the expression "current trust account" of the expression "trust banking account".

No. R. 348 **22 February 1991**

AMENDMENT OF THE RULES MADE UNDER SECTION 15 OF THE MAINTENANCE ACT, 1963 (ACT No. 23 OF 1963)

Under section 15 of the Maintenance Act, 1963 (Act No. 23 of 1963), I, Hendrik Jacobus Coetsee, Minister of Justice, hereby make the rules set out in the Schedule.

SCHEDULE

Definition

1. In this Schedule "the Rules" means the rules published under Government Notice No. R. 2331 of 24 December 1970.

Substitution of rule 7 of the Rules

2. The following rule is hereby substituted for rule 7 of the Rules:

"7. The notice contemplated in section 12 (1) of the Act shall be served on the employer referred to in the said section by a sheriff appointed under section 2 of the Sheriffs Act, 1986 (Act No. 90 of 1986), or a police officer, by delivering or tendering such notice to that employer.".

H. J. COETSEE,
Minister of Justice.

DEPARTMENT OF MANPOWER

No. R. 291 347 **22 February 1991**

WAGE ACT, 1957

AMENDMENT OF WAGE DETERMINATION 409.—COAL TRADE, CERTAIN AREAS

I, Eli van der Merwe Louw, Minister of Manpower, hereby, in terms of section 15 (6) of the Wage Act, 1957, amend Wage Determination 409, Coal Trade, Certain Areas, published under Government Notice No. R. 1189 of 5 June 1981, as amended by Government Notices Nos. R. 1916 of 2 September 1983 and R. 2192 of 24 October 1986 in accordance with the Schedule hereto and fix the third Monday after the date of publication of this notice as the date from which the said amendment shall be binding.

E. VAN DER M. LOUW,
Minister of Manpower.

Wysiging van Bylae A by die Regulasies

2. Bylae A by die Regulasies word hierby gewysig deur—

(i) die uitdrukking "getrouheidswaarborgsertifikaat", waar dit ook al voorkom, deur die uitdrukking "getrouheidsfondssertifikaat" te vervang; en

(ii) die uitdrukking "lopende trustrekening" in item 11 deur die uitdrukking "trustbankrekening" te vervang.

No. R. 348 **22 Februarie 1991**

WYSIGING VAN DIE REËLS UITGEVAARDIG KRAGTENS ARTIKEL 15 VAN DIE WET OP ONDERHOUD, 1963 (WET No. 23 VAN 1963)

Kragtens artikel 15 van die Wet op Onderhoud, 1963 (Wet No. 23 van 1963), vaardig ek, Hendrik Jacobus Coetsee, Minister van Justisie, hierby die reëls in die Bylae uit.

BYLAE

Woordomskrywing

1. In hierdie Bylae beteken "die Reëls" die reëls afgekondig by Goewermentskennisgewing No. R. 2331 van 24 Desember 1970.

Vervanging van reël 7 van die Reëls

2. Reël 7 van die Reëls word hierby deur die volgende reël vervang:

"7. Die kennisgewing in artikel 12 (1) van die Wet beoog, word aan die werkgewer in genoemde artikel bedoel, bestel deur 'n balju aangestel kragtens artikel 2 van die Wet op Balju's, 1986 (Wet No. 90 van 1986), of 'n polisiebeampte, wat sodanige kennisgewing aan daardie werkgewer oorhandig of aanbied.".

H. J. COETSEE,
Minister van Justisie.

DEPARTEMENT VAN MANNEKRAG

No. R. 291 **22 Februarie 1991**

LOONWET, 1957

WYSIGING VAN LOONVASSTELLING 409.—STEENKOOLBEDRYF, SEKERE GEBIEDE

Ek, Eli van der Merwe Louw, Minister van Mannekrag, wysig hierby kragtens artikel 15 (6) van die Loonwet, 1957, Loonvasstelling 409, Steenkoolbedryf, Sekere Gebiede, gepubliseer by Goewermentskennisgewing No. R. 1189 van 5 Junie 1981, soos gewysig by Goewermentskennisgewings Nos. R. 1916 van 2 September 1983 en R. 2192 van 24 Oktober 1986 ooreenkomstig die Bylae hiervan en bepaal die derde Maandag na die datum van publikasie van hierdie kennisgewing as die datum waarop genoemde wysiging bindend word.

E. VAN DER M. LOUW,
Minister van Mannekrag.

Government Notice No. 801 of 2 May 1986 specifically excludes, in respect of a professional service by members of an organised profession, the issue of a tariff of recommended fees as a guide for the convenience of the members of such profession and which is not directly or indirectly enforced or any structure of tariffs or fees authorised by law. This is, however, subject to the proviso that such profession or any rule of law, as a condition for membership, requires the members to have passed an examination in fields of study relevant to practising in that profession, and that such profession has a code of professional ethics empowering it to exclude from membership, or to set in motion a procedure to exclude from membership, those persons found guilty of improper performance of their duties or of conduct which is discreditable to their profession. The Board are of the opinion that this exclusion **does not apply** to products which are sold at the same time that a professional service is rendered and in respect of which a price is charged to the recipient of the service. Prescription medicines are a case in point.

It must be emphasized that the opinion of the Board expressed above is based solely on the information currently at their disposal. Moreover, should it transpire that collusion on the variable components of the price determination formula had taken or was taking place, the Board would be obliged to refer the matter to the South African Police.

Reacting to a later request by Medikredit that they be granted six months exemption to amend current contracts to reflect the new pricing formula, the Board advised that they were not prepared to recommend to the Minister for Administration and Economic Co-operation that such an exemption be granted. (File R4/1/2/2/10/36.) (Competition Board, Private Bag X720, Pretoria, 0001.)

(1 March 1991)

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(347)

NOTICE 187 OF 1991

WAGE ACT, 1957

WAGE BOARD INVESTIGATION.—WAGE DETERMINATION 460: SECURITY SERVICES, CERTAIN AREAS

In pursuance of a request by the Minister of Manpower the Wage Board hereby gives notice in terms of section 9 of the Wage Act, 1957, that the above-mentioned investigation has commenced and that the Board will in due course submit a report and a recommendation to the Minister.

Interested persons are hereby given the opportunity of making written representations to the Board. Such representations should reach the Secretary, Wage Board, Private Bag X108, Pretoria, 0001, not later than 2 April 1991.

Goewermentskennisgewing No. 801 van 2 Mei 1986 sluit spesifiek in verband met 'n professionele diens deur lede van 'n georganiseerde professie, die uitreiking van 'n tarief van aanbevole gelde as 'n riglyn vir die gerief van die lede van sodanige professie en wat nie regstreeks of onregstreeks afgedwing word nie, of enige by wet gemagtigde struktuur van tariewe of gelde, uit. Hierdie uitsluiting veronderstel dat sodanige professie of enige regsreël, as 'n voorwaarde vir lidmaatskap, vereis dat die lede 'n eksamen in studievelde wat toepaslik op die praktisering van daardie professie is, geslaag het en dat sodanige professie 'n professionele gedragskode het wat hom magtig om daardie persone wat skuldig bevind is aan onbehoorlike uitvoering van hul pligte of aan gedrag wat tot oneer van hul professie strek, van lidmaatskap uit te sluit, of 'n prosedure in werking te stel om hulle van lidmaatskap uit te sluit. Die Raad is van mening dat die uitsluiting **nie van toepassing** is op produkte wat saam met die lewering van 'n professionele diens verkoop word nie en ten opsigte waarvan die ontvanger van die diens 'n prys gevra word. Voorskrifmedisyne is 'n voorbeeld hiervan.

Dit word beklemtoon dat die mening van die Raad wat hierbo uitgespreek word, uitsluitlik gebaseer is op die inligting wat tans tot hul beskikking is. Voorts, sou dit blyk dat samespanning oor die veranderlike elemente van die prysvasstellingsformule plaasvind of plaasgevind het, sal die Raad verplig wees om die aangeleentheid na die Suid-Afrikaanse Polisie te verwys.

In reaksie op 'n verdere versoek van Medikredit dat hulle vir ses maande vrystelling verleen word om bestaande kontrakte te wysig om die nuwe prysvasstellingsformule in te sluit, het die Raad berig dat hulle nie bereid was om by die Minister vir Administrasie en Ekonomiese Koördinering aan te beveel dat so 'n vrystelling verleen word nie. (Lêer R4/1/2/2/10/36.) (Raad op Mededinging Privaatsak X720, Pretoria, 0001.)

(1 Maart 1991)

KENNISGEWING 187 VAN 1991

LOONWET, 1957

LOONRAADONDERSOEK. — LOONVASSTELLING 460: SEKURITEITSDIENSTE, SEKERE GEBIEDE

Na aanleiding van 'n versoek deur die Minister van Mannekrag gee die Loonraad hierby ingevolge artikel 9 van die Loonwet, 1957, kennis dat die bovermelde ondersoek begin het en dat die Raad te gelegener tyd 'n verslag en 'n aanbeveling aan die Minister sal voorlê.

Belanghebbende persone word hierby die geleentheid gebied om skriftelike vertoë tot die Raad te rig. Sodanige vertoë moet die Sekretaris, Loonraad, Privaatsak X108, Pretoria,.0001, nie later nie as 2 April 1991 bereik.

The request reads as follows:

"The Minister of Manpower requests the Wage Board in terms of section 4 (1) of the Wage Act, 1957, to investigate and report to him concerning the **Security Services** in the following areas:

Cape Province: The Magisterial Districts of Bellville, East London, George, Goodwood, Kimberley, King William's Town, Knysna, Kuils River, Mossel Bay, Oudtshoorn, Paarl, Port Elizabeth, Queenstown, Simons' Town, Somerset West, Stellenbosch, Strand, The Cape, Uitenhage and Wynberg;

Natal: The Magisterial Districts of Camperdown, Chatsworth, Durban, Inanda, Klip River, Lower Tugela, Lower Umfolozi, Newcastle, Pietermaritzburg, Pinetown, Port Shepstone and Umzinto;

Orange Free State: The Magisterial Districts of Bethlehem, Bloemfontein, Hennenman, Odendaalsrus, Sasolburg, Virginia and Welkom;

Transvaal: The Magisterial Districts of Alberton, Benoni, Boksburg, Brakpan, Germiston, Highveld Ridge, Johannesburg, Kempton Park, Klerksdorp, Krugersdorp, Middelburg, Nelspruit, Nigel, Oberholzer, Pietersburg, Potchefstroom, Potgietersrus, Pretoria, Randburg, Randfontein, Roodepoort, Rustenburg, Springs, Vanderbijlpark, Vereeniging, Westonaria, Witbank and Wonderboom.

In these terms of reference—

'Security Services' means the trade in which employers and employees are associated for the purpose of—

(a) guarding or protecting fixed property, premises, goods, persons or employees; or

(b) transporting money for or on behalf of a client, including the depositing or withdrawal of money, the making up of money in specified amounts, the placing of specified amounts in envelopes or other containers and the handing over thereof to persons, as instructed by the client, and transporting any other goods that have to be guarded or protected while in transit but does not include the activities of a **small employer** as defined hereunder;

'Small employer' means an employer who is engaged in the Trade only and who employs, at all times—

(i) less than six employees in the aggregate if and for so long as he is engaged only in one or more of the activities referred to in paragraph (b);

(ii) less than 20 employees in the aggregate if and for so long as he is engaged in one or more of the activities referred to—

(aa) in paragraph (a) only; or
(ab) in paragraphs (a) and (b).

Die versoek lui soos volg:

"Die Minister van Mannekrag versoek die Loonraad kragtens artikel 4 (1) van die Loonwet, 1957, om ondersoek in te stel na en aan hom verslag te doen oor die **Sekuriteitsdienste** in die volgende gebiede:

Kaapprovinsie: Die landdrosdistrikte Bellville, Die Kaap, George, Goodwood, Kimberley, King William's Town, Knysna, Kuilsrivier, Mosselbaai, Oos-Londen, Oudtshoorn, Paarl, Port Elizabeth, Queenstown, Simonstad, Somerset-Wes, Stellenbosch, Strand, Uitenhage en Wynberg;

Natal: Die landdrosdistrikte Camperdown, Chatsworth, Durban, Inanda, Kliprivier, Lower Tugela, Lower Umfolozi, Newcastle, Pietermaritzburg, Pinetown, Port Shepstone en Umzinto;

Oranje-Vrystaat: Die landdrosdistrikte Bethlehem, Bloemfontein, Hennenman, Odendaalsrus, Sasolburg, Virginia en Welkom;

Transvaal: Die landdrosdistrikte Alberton, Benoni, Boksburg, Brakpan, Germiston, Hoëveldrif, Johannesburg, Kempton Park, Klerksdorp, Kurgersdorp, Middelburg, Nelspruit, Nigel, Oberholzer, Pietersburg, Potchefstroom, Potgietersrus, Pretoria, Randburg, Randfontein, Roodepoort, Rustenburg, Springs, Vanderbijlpark, Vereeniging, Westonaria, Witbank en Wonderboom.

In hierdie opdrag beteken—

'Sekuriteitsdienste' die bedryf waarin werkgewers en werknemers met mekaar geassosieer is met die doel om—

(a) vaste eiendom, persele, goedere, persone of werknemers te bewaak of te beskerm; of

(b) geld namens of ten behoewe van 'n kliënt te vervoer, en dit sluit in die deponering, opvra en trek van geld, die opmaak daarvan in gespesifiseerde bedrae, die plaas van gespesifiseerde bedrae in koeverte of ander houers en die oorhandiging daarvan aan persone, soos deur die kliënt gelas, en die vervoer van enige ander goedere wat bewaak of beskerm moet word terwyl dit vervoer word maar dit omvat nie die werksaamhede van 'n **klein werkgewer** soos hieronder omskryf nie;

'Klein werkgewer' beteken 'n werkgewer wat slegs in die Bedryf betrokke is en te alle tye—

(i) minder as ses werknemers altesaam in diens het indien en solank hy slegs by een of meer van die werksaamhede in paragraaf (b) bedoel, betrokke is;

(ii) minder as 20 werknemers altesaam in diens het indien en solank hy betrokke is by een of meer van die werksaamhede—

(aa) slegs in paragraaf (a) bedoel; of
(ab) in paragrawe (a) en (b) bedoel.

For the purposes of this investigation the Minister directs that the investigation shall be in respect of all classes of employees in this trade. In terms of section 6 (1) of the Act the Minister further directs the Board to submit a recommendation to him.".

It is further notified that in terms of section 10 (1) of the Wage Act, 1957, questionnaires have been forwarded to employers for completion. Employers who do not receive these questionnaires within 14 days after the date of this notice, should please notify the Secretary of the Wage Board.

M. J. DELPORT,
Secretary: Wage Board.
(1 March 1991)

Vir die doel van hierdie ondersoek gee die Minister opdrag dat ondersoek ingestel word na alle klasse werknemers in hierdie bedryf. Kragtens artikel 6 (1) van die Wet gee die Minister voorts aan die Raad opdrag om 'n aanbeveling aan hom voor te lê.".

Verder word bekendgemaak dat vraelyste kragtens artikel 10 (1) van die Loonwet, 1957, aan die werkgewers gestuur is om in te vul. Werkgewers wat nie vraelyste binne 14 dae na die datum van hierdie kennisgewing ontvang nie, moet asseblief die Sekretaris van die Loonraad in kennis stel.

M. J. DELPORT,
Sekretaris: Loonraad.
(1 Maart 1991)

NOTICE 188 OF 1991

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

CANCELLATION OF REGISTRATION OF AN EMPLOYERS' ORGANISATION

I, David William James, Industrial Registrar, hereby notify, in terms of section 14 (2) of the Labour Relations Act, 1956, that I have cancelled the registration of the Transvaal Launderers', Cleaners' and Dyers' Association with effect from 19 February 1991.

D. W. JAMES,
Industrial Registrar.
(1 March 1991)

KENNISGEWING 188 VAN 1991

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

INTREKKING VAN REGISTRASIE VAN 'N WERKGEWERSORGANISASIE

Ek, David William James, Nywerheidsregistrateur, maak hierby kragtens artikel 14 (2) van die Wet op Arbeidsverhoudinge, 1956, bekend dat ek die registrasie van die Transvaal Launderers', Cleaners' and Dyers' Association met ingang van 19 Februarie 1991 ingetrek het.

D. W. JAMES,
Nywerheidsregistrateur.
(1 Maart 1991)

NOTICE 191 OF 1991

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

CANCELLATION OF REGISTRATION OF AN EMPLOYERS' ORGANISATION

I, David William James, Industrial Registrar, hereby notify, in terms of section 14 (2) of the Labour Relations Act, 1956, that I have cancelled the registration of the Hotel and Accommodation Association of the Cape with effect from 18 February 1991.

D. W. JAMES,
Industrial Registrar.
(1 March 1991)

KENNISGEWING 191 VAN 1991

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

INTREKKING VAN REGISTRASIE VAN 'N WERKGEWERSORGANISASIE

Ek, David William James, Nywerheidsregistrateur, maak hierby kragtens artikel 14 (2) van die Wet op Arbeidsverhoudinge, 1956, bekend dat ek die registrasie van die Hotel and Accommodation Association of the Cape met ingang van 18 Februarie 1991 ingetrek het.

D. W. JAMES,
Nywerheidsregistrateur.
(1 Maart 1991)

NOTICE 192 OF 1991

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

CANCELLATION OF REGISTRATION OF AN INDUSTRIAL COUNCIL

I, David William James, Industrial Registrar, hereby notify, in terms of section 34 (2) of the Labour Relations Act, 1956, that the registration of the Industrial Council for the Bedding Manufacturing Industry, Transvaal, is hereby cancelled.

D. W. JAMES,
Industrial Registrar.
(1 March 1991)

KENNISGEWING 192 VAN 1991

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

INTREKKING VAN REGISTRASIE VAN 'N NYWERHEIDSRAAD

Ek, David William James, Nywerheidsregistrateur, maak hierby kragtens artikel 34 (2) van die Wet op Arbeidsverhoudinge, 1956, bekend dat die registrasie van die Nywerheidsraad vir die Beddegoedvervaardigingsnywerheid, Transvaal, hierby ingetrek word.

D. W. JAMES,
Nywerheidsregistrateur.
(1 Maart 1991)

LABOUR

W/Mail 8/3-14/3/91 (347)

Wage Board determinations on the decline

By DREW FORREST

ELEVEN wage determinations have been scrapped in the last 18 months — partly under pressure from government deregulators — raising questions about the future of the state's 60-year-old Wage Board.

Intended as a supplement to the industrial council system, the board sets statutory minimum wages and conditions where unions or employers are not sufficiently organised to regulate an industry.

Wage Board chairman Pierre de Villiers revealed that as a result of consolidation and cancellation, determinations had fallen by nearly 50 percent in 10 years, from 70 to 38.

Since June 1989, the government had scrapped 11 in sectors as varied as municipalities, stevedoring, milk distribution, liquor manufacturing and cement making.

Another four are proposed for cancellation, according to the Durban-based Trade Union Research Project (Turp).

Official sources say the whittling-down process springs partly from deregulation pressures by the Department of Administration and Privatisation. These had also led to the widespread incorporation of safeguards for small business.

The Manpower Department's labour relations director, Dennis van der Walt, said the key consideration was "the level of union activity.

"There are now a vast number of private recognition agreements and wage deals.

"Our policy is to let the private sector regulate itself."

In most cases, unions were silent on proposed cancellations, he added.

Although wage settings are controversially low, the employment conditions they prescribe are often better than those in the Basic Conditions of Employment Act, which takes over when determinations are cancelled.

Turp reports that at a recent meeting, the Wage Board told concerned researchers that the minister would cancel in the absence of objections.

"This shows how important it is for unions to register their protest."

The possible extension of the Wage Act to farm and domestic workers — currently under investigation by the National Manpower Commission — could, however, reverse the board's steady decline.

Union organisation in both farm and domestic workers sectors is notoriously problematic.

Asked whether the Congress of South African Trade Unions might join the board as part of its new strategic approach to state institutions, Cosatu negotiator Marcel Golding said the question had yet to be decided.

NOTICE 645 OF 1991

PROVINCIAL ADMINISTRATION OF THE CAPE OF GOOD HOPE

ASTON BAY: PROPOSED DREDGING OF A PORTION OF SEA-SHORE AND SEA BELOW THE HIGH WATER MARK OF THE SEA

Notice is hereby given in terms of section 3 (5), of the Sea-Shore Act, 1935 (Act No. 21 of 1935), that it is proposed to enter into a lease with Marina Martinique Owners Association in which provision is made to dredge a portion of sea-shore and sea below the high-water mark at Aston Bay.

A locality sketch of the area affected by the proposed dredging lies for inspection at the office of the Chief Director: Works, Provincial Administration of the Cape of Good Hope, Room 430, 9 Dorp Street, Cape Town, and the office of the Town Clerk, Municipality of Jeffrey's Bay, 33 Da Gama Street, Jeffrey's Bay.

Objections to the proposed lease must be lodged with the Chief Director: Works, Private Bag X9078, Cape Town, 8000, on or before 12 August 1991.

(12 July 1991)

KENNISGEWING 645 VAN 1991

PROVINSIALE ADMINISTRASIE VAN DIE KAAP DIE GOEIE HOOP

ASTONBAAI: VOORGESTELDE KONSTRUKSIE VAN 'N GEDEELTE STRAND EN SEE BENEDE DIE HOOGWATERMERK VAN DIE SEE

Ingevolge artikel 3 (5) van die Strandwet, 1935 (Wet No. 21 van 1935), word hiermee bekendgemaak dat dit die voorneme is om 'n huurooreenkoms met Marina Martinique Eienaars Assosiasie aan te gaan waarin voorsiening gemaak word vir die bagger van 'n gedeelte strand en see te Astonbaai.

'n Liggingsplan van die gebied wat deur die voorgestelde baggerwerk geraak word, lê ter insae by die kantoor van die Hoofdirekteur: Werke, Provinsiale Administrasie van die Kaap die Goeie Hoop, Kamer 430, Dorpstraat 9, Kaapstad, en die kantoor van die Stadsklerk, Munisipaliteit van Jeffreysbaai, Da Gamaweg 33, Jeffreysbaai.

Besware teen die voorgestelde verhuring moet by die Hoofdirekteur: Werke, Privaatsak X9078, Kaapstad, 8000, ingedien word voor of op 12 Augustus 1991.

(12 Julie 1991)

347

NOTICE 646 OF 1991

DEPARTMENT OF MANPOWER

WAGE ACT, 1957

WAGE BOARD INVESTIGATION: REVISION OF WAGES: CLAUSE 3 (1) OF WAGE DETERMINATION 461: CATERING TRADE, CERTAIN AREAS

In pursuance of a request by the Minister of Manpower the Wage Board hereby gives notice in terms of section 15 (3) (a) of the Wage Act, 1957, that the above-mentioned investigation has commenced and that the Board will submit a report and a recommendation to the Minister in due course.

Interested persons are hereby given the opportunity of making written representations to the Board. Such representations should reach the Secretary, Wage Board, Private Bag X108, Pretoria, 0001, not later than 14 August 1991.

The request reads as follows:

"The Minister of Manpower requests the Wage Board in terms of section 15 (2) of the Wage Act, 1957, to consider the advisability of—

(1) amending clause 3 (1) of Wage Determination 461: Catering Trade, Certain Areas, published under Government Notice No. R. 1027 of 26 May 1989, in order to adjust the wages therein prescribed; and

(2) amending any other provisions of the said Determination which may require amendment consequent on (1).".

It is further notified that questionnaires have in terms of section 10 (1) of the Wage Act, 1957, been forwarded to employers for completion. Employers who do not receive these questionnaires within 14 days after the date of this notice, should please notify the Secretary of the Wage Board.

(12 July 1991)

KENNISGEWING 646 VAN 1991

DEPARTEMENT VAN MANNEKRAG

LOONWET, 1957

LOONRAADONDERSOEK: HERSIENING VAN LONE: KLOUSULE 3 (1) VAN LOONVASSTELLING 461: VERVERSINGSBEDRYF, SEKERE GEBIEDE

Na aanleiding van 'n versoek deur die Minister van Mannekrag gee die Loonraad ingevolge artikel 15 (3) (a) van die Loonwet, 1957, hierby kennis dat die bovermelde ondersoek begin het en dat die Raad te gelegener tyd 'n verslag en 'n aanbeveling aan die Minister sal voorlê.

Belanghebbende persone word hierby die geleentheid gebied om skriftelike vertoë tot die Raad te rig. Sodanige vertoë moet die Sekretaris, Loonraad, Privaatsak X108, Pretoria, 0001, nie later nie as 14 Augustus 1991 bereik.

Die versoek lui soos volg:

"Die Minister van Mannekrag versoek die Loonraad kragtens artikel 15 (2) van die Loonwet, 1957, om die wenslikheid te oorweeg om—

(1) Klousule 3 (1) van Loonvasstelling 461: Verversingsbedryf, Sekere Gebiede, gepubliseer by Goewermentskennisgewing No. R. 1027 van 26 Mei 1989, te wysig ten einde die lone aan te pas wat daarin voorgeskryf word; en

(2) enige ander bepalings van genoemde Vasstelling te wysig wat as gevolg van (1) gewysig moet word.".

Verder word bekendgemaak dat vraelyste kragtens artikel 10 (1) van die Loonwet, 1957, aan werkgewers gestuur is om in te vul. Werkgewers wat die vraelyste nie binne 14 dae na die datum van hierdie kennisgewing ontvang nie, moet asseblief die Sekretaris van die Loonraad in kennis stel.

(12 Julie 1991)

NOTICE 647 OF 1991

347

DEPARTMENT OF MANPOWER

WAGE ACT, 1957

WAGE BOARD INVESTIGATION: REVISION OF WAGES: CLAUSE 3 (1) OF WAGE DETERMINATION 463: MEAT, COLD STORAGE, BACON CURING AND SMALL GOODS INDUSTRY, CERTAIN AREAS

In pursuance of a request by the Minister of Manpower the Wage Board hereby gives notice in terms of section 15 (3) (a) of the Wage Act, 1957, that the above-mentioned investigation has commenced and that the Board will submit a report and a recommendation to the Minister in due course.

Interested persons are hereby given the opportunity of making written representations to the Board. Such representations should reach the Secretary, Wage Board, Private Bag X108, Pretoria, 0001, not later than 14 August 1991.

The request reads as follows:

"The Minister of Manpower requests the Wage Board in terms of section 15 (2) of the Wage Act, 1957, to consider the advisability of—

(1) amending clause 3 (1) of Wage Determination 463: Meat, Cold Storage, Bacon Curing and Small Goods Industry, Certain Areas, published under Government Notice No. R. 1973 of 8 September 1989, in order to adjust the wages therein prescribed; and

(2) amending any other provisions of the said Determination which may require amendment consequent on (1).".

It is further notified that questionnaires have in terms of section 10 (1) of the Wage Act, 1957, been forwarded to employers for completion. Employers who do not receive these questionnaires within 14 days after the date of this notice, should please notify the Secretary of the Wage Board.

(12 July 1991)

KENNISGEWING 647 VAN 1991

DEPARTEMENT VAN MANNEKRAG

LOONWET, 1957

LOONRAADONDERSOEK: HERSIENING VAN LONE: KLOUSULE 3 (1) VAN LOONVASSTELLING 463: VLEIS-, KOELKAMER-, SPEKBEREIDING- EN KLEINGOEDERE NYWERHEID, SEKERE GEBIEDE

Na aanleiding van 'n versoek deur die Minister van Mannekrag gee die Loonraad ingevolge artikel 15 (3) (a) van die Loonwet, 1957, hierby kennis dat die bovermelde ondersoek begin het en dat die Raad te gelegener tyd 'n verslag en 'n aanbeveling aan die Minister sal voorlê.

Belanghebbende persone word hierby die geleentheid gebied om skriftelike vertoë tot die Raad te rig. Sodanige vertoë moet die Sekretaris, Loonraad, Privaatsak X108, Pretoria, 0001, nie later nie as 14 Augustus 1991 bereik.

Die versoek lui soos volg:

"Die Minister van Mannekrag versoek die Loonraad kragtens artikel 15 (2) van die Loonwet, 1957, om die wenslikheid te oorweeg om—

(1) klousule 3 (1) van Loonvasstelling 463: Vleis-, Koelkamer-, Spekbereiding-, en Kleingoederenywerheid, Sekere Gebiede, gepubliseer by Goewermentskennisgewing No. R. 1973 van 8 September 1989, te wysig ten einde die lone aan te pas wat daarin voorgeskryf word; en

(2) enige ander bepalings van genoemde Vasstelling te wysig wat as gevolg van (1) gewysig moet word.".

Verder word bekendgemaak dat vraelyste kragtens artikel 10 (1) van die Loonwet, 1957, aan werkgewers gestuur is om in te vul. Werkgewers wat die vraelyste nie binne 14 dae na die datum van hierdie kennisgewing ontvang nie, moet asseblief die Sekretaris van die Loonraad in kennis stel.

(12 Julie 1991)

NOTICE 648 OF 1991

347

DEPARTMENT OF MANPOWER

WAGE ACT, 1957

WAGE BOARD INVESTIGATION: REVISION OF WAGES: CLAUSE 3 (1) OF WAGE DETERMINATION 465: BREAD AND CONFECTIONERY INDUSTRY, CERTAIN AREAS

In pursuance of a request by the Minister of Manpower the Wage Board hereby gives notice in terms of section 15 (3) (a) of the Wage Act, 1957, that the above-mentioned investigation has commenced and that the Board will submit a report and a recommendation to the Minister in due course.

Interested persons are hereby given the opportunity of making written representations to the Board. Such representations should reach the Secretary, Wage Board, Private Bag X108, Pretoria, 0001, not later than 14 August 1991.

The request reads as follows:

"The Minister of Manpower requests the Wage Board in terms of section 15 (2) of the Wage Act, 1957, to consider the advisability of—

(1) amending clause 3 (1) of Wage Determination 465: Bread and Confectionary Industry, Certain Areas, published under Government Notice No. R. 2501 of 24 November 1989, in order to adjust the wages therein prescribed; and

KENNISGEWING 648 VAN 1991

DEPARTEMENT VAN MANNEKRAG

LOONWET, 1957

LOONRAADONDERSOEK: HERSIENING VAN LONE: KLOUSULE 3 (1) VAN LOONVASSTELLING 465: BROOD- EN BANKETNYWERHEID, SEKERE GEBIEDE

Na aanleiding van 'n versoek deur die Minister van Mannekrag gee die Loonraad ingevolge artikel 15 (3) (a) van die Loonwet, 1957, hierby kennis dat die bovermelde ondersoek begin het en dat die Raad te gelegener tyd 'n verslag en 'n aanbeveling aan die Minister sal voorlê.

Belanghebbende persone word hierby die geleentheid gebied om skriftelike vertoë tot die Raad te rig. Sodanige vertoë moet die Sekretaris, Loonraad, Privaatsak X108, Pretoria, 0001, nie later nie as 14 Augustus 1991 bereik.

Die versoek lui soos volg:

"Die Minister van Mannekrag versoek die Loonraad kragtens artikel 15 (2) van die Loonwet, 1957, om die wenslikheid te oorweeg om—

(1) klousule 3 (1) van Loonvasstelling 465: Brood-en Banketnywerheid, Sekere Gebiede, gepubliseer by Goewermentskennisgewing No. R. 2501 van 24 November 1989, te wysig ten einde die lone aan te pas wat daarin voorgeskryf word; en

347 (2) amending any other provisions of the said Determination which may require amendment consequent on (1).".

It is further notified that questionnaires have in terms of section 10 (1) of the Wage Act, 1957, been forwarded to employers for completion. Employers who do not receive these questionnaires within 14 days after the date of this notice, should please notify the Secretary of the Wage Board.

(12 July 1991)

NOTICE 649 OF 1991

DEPARTMENT OF JUSTICE

ANNOUNCEMENT OF NAMES OF PERSONS WHO FURNISHED THE INFORMATION REFERRED TO IN PARAGRAPH (b) OF GOVERNMENT NOTICE No. 3013 OF 18 DECEMBER 1990

The Director-General: Justice hereby makes known for general information in the Schedule, the names of persons who furnished in full the information referred to in paragraph (b) of Government Notice No. 3013 of 18 December 1990, in so far as such information relates to the granting of indemnity in accordance with the said Government Notice, in respect of the departure from the Union or Republic without a valid passport or a permit or without authority at a place other than a port, as referred to in paragraph (a) thereof, by such persons.

(2) enige ander bepalings van genoemde Vasstelling te wysig wat as gevolg van (1) gewysig moet word.".

Verder word bekendgemaak dat vraelyste kragtens artikels 10 (1) van die Loonwet, 1957, aan werkgewers gestuur is om in te vul. Werkgewers wat die vraelyste nie binne 14 dae na die datum van hierdie kennisgewing ontvang nie, moet asseblief die Sekretaris van die Loonraad in kennis stel.

(12 Julie 1991)

KENNISGEWING 649 VAN 1991

DEPARTEMENT VAN JUSTISIE

BEKENDMAKING VAN NAME VAN PERSONE WAT DIE INLIGTING BEDOEL IN PARAGRAAF (b) VAN GOEWERMENTSKENNISGEWING No. 3013 VAN 18 DESEMBER 1990 VERSTREK HET

Die Direkteur-generaal: Justisie maak hierby vir algemene inligting in die Bylae bekend, die name van persone wat die inligting bedoel in paragraaf (b) van Goewermentskennisgewing No. 3013 van 18 Desember 1990 volledig verstrek het, vir sover sodanige inligting betrekking het op die verlening van vrywaring ooreenkomstig genoemde Goewermentskennisgewing, ten opsigte van die verlating van die Unie of Republiek sonder 'n geldige paspoort of 'n permit of sonder magtiging by 'n ander plek as 'n toegangspoort, soos bedoel in paragraaf (a) daarvan, deur sodanige persone.

SCHEDULE • BYLAE

Surname Van	Full christian names Volle voorname	Date of birth Geboortedatum
Bembe	Happy	—
Bhengu	Delane Hopewell	1923–11–19
Bisho	William Ishmael	1956–04–13
Chikashi	Joyce	1936–03–03
Dalindyebo	Nasapho	1947–05–06
David	Siphiwo	1963–09–01
Dlaku	Asanda Susan	1968–01–27
Gema	David Dennis Mbusi	1970–02–10
Gqabi	Nonkululeko	1959–11–23
Gumede	Brian Velaphi	1973–08–29
Gumede	Joel Mlungisi	1969–06–27
Gumede	Mlungisi	1969–07–20
Hlatshwayo	Mduduzi Edward	1972–10–01
Hlengwa	Maxwell Sabelo	1972–05–11
Hlongwa	C Monli	1968–12–11
Jali	Cedric Qiniso	1967–02–03
Jali	Sibongiseni Raynold	1964–01–02
Joyi	Freeman Mkhululi	1973–07–19
Kganyago	Frederick	1971–03–13
Kgosi	Skhukhune	1959–06–21
Khalipha	Sidwell Bonakele	1960–01–12
Kheswa	Armstrong Mduduzi	1970–09–18
Khoza	Chilton Dumisani	1959–05–06

BYLAE

Pos	Subpos	T. S.	Artikel Beskrywing	Statistiese Eenheid	Skaal van Reg	Annotasies
17.01			Deur pos No. 17.01 deur die volgende te vervang:			
"17.01			**Rietsuiker of beetsuiker en chemies suiwer sukrose, in soliede vorm.**			
	1701.1		Rou suiker wat nie bygevoegde geursel of kleursel bevat nie:			
	1701.11	6	Rietsuiker	kg	20% of 115c/kg min 80%	
	1701.12	2	Beetsuiker	kg	20% of 115c/kg min 80%	
	1701.9		Ander:			
	1701.91	2	Wat bygevoegde geursel of kleursel bevat	kg	20% of 115c/kg min 80%	
	1701.99	3	Ander	kg	20%of 115c/kg min 80%"	

Opmerking.—Die skaal van reg op rietsuiker of beetsuiker en chemies suiwer sukrose, in soliede vorm, word van 20% of 100c/kg min 80% na 20% of 115c/kg min 80% gewysig.

DEPARTMENT OF MANPOWER

No. R. 1692 **26 July 1991**

LABOUR RELATIONS ACT, 1956

CORRECTION NOTICE

IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY: RE-ENACTMENT OF THE LIFT ENGINEERING AGREEMENT

The following corrections to Government Notice No. R. 94 appearing in *Government Gazette* No. 12977 of 15 January 1991, are hereby published for general information:

In the English text of the Schedule:

1. PART 1, CLAUSE (6): WAGES

In subclause (a) substitute the expression "R13,49 per hour" for the expression "R13,40 per hour".

No. R. 1693 **26 July 1991**

(347)

WAGE ACT, 1957

AMENDMENT OF WAGE DETERMINATION 457: HOTEL TRADE, CERTAIN AREAS

I, Eli van der Merwe Louw, Minister of Manpower, hereby, in terms of section 15 (6) of the Wage Act, 1957, amend Wage Determination 457: Hotel Trade, Certain Areas, published under Government Notice No. R. 329 of 3 March 1989, in accordance with the Schedule hereto and fix the third Monday after the date of publication of this notice as the date from which the said amendment shall be binding.

E. VAN DER M. LOUW,
Minister of Manpower.

DEPARTEMENT VAN MANNEKRAG

No. R. 1692 **26 Julie 1991**

WET OP ARBEIDSVERHOUDINGE, 1956

VERBETERINGSKENNISGEWING

YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID: HERBEKRAGTIGING VAN DIE HYSBAK-INGENIEURSOOREENKOMS

Onderstaande verbeterings aan Goewermentskennisgewing No. R. 94 wat in *Staatskoerant* No. 12977 van 15 Januarie 1991 verskyn, word hierby vir algemene inligting gepubliseer:

In die Engelse teks van die Bylae:

1. DEEL 1, KLOUSULE (6): LONE

In subklousule (a) vervang van die syfer "R13,40 per hour" met die uitdrukking "R13,49 per hour".

No. R. 1693 **26 Julie 1991**

LOONWET, 1957

WYSIGING VAN LOONVASSTELLING 457: HOTELBEDRYF, SEKERE GEBIEDE

Ek, Eli van der Merwe Louw, Minister van Mannekrag, wysig hierby kragtens artikel 15 (6) van die Loonwet, 1957, Loonvasstelling 457: Hotelbedryf, Sekere Gebiede, gepubliseer by Goewermentskennisgewing No. R. 329 van 3 Maart 1989, ooreenkomstig die Bylae hiervan en bepaal die derde Maandag na die datum van publikasie van hierdie kennisgewing as die datum waarop genoemde wysiging bindend word.

E. VAN DER M. LOUW,
Minister van Mannekrag.

347

SCHEDULE

1. In clause 3, substitute the following for subclause (1) (b):

"(b) An employer shall, subject to the proviso to paragraph (a), pay to each member of the undermentioned classes of his employees, other than casual employees and part-time employees, the minimum wages specified hereunder:

BYLAE

1. In klousule 3, vervang subklousule (1) (b) deur die volgende:

"(b) Behoudens die voorbehoudsbepaling van paragraaf (a), moet 'n werkgewer aan elke lid van ondergenoemde klasse van sy werknemers, uitgesonderd los werknemers en deeltydse werknemers, die minimum loon hieronder gespesifiseer, betaal:

	The Magisterial District of Kuils River and the municipal areas of Paarl, Port Elizabeth, Sasolburg and Umhlanga (excluding that portion which falls within a radius of 17,7 km from the Durban General Post Office)			The Magisterial Districts of Paarl (excluding the municipal area of Paarl) and Stellenbosch and the municipal areas of Bloemfontein, Carletonville, Despatch, Kimberley, Klerksdorp, Odendaalsrus, Orkney, Potchefstroom, Stilfontein, Uitenhage, Virginia, Welkom, Wellington and Witbank			The municipal area of Kroonstad			The Magisterial Districts of Brits, George, Gordonia, Hermanus, Highveld Ridge, Knysna and Klip River, the areas within a radius of 20 km from the Middelburg (Tvl), Mossel Bay, Nelspruit and Pietersburg General Post Offices, and 30 km from the Rustenburg General Post Office, respectively, and the municipal areas of Bethlehem, Ermelo, Estcourt, Heidelberg (Tvl), Lichtenburg, Malmesbury, Newcastle, Oudtshoorn and Worcester			The Magisterial District of White River, the areas within a radius of 20 km and 30 km from the Grahamstown and Harrismith General Post Offices, respectively, the municipal areas of Beaufort West, Bethal Bronkhorstspruit, Ceres, Cradock, De Aar, Delmas, Dundee, Empangeni, Fochville, Graaff-Reinet, Hennenman, King William's Town, Parys, Phalaborwa, Potgietersrus, Queenstown, Richards Bay, Standerton, Stanger, Tzaneen, Verulam, Vryburg, Vryheid, Vredenburg, Saldanha and Warmbaths and that portion of the Magisterial District of Inanda which falls outside a radius of 17,7 km from the Durban General Post Office, but excluding the municipal area of Umhlanga		
	R per month	R per month	R per month	R per month	R per month	R per month	R per month	R per month	R per month	R per month	R per month	R per month	R per month	R per month	R per month
	(a)	(b)	(c)	(a)	(b)	(c)	(a)	(b)	(c)	(a)	(b)	(c)	(a)	(b)	(c)
Assistant manager	863	915	970	806	854	905	711	754	799	657	696	738	580	615	652
Barman/Bartender—															
during the first year of experience	483	512	543	451	478	507	398	422	447	367	389	412	325	345	366
during the second year of experience	613	650	689	573	607	643	506	536	568	467	495	525	413	438	464
thereafter	744	789	836	695	737	781	614	651	690	567	601	637	501	531	563
Bedroom attendant	401	425	451	375	398	422	330	350	371	305	323	342	269	285	302
Clerk—															
during the first year of experience	471	499	529	440	466	494	388	411	436	359	381	404	317	336	356
during the second year of experience	554	587	622	517	548	581	456	483	512	421	446	473	373	395	419
during the third year of experience	629	667	707	588	623	660	519	550	583	479	508	538	423	448	475
thereafter	704	746	791	658	697	739	581	616	653	536	568	602	474	502	532
Cook—															
during the first year of experience	416	441	467	389	412	437	343	364	386	317	336	356	279	296	314
during the second year of experience	498	528	560	465	493	523	510	435	461	378	401	425	334	354	375
thereafter	555	588	623	518	549	582	457	484	513	422	447	474	373	395	419
Driver	447	474	502	416	441	467	369	391	414	339	359	380	300	318	337

347

	The Magisterial District of Kuils River and the municipal areas of Paarl, Port Elizabeth, Sasolburg and Umhlanga (excluding that portion which falls within a radius of 17,7 km from the Durban General Post Office)			The Magisterial Districts of Paarl (excluding the municipal area of Paarl) and Stellenbosch and the municipal areas of Bloemfontein, Carletonville, Despatch, Kimberley, Klerksdorp, Odendaalsrus, Orkney, Potchefstroom, Stilfontein, Uitenhage, Virginia, Welkom, Wellington and Witbank			The municipal area of Kroonstad			The Magisterial Districts of Brits, George, Gordonia, Hermanus, Highveld Ridge, Knysna and Klip River, the areas within a radius of 20 km from the Middelburg (Tvl), Mossel Bay, Nelspruit and Pietersburg General Post Offices, and 30 km from the Rustenburg General Post Office, respectively, and the municipal areas of Bethlehem, Ermelo, Estcourt, Heidelberg (Tvl), Lichtenburg, Malmesbury, Newcastle, Oudtshoorn and Worcester			The Magisterial District of White River, the areas within a radius of 20 km and 30 km from the Grahamstown and Harrismith General Post Offices, respectively, the municipal areas of Beaufort West, Bethal Bronkhorstspruit, Ceres, Cradock, De Aar, Delmas, Dundee, Empangeni, Fochville, Graaff-Reinet, Hennenman, King William's Town, Parys, Phalaborwa, Potgietersrus, Queenstown, Richards Bay, Standerton, Stanger, Tzaneen, Verulam, Vryburg, Vryheid, Vredenburg, Saldanha and Warmbaths and that portion of the Magisterial District of Inanda which falls outside a radius of 17,7 km from the Durban General Post Office, but excluding the municipal area of Umhlanga		
	R per month	R per month	R per month	R per month	R per month	R per month	R per month	R per month	R per month	R per month	R per month	R per month	R per month	R per month	R per month
	(a)	(b)	(c)	(a)	(b)	(c)	(a)	(b)	(c)	(a)	(b)	(c)	(a)	(b)	(c)
*General assistant	*370	*392	*416	*346	*367	*389	*305	*323	*342	*282	*299	*317	*249	*264	*280
Handyman	515	546	579	481	510	541	424	449	476	392	416	441	346	367	389
Head barman	804	852	903	751	796	844	662	702	744	612	649	688	542	575	610
Head cook	593	629	667	553	586	621	488	517	548	451	478	507	399	423	448
Head waiter	515	546	579	481	510	541	424	449	476	392	416	441	346	367	389
Housekeeper—															
during the first year of experience	486	513	544	452	479	508	399	423	448	369	391	414	325	345	366
thereafter	555	588	623	518	549	582	457	484	513	422	447	474	373	395	419
Night porter	515	546	579	481	510	541	424	449	476	392	416	441	346	367	389
Page	As for a general assistant														
Porter—															
during the first year of experience	416	441	467	389	412	437	343	364	386	317	336	356	279	296	314
during the second year of experience	455	482	511	425	451	478	375	398	422	347	368	390	305	323	342
thereafter	496	526	558	463	491	520	408	432	458	377	400	424	333	353	374
Security guard	471	499	529	440	466	494	388	411	436	359	381	404	317	336	356

347 ~~389~~

	The Magisterial District of Kuils River and the municipal areas of Paarl, Port Elizabeth, Sasolburg and Umhlanga (excluding that portion which falls within a radius of 17,7 km from the Durban General Post Office)			The Magisterial Districts of Paarl (excluding the municipal area of Paarl) and Stellenbosch and the municipal areas of Bloemfontein, Carletonville, Despatch, Kimberley, Klerksdorp, Odendaalsrus, Orkney, Potchefstroom, Stilfontein, Uitenhage, Virginia, Welkom, Wellington and Witbank			The municipal area of Kroonstad			The Magisterial Districts of Brits, George, Gordonia, Hermanus, Highveld Ridge, Knysna and Klip River, the areas within a radius of 20 km from the Middelburg (Tvl), Mossel Bay, Nelspruit and Pietersburg General Post Offices, and 30 km from the Rustenburg General Post Office, respectively, and the municipal areas of Bethlehem, Ermelo, Estcourt, Heidelberg (Tvl), Lichtenburg, Malmesbury, Newcastle, Oudtshoorn and Worcester			The Magisterial District of White River, the areas within a radius of 20 km and 30 km from the Grahamstown and Harrismith General Post Offices, respectively, the municipal areas of Beaufort West, Bethal Bronkhorstspruit, Ceres, Cradock, De Aar, Delmas, Dundee, Empangeni, Fochville, Graaff-Reinet, Hennenman, King William's Town, Parys, Phalaborwa, Potgietersrus, Queenstown, Richards Bay, Standerton, Stanger, Tzaneen, Verulam, Vryburg, Vryheid, Vredenburg, Saldanha and Warmbaths and that portion of the Magisterial District of Inanda which falls outside a radius of 17,7 km from the Durban General Post Office, but excluding the municipal area of Umhlanga		
	R per month	R per month	R per month	R per month	R per month	R per month	R per month	R per month	R per month	R per month	R per month	R per month	R per month	R per month	R per month
	(a)	(b)	(c)	(a)	(b)	(c)	(a)	(b)	(c)	(a)	(b)	(c)	(a)	(b)	(c)
Waiter	As for a porter														
Watchman	416	441	467	389	412	437	343	364	386	317	336	356	279	296	314
Wine steward	As for a porter														
Employee not specifically mentioned elsewhere in this subclause	416	441	467	389	412	437	343	364	386	317	336	356	279	296	314

* Provided that this wage may be reduced by not more than 10 per cent during the first six months of employment, in the aggregate, with the same employer.

Notes:

(a) During the first six months after this amendment becomes effective

(b) During the second six months after this amendment becomes effective

(c) Thereafter".

2. In clause 3, substitute the following for subclause (1) (c):

"(c) *Casual employees:* Subject to the proviso to paragraph (a), an employer shall pay a casual employee in respect of each hour or part of an hour (excluding overtime) worked by him on any day other than a paid holiday or a Sunday not less than the hourly wage prescribed in paragraph (b), read with clause 2 (18), for an ordinary employee who in the same area performs the same class of work as the casual employee is required to do, plus 15 per cent, or not less than the hourly wage or hourly equivalent of the wage actually being paid to the ordinary employee, whichever is the greater amount: Provided that:

(i) for the purposes of this paragraph the expression 'the ordinary employee' means the employee who performs the particular class of work in the employer's full-time employ and who is being paid the lowest wage for that class of work;

(ii) where the employer requires the casual employee—

(aa) to perform the work of a class of employee for whom wages on a rising scale are prescribed, the expression 'hourly wage' shall mean the hourly wage prescribed for a qualified employee of that class;

(ab) to work for a period of less than four hours on any day, he shall be deemed to have worked for four hours.".

3. In clause 5, substitute the following for subclause (6) (c):

"(c) This clause shall not apply to an assistant manager or any other class of employee who is in receipt of a regular annual wage of not less than the remuneration stipulated for the area in which he is employed in a current exemption published in terms of section 34 (1) of the Basic Conditions of Employment Act, 1983 (Act No. 3 of 1983).".

2. In klousule 3, vervang subklousule (1) (c) deur die volgende:

"(c) *Los werknemers:* Behoudens die voorbehoudsbepaling van paragraaf (a), moet 'n werkgewer 'n los werknemer ten opsigte van elke uur of gedeelte van 'n uur (uitgesonderd oortyd) wat hy op enige dag behalwe 'n betaalde vakansiedag of 'n Sondag werk, minstens die uurloon betaal wat by paragraaf (b), gelees met klousule 2 (33), voorgeskryf word vir 'n gewone werknemer wat in dieselfde gebied dieselfde klas werk verrig as dié wat van die los werknemer vereis word, plus 15 persent, of minstens die uurloon of die uurlikse ekwivalent van die loon betaal wat werklik aan die gewone werknemer betaal word, watter bedrag ook al die grootste is: Met dien verstande dat:

(i) by die toepassing van hierdie paragraaf die uitdrukking 'die gewone werknemer' die werknemer beteken wat die betrokke klas werk in die werkgewer se voltydse diens verrig en aan wie die laagste loon vir daardie klas werk betaal word;

(ii) waar die werkgewer van die los werknemer vereis—

(aa) om die werk te verrig van 'n klas werknemer vir wie 'n loon teen 'n stygende skaal voorgeskryf word, die uitdrukking 'uurloon' die uurloon beteken wat vir 'n gekwalifiseerde werknemer van daardie klas voorgeskryf word;

(ab) om vir 'n tydperk van minder as vier uur op enige dag te werk, hy geag word vir uur lank te gewerk het.".

3. In klousule 5, vervang subklousule (6) (c) deur die volgende:

"(c) Hierdie klousule is nie van toepassing nie op 'n assistentbestuurder of enige ander klas werknemer wat 'n gereelde jaarlikse loon ontvang van minstens die beloning wat vir die gebied waarin hy werksaam is, bepaal is in 'n bestaande vrystelling gepubliseer kragtens artikel 34 (1) van die Wet op Basiese Diensvoorwaardes, 1983 (Wet No. 3 van 1983).".

No. R. 1746 **26 July 1991**

MANPOWER TRAINING ACT, 1981

METAL AND ENGINEERING INDUSTRIES ARTISAN TRAINING BOARD: DESIGNATION OF TRADES AND PRESCRIPTION OF CONDITIONS OF APPRENTICESHIP

I, Eli van der Merwe Louw, Minister of Manpower, acting in terms of section 13 of the Manpower Training Act, 1981 hereby—

(a) withdraw with effect from the second Monday after the date of publication of this notice Government Notices Nos. R. 1043 of 25 May 1984 and R. 895 of 16 May 1986: Provided that—

(i) clauses 2, 4 and 6 of Government Notices No. R. 1043 of 25 May 1984 remain applicable in respect of an apprentice whose contract of apprenticeship was entered into prior to the date of the coming into operation of this notice; and

(ii) the practical training courses in respect of the trades of Architectural Metalworker, Boatbuilder, Bricklayer (Refractory) Carpenter, Coppersmith, Die Sinker and Engraver, Electrician (Construction), Electrician (Engineering), Electroplater, Inboard/Outboard Engine Mechanic, Millwright, Plumber, Roll Tool and Template Maker, Telecommunication Electrician, Vehicle Body Builder (Composite) and Vehicle Body Builder (Metal) set out in Government Notices Nos. R. 1043 of 25 May 1984 and R. 895 of 16 May 1986, shall remain applicable in respect of apprentices in the said trades whose contracts of apprenticeship were entered into prior to the date of the coming into operation of this notice;

No. R. 1746 **26 Julie 1991**

WET OP MANNEKRAGOPLEIDING, 1981

OPLEIDINGSRAAD VIR AMBAGSLUI IN DIE METAAL- EN INGENIEURSNYWERHEDE: AANWYSING VAN AMBAGTE EN VOORSKRYWING VAN LEERVOORWAARDES

Ek, Eli van der Merwe Louw, Minister van Mannekrag, handelende kragtens artikel 13 van die Wet op Mannekragopleiding, 1981—

(a) trek hierby Goerwermentskennisgewings Nos. R. 1043 van 25 Mei 1984 en R. 895 van 16 Mei 1986 terug met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing: Met dien verstande dat—

(i) klousules 2, 4 en 6 van Goewermentskennisgewing No. R. 1043 van 25 Mei 1984 van toepassing bly op 'n vakleerling wat sy kontrak van vakleerlingskap aangegaan het voor die datum van inwerkingtreding van hierdie kennisgewing; en

(ii) die praktiese opleidingskursusse ten opsigte van die ambagte Argitektoniese Metaalwerker, Binneboord-/Buiteboordenjinwerktuigkundige, Bootbouer, Elektrisiën (Ingenieurswerk), Elektrisiën (Konstruksie), Elektroplateerder, Kopersmid, Loodgieter, Meulmaker, Messelaar (Vuurvaste stene), Stempelsnyer en Graveerder, Timmerman, Telekommunikasie-elektrisiën, Voertuigbakbouer (Metaal), Voertuigbakbouer (Saamgesteld) en Walsgereedskap- en Patroonmaker, soos uiteengesit in Goewermentkennisgewings Nos. R. 1043 van 25 Mei 1984 en R. 895 van 16 Mei 1986, van toepassing bly op vakleerlinge in die genoemde ambagte wat hul opleidingskontrakte aangegaan het voor die datum van inwerkingtreding van hierdie kennisgewing;

Commission divided over Wage Act for domestics

(347) B/Day 13/9/91

VERA VON LIERES

THE National Manpower Commission is divided on whether to recommend inclusion of domestic workers under the Wage Act.

Recommendations to extend labour legislation to domestic workers are contained in a 19-page report to be published in the Government Gazette today. The report has been handed to Manpower Minister Eli Louw for consideration.

Main recommendations are that domestic workers be covered immediately by the Basic Conditions of Employment Act and the Labour Relations Act. The Workmen's Compensation Act and the Unemployment Insurance Act should also be extended to domestic workers.

Although it was recommended that domestic workers be included under the main labour laws, specific amendments had to be made to provide for the special circumstances.

Members who felt that domestic workers should not be included under the Wage Act — which determines minimum wages for employees not covered by negotiated wage agreements — recommended instead that there should be wage guidelines.

These should be non-binding and drafted by the Wage Board or similar institution. Wages could be recommended according to area, worker competence and training and employers' financial ability.

Members who recommended that domestics should be included under the Wage Act, said that the Wage Board was a forum for debate, argument and the presentation of evidence on whether there should be minimum conditions of employment, including a minimum wage.

Inclusion under the Wage Act would allow the Wage Board to investigate wages and other conditions of employment in the domestic sector.

The board would take account of relevant factors and could recommend minimum wages for different areas. Manpower Minister Eli Louw would, however, retain a discretion as to whether to give effect to the recommendations by making a determination.

The commission was also split on a contract of employment for domestic workers. One group supported the view that provision should be made in the Basic Conditions of Employment Act that no domestic workers may be employed for longer than three months without a written contract. The contract should be signed by both parties, be available for inspection, and both employer and domestic worker should have a copy.

Other commission members felt that no statutory compulsion should exits.

It was recommended that domestic workers be entitled to 12 weeks maternity leave, as provided by the Basic Conditions of Employment Act.

The commission decided to investigate whether female employees in all sectors should be guaranteed their jobs back after pregnancy.

AIDS drive to get R5m

B/Day 13/9/91

DAVE LOURENS

NATIONAL Health and Welfare Minister Rina Venter announced yesterday the allocation of R5m to a six- month AIDS communication campaign and a further R1,5m to a children's lifestyle training programme.

The allocation of more resources was "essential" because over 300 people a day were becoming HIV-infected.

AIDS Unit head Dr Manda Holmshaw said the campaign would feature an African approach.

'Explosive' township crisis warning

GERALD REILLY

PRETORIA — An explosive financial crisis was developing in black townships despite spending by regional services councils, Central Witwatersrand RSC chairman John Griffiths said yesterday.

Griffiths told a public administration conference at the Human Sciences Research Council the growing crisis could lead to a total breakdown of services and could contribute to problems with health services.

He warned that SA could enter an era of potentially uncontrollable inflation, a "suspect" balance of payments and an even more bloated public sector if the authorities went for quick-fix solutions to buy political goodwill.

Griffiths said accelerated urbanisation had placed extreme pressure on infrastructure and services. Part of the interim solutions required the involvement of white local authorities in providing administration and technical assistance for the joint provision of services.

Joint administrations would be even better, he said.

In the PWV area, 40 000 to 50 000 hectares would be needed for housing by the year 2000. About half of this would be needed to meet the current backlog.

It was accepted SA had to provide housing for more than 200 000 families a year between now and the end of the century.

Griffiths said identification of land was being hampered by statutory and inflexible policy and planning documents.

He said the plethora of bodies involved in urbanisation should be rationalised into one department.

B/Day 13/9/91

NMC split on wages issue

(347)

THE National Manpower Commission has split on the hot issue of minimum wages for the domestic sector.

In its recommendations on the legal position of domestic workers, published today, it presents two opposing views on the inclusion of domestics under the Wage Act.

Some members call for the Wage Board, or a similar body, to set only non-binding wage guidelines for the sector. W/Mail 13/9 - 19/9/91

Others, including the Congress of South African Trade Unions' Geoff Schreiner, urge the immediate extension of the Wage Act to domestics. They argue that after hearing evidence and argument, the Wage Board will be placed to recommend appropriate minimum conditions.

Among the arguments against inclusion listed by the NMC is the possiblility that a countrywide minimum wage could hit domestic employment and spur urban drift from the rural areas. The heavy job losses which followed Zimbabwe's move to a minimum domestic wage are mentioned.

The NMC was split on similar lines on the extension of the Wage Act to farmworkers.

Union welcomes proposal

Star 16/9/91

By Zingisa Mkhuma

The South African Domestic Workers Union (Sadwu) has welcomed recent National Manpower Commission proposals that domestic workers should fall under the protection of the Basic Conditions of Employment Act.

But the union has slated the commission for ignoring their demands for the workers to be included in the Wage Act.

Sadwu said although the commission had accepted the majority of their proposals, they would not be satisfied until the Government included domestic workers in the Wage Act,

Sadwu's general secretary, Florence de Villiers, said: "Demands for a living wage were the sore part of the proposals we have made to the Government since 1980.

"Recommending guidelines on wages and not on the Wage Act is not enough. We won't be satisfied until the Wage Act is implemented."

Miss de Villiers pointed out that the union is demanding R450 a month for all its workers but may increase the amount after their national congress in October.

She strongly criticised employers who still paid their workers amounts below the recommended minimum wage.

KENNISGEWING 306 VAN 1992

DEPARTEMENT VAN MANNEKRAG

LOONWET, 1957

LOONRAADONDERSOEK: HERSIENING VAN LOONVASSTELLING 408: METAALHOUER- EN AANVERWANTE PRODUKTENYWERHEID: 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* No. 13792 (by Kennisgewing 193) van 6 Maart 1992 gepubliseer is, toe te laat om mondelinge vertoë tot die Raad te rig. Vir dié doel sal die Raad 'n sitting hou op die plek, tyd en datum hieronder aangedui:

Johannesburg: Departement van Mannekrag, Ouditorium, Vyfde Verdieping, Annuity House, Rissikstraat 8, om 14:00 op 15 April 1992.

M. J. DELPORT,

Sekretaris: Loonraad.

(3 April 1992)

NOTICE 306 OF 1992

DEPARTMENT OF MANPOWER

WAGE ACT, 1957 347

WAGE BOARD INVESTIGATION: REVISION OF WAGE DETERMINATION 408: METAL CONTAINERS AND ALLIED PRODUCTS 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* No. 13792 (under Notice 193) of 6 March 1992 to submit oral representations to the Board. For the purpose of hearing representations, the Board will hold a sitting at the venue, time and date indicated below:

Johannesburg: Department of Manpower, Auditorium, Fifth Floor, Annuity House, Rissik Street 8, at 14:00 on 15 April 1992.

M. J. DELPORT,

Secretary: Wage Board.

(3 April 1992)

KENNISGEWING 307 VAN 1992

WET OP ARBEIDSVERHOUDINGE, 1956

AANSOEK OM REGISTRASIE VAN 'N WERKGEWERSORGANISASIE

Ek, David William James, Nywerheidsregistrateur, maak ingevolge artikel 4 (2) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om registrasie as 'n werkgewersorganisasie ontvang is van die South African Post Tensioning Association.

Besonderhede van die aansoek word in onderstaande tabel verstrek.

Enige geregistreerde werkgewersorganisasie wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekrag, Mannekraggebou 123A, Schoemanstraat 215, Pretoria (posadres: Privaat Sak X117, Pretoria, 0001).

TABEL

Naam van werkgewersorganisasie: South African Post Tensioning Association.

Datum waarop aansoek ingedien is: 13 Augustus 1991.

Belange en gebied ten opsigte waarvan aansoek gedoen word: Werkgewers betrokke by die Naspanbetonstelselnywerheid in die Republiek van Suid-Afrika.

Vir die doeleindes hiervan beteken—

"Naspanbetonstelselnywerheid" die nywerheid waarin werkgewers en hul werknemers met mekaar geassosieer is vir die verrigting van alle werksaamhede in die betonnaspanningsproses, en omvat dit alle bedrywighede wat daarmee gepaard gaan of daaruit voortspruit;

NOTICE 307 OF 1992

LABOUR RELATIONS ACT, 1956

APPLICATION FOR REGISTRATION OF AN EMPLOYERS' ORGANISATION

I, David William James, Industrial Registrar, do hereby, in terms of section 4 (2) of the Labour Relations Act, 1956, give notice that an application for registration as an employer's organisation has been received from the South African Post Tensioning Association.

Particulars of the application are reflected in the subjoined table.

Any registered employers' organisation which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 123A Manpower Building, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of the date of publication of this notice.

TABLE

Name of employers' organisation: South African Post Tensioning Association.

Date on which application was lodged: 13 August 1991.

Interests and area in respect of which application is made: Employers engaged in the post tensioned concrete systems industry in the Republic of South Africa.

For the purposes hereof—

"Post Tensioned Concrete Systems Industry" means the industry in which employers and their employees are associated for the carrying on of activities in the process of the post tensioning of concrete, and includes all operations incidental thereto or consequent thereon;

No. R. 2510 **4 September 1992**

WET OP ARBEIDSVERHOUDINGE, 1956

KLERASIENYWERHEID, KAAP: HERNUWING VAN VOORSORGFONDSOOREENKOMS

Ek, Dennis van der Walt, Direkteur: Arbeidsverhoudinge, behoorlik daartoe gemagtig deur die Minister van Mannekrag, verklaar hierby, kragtens artikel 48 (4) (a) (ii) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van Goewermentskennisgewings R. 678 van 31 Maart 1983, R. 2719 van 15 Desember 1983, R. 2671 van 7 Desember 1984, R. 1065 van 30 Mei 1986, R. 253 van 6 Februarie 1987, R. 1463 van 22 Julie 1988, R. 2070 van 14 Oktober 1988 en R. 1234 van 30 Mei 1991, van krag is vanaf die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1993 eindig.

D. VAN DER WALT,

Direkteur: Arbeidsverhoudinge.

No. R. 2510 **4 September 1992**

LABOUR RELATIONS ACT, 1956

CLOTHING INDUSTRY, CAPE: RENEWAL OF PROVIDENT FUND AGREEMENT

I, Dennis van der Walt, Director: Labour Relations, duly authorised thereto by the Minister of Manpower, hereby, in terms of section 48 (4) (a) (ii) of the Labour Relations Act, 1956, declare the provisions of Government Notices R. 678 of 31 March 1983, R. 2719 of 15 December 1983, R. 2671 of 7 December 1984, R. 1065 of 30 May 1986, R. 253 of 6 February 1987, R. 1463 of 22 July 1988, R. 2070 of 14 October 1988 and R. 1234 of 30 May 1991 to be effective from the date of publication of this notice and for the period ending 30 June 1993.

D. VAN DER WALT,

Director: Labour Relations.

No. R. 2511 **4 September 1992**

WET OP ARBEIDSVERHOUDINGE, 1956

KLERASIENYWERHEID, KAAP: HERNUWING VAN OOREENKOMS VIR DIE BREI-AFDELING

Ek, Dennis van der Walt, Direkteur: Arbeidsverhoudinge, behoorlik daartoe gemagtig deur die Minister van Mannekrag, verklaar hierby, kragtens artikel 48 (4) (a) (ii) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van Goewermentskennisgewings R. 1374 van 1 Julie 1983, R. 1262 van 22 Junie 1984, R. 2669 van 7 Desember 1984, R. 1743 van 9 Augustus 1985, R. 254 van 6 Februarie 1987, R. 2067 van 14 Oktober 1988, R. 2327 van 27 Oktober 1989, R. 2756 van 15 Desember 1989, R. 2086 van 31 Augustus 1990 en R. 1235 van 30 Mei 1991, van krag is vanaf die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1993 eindig.

D. VAN DER WALT,

Direkteur: Arbeidsverhoudinge.

No. R. 2511 **4 September 1992**

LABOUR RELATIONS ACT, 1956

CLOTHING INDUSTRY, CAPE: RENEWAL OF AGREEMENT FOR THE KNITTING DIVISION

I, Dennis van der Walt, Director: Labour Relations, duly authorised thereto by the Minister of Manpower, hereby, in terms of section 48 (4) (a) (ii) of the Labour Relations Act, 1956, declare the provisions of Government Notices R. 1374 of 1 July 1983, R. 1262 of 22 June 1984, R. 2669 of 7 December 1984, R. 1743 of 9 August 1985, R. 254 of 6 February 1987, R. 2067 of 14 October 1988, R. 2327 of 27 October 1989, R. 2756 of 15 December 1989, R. 2086 of 31 August 1990 and R. 1235 of 30 May 1991, to be effective from the date of publication of this notice and for the period ending 30 June 1993.

D. VAN DER WALT,

Director: Labour Relations.

No. R. 2482 **4 September 1992**

LOONWET, 1957

WYSIGING VAN LOONVASSTELLING 461: VERVERSINGSBEDRYF, SEKERE GEBIEDE

Ek, Glen Morris Edwin Carelse, Adjunkminister van Mannekrag, wysig hierby kragtens artikel 15 (6) van die Loonwet, 1957, Loonvasstelling 461: Verversingsbedryf, Sekere Gebiede gepubliseer by Goewermentskennisgewing No. R. 1027 van 26 Mei 1989, ooreenkomstig die Bylae hiervan en bepaal die derde Maandag na die datum van publikasie van hierdie kennisgewing as die datum waarop genoemde wysiging bindend word.

G. M. E. CARELSE,

Adjunkminister van Mannekrag.

BYLAE

1. In klousule 3—

(1) vervang subklousule (1) (b) deur die volgende:

No. R. 2482 (347) **4 September 1992**

WAGE ACT, 1957

AMENDMENT OF WAGE DETERMINATION 461: CATERING TRADE, CERTAIN AREAS

I, Glen Morris Edwin Carelse, Deputy Minister of Manpower, hereby, in terms of section 15 (6) of the Wage Act, 1957, amend Wage Determination 461: Catering Trade, Certain Areas published under Government Notice No. R. 1027 of 26 May 1989 in accordance with the Schedule hereto and fix the third Monday after the date of publication of this notice as the date from which the said amendment shall be binding.

G. M. E. CARELSE,

Deputy Minister of Manpower.

SCHEDULE

1. In clause 3—

(1) substitute the following for subclause (1) (b):

(347)

"(b) *Employees, other than casual employees and part-time employees:*

	The Magisterial Districts of Alberton, Bellville, Benoni, Boksburg, Brakpan, Chatsworth, Durban, Germiston, Goodwood, Johannesburg, Kempton Park, Krugersdorp, Pinetown, Pretoria, Randburg, Randfontein, Roodepoort, Simon's Town, Springs, The Cape, Westonaria, Wonderboom and Wynberg and the municipal areas of Brackenfell, Carletonville, Kuils River, Meyerton, Nigel, Paarl, Port Elizabeth, Sasolburg, Uitenhage, Umhlanga, Vanderbijlpark and Vereeniging				The municipal areas of Beacon Bay, Bloemfontein, Despatch, East London (excluding the village of Berlin), Gordon's Bay, Kimberley, Klerksdorp, Odendaalsrus, Orkney, Pietermaritzburg, Potchefstroom, Secunda, Somerset West, Stellenbosch, Stilfontein, Strand, Virginia, Welkom, Wellington and Witbank and the village management board area of Allanridge				The municipal areas of Bethlehem, Brits, Ermelo, Estcourt, Evander, George, Grahamstown, Harrismith, Hartenbos, Heidelberg (Tvl), Hermanus, Knysna, Kroonstad, Ladysmith, Lichtenburg, Margate, Middelburg (Tvl), Mossel Bay, Nelspruit, Newcastle, Oudtshoorn, Parys, Pietersburg, Plettenberg Bay, Potgietersrus, Port Shepstone, Queenstown, Rustenburg, Scottburgh, Upington, Verulam, White River and Worcester			
	During the first 12 months after this amendment has come into operation		Thereafter		During the first 12 months after this amendment has come into operation		Thereafter		During the first 12 months after this amendment has come into operation		Thereafter	
	R.p.w.	R.p.m.	R.p.w.	R.p.m.	R.p.w.	R.p.m.	R.p.w.	R.p.m.	R.p.w.	R.p.m.	R.p.w.	R.p.m.
Bartender—												
during the first year of experience	137,60	596,30	151,40	656,10	125,00	541,70	137,50	595,50	108,30	469,30	119,20	516,60
during the second year of experience	161,30	699,00	177,50	769,20	146,70	635,70	161,40	699,40	126,40	547,80	139,10	602,80
during the third year of experience	185,10	802,10	203,70	882,70	168,30	729,30	185,20	802,60	145,30	629,70	159,90	692,90
during the fourth year of experience	208,80	904,80	229,70	995,40	190,00	823,40	209,00	905,70	162,70	705,10	179,00	775,70
thereafter	232,60	1 008,00	255,90	1 108,90	212,30	920,00	233,60	1 012,30	181,60	787,00	199,80	865,80
Clerk—												
during the first year of experience	137,60	596,30	151,50	656,10	125,00	541,70	137,50	595,90	108,30	469,30	119,20	516,60
during the second year of experience	167,60	726,30	184,40	799,10	153,00	663,00	168,30	729,30	132,00	572,00	145,20	629,20
during the third year of experience	198,40	859,80	218,30	946,00	180,90	783,90	199,00	862,40	155,80	675,20	171,40	742,80
thereafter	229,10	992,80	252,10	1 092,50	208,80	904,80	229,70	995,40	178,80	774,80	196,70	852,40
Cook—												
during the first six months of experience	120,80	523,50	132,90	575,90	109,70	475,40	120,70	523,10	94,30	408,70	103,80	449,80
during the second six months of experience	126,40	547,80	139,10	602,80	114,60	496,60	126,10	546,50	98,50	436,90	108,40	469,80
during the third six months of experience	132,00	572,00	145,20	629,20	120,10	520,50	132,20	572,90	102,70	445,10	113,00	489,70
thereafter	138,00	598,00	152,00	658,70	125,00	541,70	138,00	598,00	107,00	463,70	118,00	511,40
Cook, first	149,50	647,90	164,50	712,90	134,80	584,20	148,30	642,70	116,00	502,70	127,60	553,00
Counterhand—												
during the first six months of experience	120,80	523,50	132,90	575,90	109,70	475,40	120,70	523,10	94,30	408,70	103,80	449,80
during the second six months of experience	129,20	559,90	142,20	616,20	117,40	508,80	129,20	559,90	100,60	436,00	110,70	479,70
thereafter	138,00	598,00	152,00	658,70	125,00	541,70	138,00	598,00	107,00	463,70	118,00	511,40
Delivery employee Grade A	120,80	523,50	132,90	575,90	109,70	475,40	120,70	523,10	94,30	408,70	103,80	449,80
Delivery employee Grade B	117,00	507,00	129,00	559,00	106,00	549,00	117,00	507,00	91,00	394,40	101,00	437,70
Driver of—												
a light motor vehicle	133,40	578,10	146,80	636,20	120,80	523,50	132,90	575,90	104,10	451,10	114,60	496,60
a medium motor vehicle (articulated)	164,80	714,20	181,30	785,70	150,20	650,90	165,30	716,30	125,50	556,90	141,40	612,80
a medium motor vehicle (rigid)	158,50	686,90	174,40	755,80	143,90	623,60	158,30	686,00	123,60	535,60	136,00	589,40
a heavy motor vehicle (articulated)	190,70	826,40	209,80	909,20	173,90	753,60	191,30	829,00	148,80	644,80	163,70	709,40
a heavy motor vehicle (rigid)	183,00	793,00	201,30	872,30	166,90	723,30	183,60	795,60	143,20	620,60	157,60	683,00
an extra heavy motor vehicle (articulated)	210,90	913,00	232,00	1 005,40	192,80	835,50	212,10	919,10	164,80	714,20	181,30	785,70
an extra heavy motor vehicle (rigid)	202,50	877,50	222,80	965,50	184,40	799,10	202,90	879,30	157,90	684,30	173,70	752,70
an ultra heavy motor vehicle	220,00	953,40	242,00	1 048,70	201,10	871,50	221,30	959,00	171,80	744,50	189,00	819,00
General worker	115,00*	498,30*	127,00*	550,30*	105,00*	455,00*	116,00*	503,70*	90,00*	390,00*	99,00*	429,00*

	The Magisterial Districts of Alberton, Bellville, Benoni, Boksburg, Brakpan, Chatsworth, Durban, Germiston, Goodwood, Johannesburg, Kempton Park, Krugersdorp, Pinetown, Pretoria, Randburg, Randfontein, Roodepoort, Simon's Town, Springs, The Cape, Westonaria, Wonderboom and Wynberg and the municipal areas of Brackenfell, Carletonville, Kuils River, Meyerton, Nigel, Paarl, Port Elizabeth, Sasolburg, Uitenhage, Umhlanga, Vanderbijlpark and Vereeniging				The municipal areas of Beacon Bay, Bloemfontein, Despatch, East London (excluding the village of Berlin), Gordon's Bay, Kimberley, Klerksdorp, Odendaalsrus, Orkney, Pietermaritzburg, Potchefstroom, Secunda, Somerset West, Stellenbosch, Stilfontein, Strand, Virginia, Welkom, Wellington and Witbank and the village management board area of Allanridge				The municipal areas of Bethlehem, Brits, Ermelo, Estcourt, Evander, George, Grahamstown, Harrismith, Hartenbos, Heidelberg (Tvl), Hermanus, Knysna, Kroonstad, Ladysmith, Lichtenburg, Margate, Middelburg (Tvl), Mossel Bay, Nelspruit, Newcastle, Oudtshoorn, Parys, Pietersburg, Plettenberg Bay, Potgietersrus, Port Shepstone, Queenstown, Rustenburg, Scottburgh, Upington, Verulam, White River and Worcester			
	During the first 12 months after this amendment has come into operation		Thereafter		During the first 12 months after this amendment has come into operation		Thereafter		During the first 12 months after this amendment has come into operation		Thereafter	
	R.p.w.	R.p.m.	R.p.w.	R.p.m.	R.p.w.	R.p.m.	R.p.w.	R.p.m.	R.p.w.	R.p.m.	R.p.w.	R.p.m.
Grill hand—												
during the first six months of experience	116,70	505,70	128,40	556,40	106,20	460,20	116,90	506,60	90,80	393,50	99,90	432,90
during the second six months of experience	123,60	535,60	136,00	589,40	111,80	484,50	123,00	533,00	95,70	414,70	105,30	456,30
thereafter	130,00	563,40	143,00	619,70	118,00	511,40	130,00	563,40	102,00	442,00	113,00	489,70
Kitchen hand	117,00	507,00	129,00	559,00	106,00	459,40	117,00	507,00	91,00	394,40	101,00	437,70
Pantry hand—												
during the first six months of experience	116,70	505,70	128,40	556,40	106,20	460,20	116,90	506,60	90,80	393,50	99,90	432,90
during the second six months of experience	123,60	535,60	136,00	589,40	111,80	484,50	123,00	533,00	95,70	414,70	105,30	456,30
thereafter	130,00	563,40	143,00	619,70	118,00	511,40	130,00	563,40	102,00	442,00	113,00	489,70
Part-time driver	143,20	620,60	157,60	683,00	129,90	562,90	142,90	619,30	111,80	484,50	132,00	533,00
Part-time theatre employee—												
(i) Counterhand	105,30	456,30	115,80	501,80	96,30	417,30	105,90	458,90	82,00	355,30	90,90	393,90
(ii) theatre vendor	105,30	456,30	115,80	501,80	96,30	417,30	105,90	458,90	82,00	355,30	90,90	393,90
(iii) waiter	103,50	448,50	113,90	493,50	94,50	409,50	104,40	452,40	81,00	351,00	90,00	386,00
Security guard—See penultimate employee category in this Table												
Staff cook	116,70	505,70	128,40	556,40	106,20	460,20	116,90	506,60	90,80	393,50	99,90	432,90
Supervisor	240,90	1 043,90	265,00	1 148,40	219,30	950,30	241,30	1 045,70	188,60	817,30	207,50	899,20
Theatre vendor	137,60	596,30	151,40	656,10	125,00	541,70	137,50	595,90	106,90	463,30	117,60	509,60
Waiter—												
during the first six months of experience	116,70	505,70	128,40	556,40	106,20	460,20	116,90	506,60	90,80	393,50	99,90	432,90
during the second six months of experience	123,60	535,60	136,00	589,40	111,80	484,50	123,00	533,00	95,70	414,70	105,30	456,30
thereafter	130,00	563,40	143,00	619,70	118,00	511,40	130,00	563,40	102,00	442,00	113,00	489,70
Watchman—See last employee category in this Table												
Wine steward—												
during the first six months of experience	120,80	523,50	132,90	575,90	109,70	475,40	120,70	523,10	94,30	408,70	103,80	449,80
during the second six months of experience	129,20	559,90	142,20	616,20	117,40	508,90	129,20	559,90	100,60	436,00	110,70	479,70
thereafter	137,60	596,30	151,40	656,10	125,00	541,70	137,50	595,90	106,90	463,30	117,60	509,60
Employee not specifically mentioned in this paragraph	116,70	505,70	128,40	556,40	106,20	460,20	116,90	506,60	90,80	393,50	99,90	432,90

(347)

"(b) *Employees, other than casual employees and part-time employees:*

	The municipal areas of Aliwal North, Beaufort West, Bethal, Bronkhorstspruit, Caledon, Ceres, Cradock, De Aar, Delmas, Dundee, Empangeni, Fochville, Gonubie, Graaff-Reinet, Howick, King William's Town, Malmesbury, Phalaborwa, Standerton, Stanger, Tzaneen, Volksrust, Vredenburg-Saldanha, Vryburg, Vryheid and Warmbaths				The municipal areas of Barberton, Burgersdorp, Christiana, Ficksburg, Glencoe, Groblersdal, Heilbron, Kokstad, Kuruman, Ladybrand, Louis Trichardt, Lydenburg, Middelburg (Cape), Montagu, Nylstroom, Piet Retief, Riversdale, Robertson, Schweizer-Reneke, Senekal, Somerset East, Swellendam, Thabazimbi, Wolmaransstad and Zeerust			
	During the first 12 months after this amendment has come into operation		Thereafter		During the first 12 months after this amendment has come into operation		Thereafter	
	R.p.w.	R.p.m.	R.p.w.	R.p.m.	R.p.w.	R.p.m.	R.p.w.	R.p.m.
Bartender—								
during the first year of experience	104,10	451,10	114,60	496,60	97,10	420,80	106,90	463,30
during the second year of experience	120,10	520,50	132,20	572,90	111,10	481,50	122,30	530,00
during the third year of experience	136,20	590,20	149,90	649,60	125,70	544,70	138,30	599,30
during the fourth year of experience	152,30	660,00	167,60	726,30	139,70	605,40	153,70	666,10
thereafter	168,30	729,30	185,20	802,60	153,70	666,10	169,10	732,80
Clerk—								
during the first year of experience	104,10	451,10	114,60	496,60	97,10	420,80	106,90	463,30
during the second year of experience	123,60	535,60	136,00	589,40	115,30	499,70	126,90	549,90
during the third year of experience	143,90	623,60	158,30	686,00	133,40	578,10	146,80	636,20
thereafter	164,10	711,10	180,60	782,60	151,60	657,00	166,80	722,80
Cook—								
during the first six months of experience	86,60	375,30	95,30	413,00	75,50	327,20	83,10	360,10
during the second six months of experience	90,10	390,50	99,20	429,90	78,90	341,90	86,80	376,20
during the third six months of experience	94,30	408,70	103,80	449,80	82,40	357,00	90,70	393,10
thereafter	99,00	429,00	109,00	472,40	86,00	372,70	95,00	411,70
Cook, first	106,20	460,20	116,90	506,90	92,20	399,60	101,50	439,90
Counterhand—								
during the first six months of experience	86,60	375,30	95,30	413,00	75,50	327,20	83,10	360,10
during the second six months of experience	92,20	399,60	101,50	439,90	80,30	348,00	88,40	383,10
thereafter	99,00	429,00	109,00	472,40	86,00	372,70	95,00	411,70
Delivering employee Grade A	86,60	375,30	95,30	413,00	75,50	372,20	83,10	360,10
Delivering employee Grade B	84,00	364,00	93,00	403,00	73,00	316,40	81,00	351,00
Driver of—								
A light motor vehicle	95,70	414,70	105,30	456,30	83,10	360,10	91,50	396,50
a medium motor vehicle (articulated)	118,00	511,40	129,80	462,50	102,70	445,10	113,00	489,70
a medium motor vehicle (rigid)	113,20	490,60	124,60	540,00	98,50	426,90	108,40	469,80
a heavy motor vehicle (articulated)	136,90	593,30	150,60	652,60	119,40	517,40	131,40	569,40
a heavy motor vehicle (rigid)	131,30	569,00	144,50	626,20	114,60	496,60	126,10	546,50
an extra heavy motor vehicle (articulated)	151,60	657,00	166,80	722,80	132,00	572,00	145,20	629,20
an extra heavy motor vehicle (rigid)	145,30	629,70	159,90	692,90	126,40	547,80	139,10	602,80
an ultra heavy motor vehicle	157,90	684,30	173,70	752,70	137,60	596,30	151,40	656,10
General worker	82,50*	357,50*	91,00*	394,30*	70,50*	305,50*	78,00*	338,00*

347

"(b) *Employees, other than casual employees and part-time employees:*

	The municipal areas of Aliwal North, Beaufort West, Bethal, Bronkhorstspruit, Caledon, Ceres, Cradock, De Aar, Delmas, Dundee, Empangeni, Fochville, Gonubie, Graaff-Reinet, Howick, King William's Town, Malmesbury, Phalaborwa, Standerton, Stanger, Tzaneen, Volksrust, Vredenburg-Saldanha, Vryburg, Vryheid and Warmbaths				The municipal areas of Barberton, Burgersdorp, Christiana, Ficksburg, Glencoe, Groblersdal, Heilbron, Kokstad, Kuruman, Ladybrand, Louis Trichardt, Lydenburg, Middelburg (Cape), Montagu, Nylstroom, Piet Retief, Riversdale, Robertson, Schweizer-Reneke, Senekal, Somerset East, Swellendam, Thabazimbi, Wolmaransstad and Zeerust			
	During the first 12 months after this amendment has come into operation		Thereafter		During the first 12 months after this amendment has come into operation		Thereafter	
	R.p.w.	R.p.m.	R.p.w.	R.p.m.	R.p.w.	R.p.m.	R.p.w.	R.p.m.
Grill hand—								
during the first six months of experience	83,80	363,20	92,20	399,60	72,70	315,10	80,00	346,70
during the second six months of experience	88,00	381,40	96,80	419,50	76,90	333,30	84,60	366,60
thereafter	93,00	403,00	103,00	446,40	81,00	351,00	90,00	390,00
Kitchen hand	84,00	364,00	93,00	403,00	73,00	316,40	81,00	351,00
Pantry hand—								
during the first six months of experience	83,80	363,20	92,20	399,60	72,70	315,10	80,00	346,70
during the second six months of experience	88,00	381,40	96,80	419,50	76,90	333,30	84,60	366,60
thereafter	93,00	403,00	103,00	446,40	81,00	351,00	90,00	390,00
Part-time driver	104,10	451,10	114,60	496,60	89,40	387,40	98,40	426,40
Part-time theatre employee—								
(i) counterhand	76,10	329,70	83,70	362,70	65,20	282,50	71,70	310,70
(ii) theatre vendor	76,10	329,70	83,70	362,70	65,20	282,50	71,70	310,70
(iii) waiter	74,30	322,10	81,90	354,90	63,50	275,10	70,20	304,20
Security guard—See penúltimate employee category in this Table								
Staff cook	83,80	363,20	92,20	399,60	72,70	315,10	80,00	346,70
Supervisor	176,00	762,70	193,60	839,00	159,20	689,90	175,20	759,20
Theatre vendor	98,50	426,90	108,40	469,80	85,90	372,30	94,50	409,50
Waiter—								
during the first six months of experience	83,80	363,20	92,20	399,60	72,70	315,10	80,00	346,70
during the second six months of experience	88,00	381,30	96,40	417,70	76,90	333,30	84,60	366,60
thereafter	93,00	403,00	103,00	446,40	81,00	351,00	90,00	390,00
Watchman—See last employee category in this Table								
Wine steward—								
during the first six months of experience	86,60	375,30	95,30	413,00	75,50	327,20	83,10	360,10
during the second six months of experience	92,20	399,60	101,50	439,90	80,30	348,00	88,40	383,10
thereafter	98,50	426,90	108,40	469,80	85,90	372,30	94,50	409,50
Employee not specifically mentioned in this paragraph	83,80	363,20	92,20	399,60	72,70	315,10	80,00	346,70

347

	R.p.u.	Minimum vir enige funksie R	R.p.u.	Minimum vir enige funksie R	R.p.u.	Minimum vir enige funksie R	R.p.u.	Minimum vir enige funksie R	R.p.u.	Minimum vir enige funksie R	R.p.u.	Minimum vir enige funksie R
Werknemers by 'n spesiale funksie												
Algemene werker	3,00	9,00	3,00	9,90	2,80	8,40	3,10	9,30	2,30	6,90	2,60	7,80
Drywer van 'n—												
ligte motorvoertuig	3,60	10,80	4,00	12,00	3,30	9,90	3,70	11,10	2,80	8,40	3,10	9,30
medium motorvoertuig (gelede)	4,40	13,20	4,90	14,70	4,00	12,00	4,40	13,20	3,50	10,50	3,90	11,70
medium motorvoertuig (nie-gelede)	4,20	12,60	4,70	14,10	3,90	11,70	4,30	12,90	3,30	9,90	3,70	11,10
swaar motorvoertuig (gelede)	5,10	15,30	5,70	17,10	4,70	14,10	5,20	15,60	4,10	12,30	4,60	13,80
swaar motorvoertuig (nie-gelede)	4,90	14,70	5,40	16,20	4,50	13,50	5,00	15,00	3,80	11,40	4,20	12,60
ekstra swaar motorvoertuig (gelede)	5,70	17,10	6,30	18,90	5,20	15,60	5,80	17,40	4,40	13,20	4,90	14,70
ekstra swaarmotorvoertuig (nie-gelede)	5,40	16,20	6,00	18,00	4,90	14,70	5,40	16,20	4,20	12,60	4,70	14,10
ultra swaar motorvoertuig	5,90	17,70	6,50	19,50	5,40	16,20	6,00	18,00	4,60	13,80	5,10	15,30
Kassier	6,20	18,60	6,90	20,70	5,60	16,80	5,90	17,60	4,90	14,70	5,40	16,20
Kelner	3,50	10,50	3,90	11,70	3,20	9,60	3,60	10,80	2,70	8,10	3,00	9,00
Kok, eerste	4,00	12,00	4,40	13,20	3,60	10,80	4,00	12,00	3,10	9,30	3,50	10,50
Kroegman	6,30	18,90	7,00	21,00	5,70	17,10	6,30	18,90	5,00	15,00	5,50	16,50
Toesighouer	6,50	19,50	7,20	21,60	5,90	17,70	6,50	19,50	5,10	15,30	5,70	17,10
Wynkelner	3,70	11,10	4,10	12,30	3,40	10,20	3,80	11,40	2,90	8,70	3,20	9,60

	Gedurende die eerste ses maande nadat hierdie wysiging in werking getree het		Gedurende die tweede ses maande nadat hierdie wysiging in werking getree het		Daarna		Gedurende die eerste ses maande nadat hierdie wysiging in werking getree het		Gedurende die tweede ses maande nadat hierdie wysiging in werking getree het		Daarna		Gedurende die eerste ses maande nadat hierdie wysiging in werking getree het		Gedurende die tweede ses maande nadat hierdie wysiging in werking getree het		Daarna	
	R.p.w.	R.p.m.	R.p.w.	R.p.m.	R.p.w.	R.p.m.	R.p.w.	R.p.m.	R.p.w.	R.p.m.	R.p.w.	R.p.m.	R.p.w.	R.p.m.	R.p.w.	R.p.m.	R.p.w.	R.p.m.
Sekuriteitswag—																		
(i) wie se gewone werkure nie 48 per week oorskry nie	132,50	574,10	132,50	574,10	145,80	631,80	120,50	522,10	120,50	522,10	132,50	574,10	103,20	477,20	103,20	447,20	113,50	491,80
(ii) wie se gewone werkure 48 per week oorskry	137,50	595,80	159,80	692,40	182,20	789,50	125,50	543,80	145,60	630,90	165,70	718,00	108,20	468,80	125,00	541,60	141,90	614,90
Wag—																		
(i) wie se gewone werkure nie 48 per week oorskry nie	126,50	548,10	126,50	548,10	139,20	603,20	115,50	500,50	115,50	500,50	127,00	550,30	99,00	429,00	99,00	429,00	108,90	471,90
(ii) wie se gewone werkure 48 per week oorskry	128,00	554,60	151,00	654,30	174,00	754,00	117,00	507,00	132,50	574,10	158,00	684,60	100,50	435,50	118,40	513,00	136,20	590,20

* Met dien verstande dat dié loon van die werknemer gedurende sy eerste ses maande diens altesaam by dieselfde werkgewer, met hoogstens 10 persent verminder mag word.".

347

	R.p.u.	Minimum vir enige funksie R	R.p.u.	Minimum vir enige funksie R	R.p.u.	Minimum vir enige funksie R	R.p.u.	Minimum vir enige funksie R
Werknemers by 'n spesiale funksie								
Algemene werker	2,20	6,60	2,50	7,50	1,90	5,70	2,10	6,30
Drywer van 'n—								
ligte motorvoertuig	2,60	7,80	2,90	8,70	2,20	6,60	2,50	7,50
medium motorvoertuig (gelede)	3,20	9,60	3,60	10,80	2,80	8,40	3,10	9,30
medium motorvoertuig (nie-gelede)	3,10	9,30	3,50	10,50	2,70	8,10	3,00	9,00
swaar motorvoertuig (gelede)	3,70	11,10	4,10	12,30	3,20	9,60	3,60	10,80
swaar motorvoertuig (nie-gelede)	3,50	10,50	3,90	11,70	3,10	9,30	3,50	10,50
ekstra swaar motorvoertuig (gelede)	4,10	12,30	4,60	13,80	3,60	10,80	4,00	12,00
ekstra swaar motorvoertuig (nie-gelede)	3,90	11,70	4,30	12,90	3,40	10,20	3,80	11,40
ultra swaar motorvoertuig	4,30	12,90	4,80	14,40	3,70	11,10	4,10	12,30
Kassier	4,60	13,80	5,10	15,30	4,20	12,60	4,70	14,10
Kelner	2,50	7,50	2,80	8,40	2,20	6,60	2,50	7,50
Kok, eerste	2,90	8,70	3,20	9,60	2,50	7,50	2,80	8,40
Kroegman	4,70	14,10	5,20	15,60	4,30	12,90	4,80	14,40
Toesighouer	4,80	14,40	5,30	15,90	4,40	13,20	4,90	14,70
Wynkelner	2,70	8,10	3,00	9,00	2,30	6,90	2,60	7,80

	Gedurende die eerste ses maande nadat hierdie wysiging in werking getree het		Gedurende die tweede ses maande nadat hierdie wysiging in werking getree het		Daarna		Gedurende die eerste ses maande nadat hierdie wysiging in werking getree het		Gedurende die tweede ses maande nadat hierdie wysiging in werking getree het		Daarna	
	R.p.w.	R.p.m.	R.p.w.	R.p.m.	R.p.w.	R.p.m.	R.p.w.	R.p.m.	R.p.w.	R.p.m.	R.p.w.	R.p.m.
Sekuriteitswag—												
(i) wie se gewone werkure nie 48 per week oorskry nie	95,00	411,60	95,00	411,60	104,50	452,80	80,80	350,10	80,80	350,10	89,00	385,60
(ii) wie se gewone werkure 48 per week oorskry	100,00	433,30	115,40	500,00	130,60	565,90	85,80	371,80	98,40	426,40	111,00	481,00
Wag—												
(i) wie se gewone werkure nie 48 per week oorskry nie	90,80	393,40	90,80	393,40	99,90	432,90	77,60	336,20	77,60	336,20	85,40	370,00
(ii) wie se gewone werkure 48 per week oorskry	92,30	400,00	108,60	470,60	124,80	540,80	79,10	342,80	92,90	402,50	106,70	462,30

* Met dien verstande dat dié loon van die werknemer gedurende sy eerste ses maande diens altesaam by dieselfde werkgewer, met hoogstens 10 persent verminder mag word."

367

	R.p.h.	Minimum for any function R	R.p.h.	Minimum for any function R	R.p.h.	Minimum for any function R	R.p.h.	Minimum for any function R	R.p.h.	Minimum for any function R	R.p.h.	Minimum for any function R
Special function employees												
Bartender	6,30	18,90	7,00	21,00	5,70	17,10	6,30	18,90	5,00	15,00	5,50	16,50
Cashier	6,20	18,60	6,90	20,70	5,60	16,80	5,90	17,60	4,90	14,70	5,40	16,20
Cook, first	4,00	12,00	4,40	13,20	3,60	10,80	4,00	12,00	3,10	9,30	3,50	10,50
Driver of—												
a light motor vehicle	3,60	10,80	4,00	12,00	3,30	9,90	3,70	11,10	2,80	8,40	3,10	9,30
a medium motor vehicle (articulated)	4,40	13,20	4,90	14,70	4,00	12,00	4,40	13,20	3,50	10,50	3,90	11,70
a medium motor vehicle (rigid)	4,20	12,60	4,70	14,10	3,90	11,70	4,30	12,90	3,30	9,90	3,70	11,10
a heavy motor vehicle (articulated)	5,10	15,30	5,70	17,10	4,70	14,10	5,20	15,60	4,10	12,30	4,60	13,80
a heavy motor vehicle (rigid)	4,90	14,70	5,40	16,20	4,50	13,50	5,00	15,00	3,80	11,40	4,20	12,60
an extra heavy motor vehicle (articulated)	5,70	17,10	6,30	18,90	5,20	15,60	5,80	17,40	4,40	13,20	4,90	14,70
an extra heavy motor vehicle (rigid)	5,40	16,20	6,00	18,00	4,90	14,70	5,40	16,20	4,20	12,60	4,70	14,10
an ultra heavy motor vehicle	5,90	17,70	6,50	19,50	5,40	16,20	6,00	18,00	4,60	13,80	5,10	15,30
General worker	3,00	9,00	3,00	9,90	2,80	8,40	3,10	9,30	2,30	6,90	2,60	7,80
Supervisor	6,50	19,50	7,20	21,60	5,90	17,70	6,50	19,50	5,10	15,30	5,70	17,10
Waiter	3,50	10,50	3,90	11,70	3,20	9,60	3,60	10,80	2,70	8,10	3,00	9,00
Wine steward	3,70	11,10	4,10	12,30	3,40	10,20	3,80	11,40	2,90	8,70	3,20	9,60

	During the first six months after this amendment has come into operation		During the second six months after this amendment has come into operation		Thereafter		During the first six months after this amendment has come into operation		During the second six months after this amendment has come into operation		Thereafter		During the first six months after this amendment has come into operation		During the second six months after this amendment has come into operation		Thereafter	
	R.p.w.	R.p.m.	R.p.w.	R.p.m.	R.p.w.	R.p.m.	R.p.w.	R.p.m.	R.p.w.	R.p.m.	R.p.w.	R.p.m.	R.p.w.	R.p.m.	R.p.w.	R.p.m.	R.p.w.	R.p.m.
Security guard—																		
(i) whose ordinary hours of work do not exceed 48 per week	132,50	574,10	132,50	574,10	145,80	631,80	120,50	522,10	120,50	522,10	132,50	574,10	103,20	477,20	103,20	447,20	113,50	491,80
(ii) whose ordinary hours of work exceed 48 per week	137,50	595,80	159,80	692,40	182,20	789,50	125,50	543,80	145,60	630,90	165,70	718,00	108,20	468,80	125,00	541,60	141,90	614,90
Watchman—																		
(i) whose ordinary hours of work do not exceed 48 per week	126,50	548,10	126,50	548,10	139,20	603,20	115,50	500,50	115,50	500,50	127,00	550,30	99,00	429,00	99,00	429,00	108,90	471,90
(ii) whose ordinary hours of work exceed 48 per week	128,00	554,60	151,00	654,30	174,00	754,00	117,00	507,00	132,50	574,10	158,00	684,60	100,50	435,50	118,40	513,00	136,20	590,20

* Provided that the wage of the employee may be reduced by not more than 10 per cent during the first six months, in the aggregate, of the employee's service with the same employer.".

347

	R.p.h.	Minimum for any function R	R.p.h.	Minimum for any function R	R.p.h.	Minimum for any function R	R.p.h.	Minimum for any function R
Special function employees								
Bartender	4,70	14,10	5,20	15,60	4,30	12,90	4,80	14,40
Cashier	4,60	13,80	5,10	15,30	4,20	12,60	4,70	14,10
Cook, first	2,90	8,70	3,20	9,60	2,50	7,50	2,80	8,40
Driver of—								
a light motor vehicle	2,60	7,80	2,90	8,70	2,20	6,60	2,50	7,50
a medium motor vehicle (articulated)	3,20	9,60	3,60	10,80	2,80	8,40	3,10	9,30
a medium motor vehicle (rigid)	3,10	9,30	3,50	10,50	2,70	8,10	3,00	9,00
a heavy motor vehicle (articulated)	3,70	11,10	4,10	12,30	3,20	9,60	3,60	10,80
a heavy motor vehicle (rigid)	3,50	10,50	3,90	11,70	3,10	9,30	3,50	10,50
an extra heavy motor vehicle (articulated)	4,10	12,30	4,60	13,80	3,60	10,80	4,00	12,00
an extra heavy motor vehicle (rigid)	3,90	11,70	4,30	12,90	3,40	10,20	3,80	11,40
an ultra heavy motor vehicle	4,30	12,90	4,80	14,40	3,70	11,10	4,10	12,30
General worker	2,20	6,60	2,50	7,50	1,90	5,70	2,10	6,30
Supervisor	4,80	14,40	5,30	15,90	4,40	13,20	4,90	14,70
Waiter	2,50	7,50	2,80	8,40	2,20	6,60	2,50	7,50
Wine steward	2,70	8,10	3,00	9,00	2,30	6,90	2,60	7,80

	During the first six months after this amendment has come into operation		During the second six months after this amendment has come into operation		Thereafter		During the first six months after this amendment has come into operation		During the second six months after this amendment has come into operation		Thereafter	
	R.p.w.	R.p.m.	R.p.w.	R.p.m.	R.p.w.	R.p.m.	R.p.w.	R.p.m.	R.p.w.	R.p.m.	R.p.w.	R.p.m.
Security guard—												
(i) whose ordinary hours of work do not exceed 48 per week	95,00	411,60	95,00	411,60	104,50	452,80	80,80	350,10	80,80	350,10	89,00	385,60
(ii) whose ordinary hours of work exceed 48 per week	100,00	433,30	115,40	500,00	130,60	565,90	85,80	371,80	98,40	426,40	111,00	481,00
Watchman—												
(i) whose ordinary hours of work do not exceed 48 per week	90,80	393,40	90,80	393,40	99,90	432,90	77,60	336,20	77,60	336,20	85,40	370,00
(ii) whose ordinary hours of work exceed 48 per week	92,30	400,00	108,60	470,60	124,80	540,80	79,10	342,80	92,90	402,50	106,70	462,30

* Provided that the wage of the employee may be reduced by not more than 10 per cent during the first six months, in the aggregate, of the employee's service with the same employer."

347

(2) vervang subklousule (1) (c) deur die volgende:

"(c) *Los werknemers:* Behoudens die voorbehoudsbepaling in paragraaf (a), moet 'n werkgewer 'n los werknemer ten opsigte van elke uur of gedeelte van 'n uur (uitgesonderd oortyd) wat hy op enige dag behalwe 'n betaalde vakansiedag of 'n Sondag werk, minstens die uurloon voorgeskryf by paragraaf (b) saamgelees met klousule 2 (54) vir 'n gewone werknemer wat in dieselfde gebied dieselfde klas werk verrig as dié wat van die los werknemer vereis word plus 15 persent, of minstens die uurloon of die uurlikse ekwivalent van die loon wat werklik aan die gewone werknemer betaal word, watter bedrag ook al die grootste is, betaal: Met dien verstande dat—

(i) by die toepassing van hierdie paragraaf die uitdrukking 'die gewone werknemer' die werknemer beteken wat die betrokke klas werk in die werkgewer se voltydse diens verrig en aan wie die laagste loon vir daardie klas werk betaal word;

(ii) waar die werkgewer van die los werknemer vereis—

(aa) om die werk te verrig van 'n klas werknemer vir wie 'n loon teen 'n stygende skaal voorgeskryf word, die uitdrukking 'uurloon' die uurloon beteken wat vir 'n gekwalifiseerde werknemer van daardie klas voorgeskryf word;

(ab) om vir 'n tydperk van minder as vier uur op 'n dag te werk, hy geag word vir vier uur te gewerk het."; en

(3) in subklousule (1) (d), skrap die komma na die woorde "in paragraaf (a)" en voeg in die sinsnede "en in paragraaf (b),".

2. *In klousule* 4, in subklousule (6) (f) vervang die punt na die woord "nie" deur 'n dubbelpunt en voeg by die sinsnede "Met dien verstande voorts dat hierdie voorbehoudsbepaling nie geld nie waar die dienskontrak beëindig word".

3. *In klousule 5,* vervang subklousule (7) (a) deur die volgende:

"(a) Hierdie klousule is nie van toepassing nie op enige klas werknemer wat gereeld 'n jaarlikse loon ontvang van minstens die beloning wat vir die gebied waarin hy werksaam is, bepaal is in 'n bestaande vrystelling wat kragtens artikel 34 (1) van die Wet op Basiese Diensvoorwaardes, 1983 (Wet No. 3 van 1983), gepubliseer is.".

F. S. P. DE VILLIERS,
Voorsitter.

J. P. B. MARAIS,
Lid.

S. ARIEFDIEN,
Addisionele lid.

M. J. DELPORT,
Sekretaris.

Pretoria, 17 Desember 1991.

No. R. 2506 **4 September 1992**

WET OP MANNEKRAGOPLEIDING, 1981

SUIWELBEDRYFOPLEIDINGSKEMA

Ek, Leon Wessels, Minister van Mannekrag, verklaar hierby, kragtens artikel 39 (5) van die Wet op Mannekragopleiding, 1981, dat die bepalings van die Skema soos gepubliseer by Goewermentskennisgewing No. R. 2041 van 31 Augustus 1990, soos gewysig by Goewermentskennisgewing No. R. 2401 van 4 Oktober 1991, met ingang van 10 September 1992 vervang word met die Skema wat in die Bylae hiervan verskyn en bindend is vir alle werkgewers en werknemers wat betrokke is by of in diens is in die Suiwelbedryf in die

(2) substitute the following for subclause (1) (c):

"(c) *Casual employees:* Subject to the proviso to paragraph (a), an employer shall pay a casual employee in respect of each hour or part of an hour (excluding overtime) worked by him on any day other than a paid holiday or a Sunday not less than the hourly wage prescribed in paragraph (b) read with clause 2 (24) for an ordinary employee who in the same area performs the same class of work as the casual employee is required to do, plus 15 per cent, or not less than the hourly wage or the hourly equivalent of the wage actually being paid to the ordinary employee, whichever is the greater amount: Provided that—

(i) for the purposes of this paragraph the expression 'the ordinary employee' means the employee who performs the particular class of work in the employer's full-time employ and who is being paid the lowest wage for that class of work;

(ii) where the employer requires the casual employee—

(aa) to perform the work of a class of employee for whom wages ae prescribed on a rising scale, the expression 'hourly wage' shall mean the hourly wage prescribed for a qualified employee of that class;

(ab) to work for a period of less than four hours on any day, he shall be deemed to have worked for four hours."; and

(3) in subclause (1) (d), delete the comma after the words "paragraph (a)" and insert the phrase "and paragraph (b),".

2. *In clause 4,* in subclause (6) (f), substitute a colon for the full stop after the word "concerned" and add the sentence "Provided further that this proviso shall not apply where the contract of employment is terminated".

3. *In clause 5,* substitute the following for subclause (7) (a):

"(a) This clause shall not apply to any class of employee who is in receipt of a regular annual wage of not less than the remuneration stipulated for the area in which he is employed in a current exemption published in terms of section 34 (1) of the Basic Conditions of Employment Act, 1983 (Act No. 3 of 1983).".

F. S. P. DE VILLIERS,
Chairman.

J. P. B. MARAIS,
Member.

S. ARIEFDIEN,
Additional member.

M. J. DELPORT,
Secretary.

Pretoria, 17 December 1991.

No. R. 2506 **4 September 1992**

MANPOWER TRAINING ACT, 1981

DAIRY INDUSTRY TRAINING SCHEME

I, Leon Wessels, Minister of Manpower, hereby, in terms of section 39 (5) of the Manpower Training Act, 1981, declare that the provisions of the Scheme as published in Government Notice No. R. 2041 of 31 August 1990, as amended by Government Notice No. R. 2401 of 4 October 1991, is substituted by the Scheme which appears in the Schedule hereto and which shall be binding with effect from 10 September 1992, upon all employers and employees engaged or employed in the Dairy Industry in the Republic of South

11. The Chief Executive Officer may, in consultation with the institute, reserve the right of admission to any garden and for this purpose shall put up a notice to this effect at the entrance to the garden.

Penalties for contravention of these by-laws

12. Any person who contravenes or fails to comply with the provisions of these by-laws, shall be guilty of an offence and liable on conviction to a fine not exceeding R1 000 or imprisonment for a period not exceeding three months or both such fine and such imprisonment.

(16 October 1992)

11. Die Hoof- Uitvoerende Beampte kan, in oorleg met die instituut, die reg van toegang tot enige tuin voorbehou en vir hierdie doel moet 'n kennisgewing tot dien effekte by die ingang na die tuin aangebring word.

Strawwe vir oortreding van hierdie verordeninge

12. Iemand wat die bepalings van hierdie verordeninge oortree of versuim om daaraan te voldoen, is skuldig aan 'n misdryf en by skuldigbevinding strafbaar met 'n boete van hoogstens R1 000 of gevangenisstraf vir 'n tydperk van hoogstens drie maande of daardie boete sowel as daardie gevangenisstraf.

(16 Oktober 1992)

NOTICE 921 OF 1992

DEPARTMENT OF MANPOWER

WAGE ACT, 1957 (347)

WAGE BOARD INVESTIGATION: REVISION OF WAGES, WAGE DETERMINATION 467: UNSKILLED LABOUR, CERTAIN AREAS

The Wage Board has decided in terms of section 9 (2) 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* No. 14264 (under Notice 814) of 11 September 1992, to submit oral representations to the Board. For this purpose the Board will hold sittings at the venues, times and dates indicated below:

(a) *Pietermaritzburg:* Department of Manpower, Seventh Floor, Davis Alexander Building, 143 Church Street, at 14:30 on 27 October 1992.

(b) *Port Shepstone:* Manpower Centre, Main Harding Road, Marburg, at 12:00 on 28 October 1992.

(c) *Durban:* 317 Masonic Grove Building, Masonic Grove, at 09:00 on 30 October 1992.

(d) *Port Elizabeth:* The Board Room, Eben Dönges Building, Hancock Street, at 09:00 on 4 November 1992.

(e) *Cape Town:* Occupational Safety Offices, 3rd Floor, Minelli House, Buitekant Street at 09:00 on 13 November 1992.

(f) *Kimberley:* First Floor, Markstead Building, corner of Market and Stead Streets, at 14:00 on 25 November 1992.

Particulars of sittings to be held in other centres will be published at a later date.

M. J. DELPORT,

Secretary: Wage Board.

(16 October 1992)

KENNISGEWING 921 VAN 1992

DEPARTEMENT VAN MANNEKRAG

LOONWET, 1957

LOONRAADONDERSOEK: HERSIENING VAN LONE, LOONVASSTELLING 467: ONGESKOOLDE ARBEID, SEKERE GEBIEDE

Die Loonraad het, kragtens artikel 9 (2) van die Loonwet, 1957, besluit om persone wat belang het by bogemelde ondersoek waarvan besonderhede in *Staatskoerant* No. 14264 (by Kennisgewing 814) van 11 September 1992, gepubliseer is, toe te laat om mondelinge vertoë tot die raad te rig. Vir dié doel sal die Raad sittings hou op die plekke, tye en datums hieronder aangedui:

(a) *Pietermaritzburg:* Departement van Mannekrag, Sewende Verdieping, Davis Alexandergebou, Kerkstraat 143, om 14:30 op 27 Oktober 1992.

(b) *Port Shepstone:* Mannekragsentrum, Hoof Hardingweg, Marburg, om 12:00 op 28 Oktober 1992.

(c) *Durban:* Masoniclaninggebou 317, Masonic Laning, om 09:00 op 30 Oktober 1992.

(d) *Port Elizabeth:* Die Raadsaal, Eben Döngesgebou, Hancockstraat, om 09:00 op 4 November 1992.

(e) *Kaapstad:* Beroepsveiligheidskantoor, 3de Verdieping, Minelli Huis, Buitenkantstraat om 09:00 op 13 November 1992.

(f) *Kimberley:* Eerste Verdieping, Markstead-gebou, hoek van Mark- en Steadstraat, om 14:00 op 25 November 1992.

Besonderhede van sittings in ander sentra sal op 'n latere datum gepubliseer word.

M. J. DELPORT,

Sekretaris: Loonraad.

(16 Oktober 1992)

SCHEDULE

1. *In clause 3—*

(1) substitute the following for paragraph (b) of subclause (1):

"(b) *Employees, other than casual employees and part-time employees:*

A. THE MEAT INDUSTRY

BYLAE

1. *In klousule 3—*

(1) vervang paragraaf (b) van subklousule (1) deur die volgende:

"(b) *Werknemers, uitgesonderd los werknemers en deeltydse werknemers:*

A. DIE VLEISNYWERHEID

	The Magisterial Districts of Alberton, Bellville, Benoni, Boksburg, Brakpan, Chatsworth, Durban, Germiston, Goodwood, Inanda, Johannesburg, Kempton Park, Krugersdorp, Kuils River, Nigel, Oberholzer, Pinetown, Port Elizabeth, Pretoria, Randburg, Randfontein, Roodepoort, Sasolburg (excluding the municipal area of Deneysville) Simon's Town, Springs, The Cape, Uitenhage, Vanderbijlpark, Vereeniging, Westonaria, Wonderboom and Wynberg and the municipal area of Paarl		The Magisterial Districts of Bloemfontein, Camperdown, East London, Odendaalsrus, Pietermaritzburg, Somerset West, Stellenbosch, Strand, Virginia and Welkom, and the municipal areas of Hermanus, Kimberley, Klerksdorp, Orkney, Potchefstroom, Stilfontein, Wellington and Witbank		The Magisterial Districts of Highveld Ridge and Port Shepstone, the Magisterial District of Kimberley, other than the municipal area of Kimberley and the municipal areas of Bethal, Bethlehem, Brits, Bronkhorstspruit, Delmas, Empangeni, Ermelo, Estcourt, Fochville, George, Grahamstown, Harrismith, Heidelberg (Tvl), Knysna, Kroonstad, Ladysmith, Lichtenburg, Malmesbury, Middelburg (Tvl), Mossel Bay, Nelspruit, Newcastle, Oudtshoorn, Pietersburg, Potgietersrus, Rustenburg, Scottburg, Upington, Warmbaths, White River and Worcester		The municipal areas of Aliwal North, Balfour, Beaufort West, Caledon, Ceres, Cradock, De Aar, Dundee, Ficksburg, Glencoe, Graaff-Reinet, King William's Town, Kuruman, Louis Trichardt, Lydenburg, Middelburg (Cape), Montagu, Moorreesburg, Nylstroom, Parys, Phalaborwa, Piet Retief, Queenstown, Riversdale, Robertson, Somerset East, Standerton, Stanger, Swellendam, Tzaneen, Volksrust, Vredenburg-Saldanha, Vryburg and Vryheid		The municipal areas of Barberton, Burgersdorp, Christiana, Groblersdal, Heilbron, Kokstad, Ladybrand, Senekal, Thabazimbi, Wolmaransstad and Zeerust	
	During the first 12 months after this amendment became operative	There-after	During the first 12 months after this amendment became operative	There-after	During the first 12 months after this amendment became operative	There-after	During the first 12 months after this amendment became operative	There-after	During the first 12 months after this amendment became operative	There-after
	R per week	R per week	R per week	R per week	R per week	R per week	R per week	R per week	R per week	R per week
Artisan	266,10	292,80	242,30	266,60	213,70	235,10	197,00	216,70	177,40	195,20
Artisan's aide—										
during the first six months of experience	134,80	148,30	122,20	134,50	108,30	119,20	99,20	109,20	85,20	93,80
during the second six months of experience	141,80	156,00	128,50	141,40	113,90	125,30	103,40	113,80	90,10	99,20
thereafter	148,80	163,70	134,80	148,30	118,70	130,60	109,00	119,90	95,00	104,50
Blockman—										
during the first year of experience	141,80	156,00	128,50	141,40	113,90	125,30	104,80	115,30	95,70	105,30
during the second year of experience	166,90	183,60	152,30	167,60	134,10	147,60	124,30	136,80	113,90	125,30
during the third year of experience	189,00	207,90	174,60	192,10	153,70	169,10	143,20	157,60	132,70	146,00
thereafter	217,90	239,70	198,40	218,30	173,90	191,30	162,70	179,00	150,90	166,00
Blockman's assistant—										
during the first year of experience	121,50	133,70	109,70	120,70	97,10	106,90	89,40	98,40	77,50	85,30
thereafter	141,80	156,00	128,50	141,40	113,90	125,30	104,10	114,60	90,10	99,20
Boiler attendant	125,00	137,50	112,50	123,80	99,90	109,90	91,50	100,70	79,60	87,60
Chargehand	125,00	137,50	112,50	123,80	99,90	109,90	91,50	100,70	79,60	87,60
Chauffeur	144,60	159,10	131,30	144,50	119,40	131,40	111,80	123,00	101,30	111,50

	The Magisterial Districts of Alberton, Bellville, Benoni, Boksburg, Brakpan, Chatsworth, Durban, Germiston, Goodwood, Inanda, Johannesburg, Kempton Park, Krugersdorp, Kuils River, Nigel, Oberholzer, Pinetown, Port Elizabeth, Pretoria, Randburg, Randfontein, Roodepoort, Sasolburg (excluding the municipal area of Deneysville) Simon's Town, Springs, The Cape, Uitenhage, Vanderbijlpark, Vereeniging, Westonaria, Wonderboom and Wynberg and the municipal area of Paarl		The Magisterial Districts of Bloemfontein, Camperdown, East London, Odendaalsrus, Pietermaritzburg, Somerset West, Stellenbosch, Strand, Virginia and Welkom, and the municipal areas of Hermanus, Kimberley, Klerksdorp, Orkney, Potchefstroom, Stilfontein, Wellington and Witbank		The Magisterial Districts of Highveld Ridge and Port Shepstone, the Magisterial District of Kimberley, other than the municipal area of Kimberley and the municipal areas of Bethal, Bethlehem, Brits, Bronkhorstspruit, Delmas, Empangeni, Ermelo, Estcourt, Fochville, George, Grahamstown, Harrismith, Heidelberg (Tvl), Knysna, Kroonstad, Ladysmith, Lichtenburg, Malmesbury, Middelburg (Tvl), Mossel Bay, Nelspruit, Newcastle, Oudtshoorn, Pietersburg, Potgietersrus, Rustenburg, Scottburg, Upington, Warmbaths, White River and Worcester		The municipal areas of Aliwal North, Balfour, Beaufort West, Caledon, Ceres, Cradock, De Aar, Dundee, Ficksburg, Glencoe, Graaff-Reinet, King William's Town, Kuruman, Louis Trichardt, Lydenburg, Middelburg (Cape), Montagu, Moorreesburg, Nylstroom, Parys, Phalaborwa, Piet Retief, Queenstown, Riversdale, Robertson, Somerset East, Standerton, Stanger, Swellendam, Tzaneen, Volksrust, Vredenburg-Saldanha, Vryburg and Vryheid		The municipal areas of Barberton, Burgersdorp, Christiana, Groblersdal, Heilbron, Kokstad, Ladybrand, Senekal, Thabazimbi, Wolmaransstad and Zeerust	
	During the first 12 months after this amendment became operative	Thereafter	During the first 12 months after this amendment became operative	Thereafter	During the first 12 months after this amendment became operative	Thereafter	During the first 12 months after this amendment became operative	Thereafter	During the first 12 months after this amendment became operative	Thereafter
	R per week	R per week	R per week	R per week	R per week	R per week	R per week	R per week	R per week	R per week
Clerk—										
during the first year of experience	139,00	152,90	125,70	138,30	114,60	126,10	106,20	116,90	96,40	106,10
during the second year of experience	163,40	179,80	147,40	162,20	132,70	146,00	122,20	134,50	113,20	124,60
during the third year of experience	186,50	205,20	169,70	186,70	150,90	166,00	139,00	152,90	130,60	143,70
thereafter	210,90	232,00	191,40	210,60	169,00	185,90	155,80	171,40	147,40	162,20
Cutter	141,80	156,00	128,50	141,40	113,90	125,30	104,10	114,60	90,10	99,20
Delivery employee or messenger	121,50	133,70	109,70	120,70	97,10	106,90	90,90	100,00	77,50	85,30
Despatch clerk—										
during the first year of experience	139,00	152,90	125,70	138,30	114,60	126,10	106,20	116,90	96,40	106,10
during the second year of experience	163,40	179,80	147,40	162,20	132,70	146,00	122,20	134,50	113,20	124,60
during the third year of experience	186,50	205,20	169,70	186,70	150,90	166,00	139,00	152,90	130,60	143,70
thereafter	210,90	232,00	191,40	210,60	169,00	185,90	155,80	171,40	147,40	162,20
Driver of—										
a light motor vehilce	144,60	159,10	131,30	144,50	119,40	131,40	111,80	123,00	101,30	111,50
a medium motor verhicle (articulated)	168,30	185,20	153,00	168,30	135,50	149,10	126,40	139,10	115,30	126,90
a medium motor vehicle (rigid)	161,30	177,50	146,70	161,40	129,90	142,90	120,80	132,90	110,40	121,50
a heavy motor vehicle (articulated)	185,80	204,40	167,60	184,40	146,70	161,40	136,20	149,90	125,00	137,50
a heavy motor vehicle (rigid)	178,10	196,00	161,30	177,50	141,10	155,30	130,60	143,70	119,40	131,40
an extra heavy motor vehicle (articulated)	201,10	221,30	183,00	201,30	161,30	177,50	148,80	163,70	137,60	151,40
an extra heavy motor vehicle (rigid)	192,80	212,10	175,30	192,90	154,40	169,90	142,50	156,80	132,00	145,20
an ultra heavy motor vehicle	209,50	230,50	191,40	210,60	168,30	185,20	155,10	170,70	143,90	158,30
First blockman	245,80	270,40	222,80	245,10	197,00	216,70	183,00	201,30	167,60	184,40
Foreman slaughterman	245,80	270,40	222,80	245,10	197,00	216,70	183,00	201,30	167,60	184,40
General worker	116,00*	128,00*	105,00*	116,00*	93,00*	102,00*	85,00*	94,00*	74,00*	81,00*

(347)

	The Magisterial Districts of Alberton, Bellville, Benoni, Boksburg, Brakpan, Chatsworth, Durban, Germiston, Goodwood, Inanda, Johannesburg, Kempton Park, Krugersdorp, Kuils River, Nigel, Oberholzer, Pinetown, Port Elizabeth, Pretoria, Randburg, Randfontein, Roodepoort, Sasolburg (excluding the municipal area of Deneysville) Simon's Town, Springs, The Cape, Uitenhage, Vanderbijlpark, Vereeniging, Westonaria, Wonderboom and Wynberg and the municipal area of Paarl		The Magisterial Districts of Bloemfontein, Camperdown, East London, Odendaalsrus, Pietermaritzburg, Somerset West, Stellenbosch, Strand, Virginia and Welkom, and the municipal areas of Hermanus, Kimberley, Klerksdorp, Orkney, Potchefstroom, Stilfontein, Wellington and Witbank		The Magisterial Districts of Highveld Ridge and Port Shepstone, the Magisterial District of Kimberley, other than the municipal area of Kimberley and the municipal areas of Bethal, Bethlehem, Brits, Bronkhorstspruit, Delmas, Empangeni, Ermelo, Estcourt, Fochville, George, Grahamstown, Harrismith, Heidelberg (Tvl), Knysna, Kroonstad, Ladysmith, Lichtenburg, Malmesbury, Middelburg (Tvl), Mossel Bay, Nelspruit, Newcastle, Oudtshoorn, Pietersburg, Potgietersrus, Rustenburg, Scottburg, Upington, Warmbaths, White River and Worcester		The municipal areas of Aliwal North, Balfour, Beaufort West, Caledon, Ceres, Cradock, De Aar, Dundee, Ficksburg, Glencoe, Graaff-Reinet, King William's Town, Kuruman, Louis Trichardt, Lydenburg, Middelburg (Cape), Montagu, Moorreesburg, Nylstroom, Parys, Phalaborwa, Piet Retief, Queenstown, Riversdale, Robertson, Somerset East, Standerton, Stanger, Swellendam, Tzaneen, Volksrust, Vredenburg-Saldanha, Vryburg and Vryheid		The municipal areas of Barberton, Burgersdorp, Christiana, Groblersdal, Heilbron, Kokstad, Ladybrand, Senekal, Thabazimbi, Wolmaransstad and Zeerust	
	During the first 12 months after this amendment became operative	Thereafter	During the first 12 months after this amendment became operative	Thereafter	During the first 12 months after this amendment became operative	Thereafter	During the first 12 months after this amendment became operative	Thereafter	During the first 12 months after this amendment became operative	Thereafter
	R per week	R per week	R per week	R per week	R per week	R per week	R per week	R per week	R per week	R per week
Mass-measurer and pricer—										
during the first three months of experience	121,50	133,70	109,70	120,70	97,10	106,90	89,40	98,40	77,50	85,30
thereafter	128,50	141,40	116,00	127,60	102,70	113,00	92,20	101,50	81,70	89,90
Mobile hoist operator	134,80	148,30	122,20	134,50	108,30	119,20	99,20	109,20	85,20	93,80
Sales assistant—										
during the first year of experience	134,80	148,30	122,20	134,50	109,70	120,70	103,40	113,80	95,00	104,50
during the second year of experience	146,70	161,40	132,70	146,00	118,00	129,80	110,40	121,50	101,30	111,50
during the third year of experience	157,90	173,70	143,20	157,60	126,40	139,10	117,40	129,20	107,60	118,40
thereafter	169,70	186,70	153,70	169,10	134,80	148,30	124,30	136,80	114,60	126,10
Security guard—See second-last employee category in Table										
Slaugterman—										
during the first year of experience	133,40	146,80	120,80	132,90	106,90	117,60	97,80	107,60	84,50	93,00
during the second year of experience	149,50	164,50	135,50	149,10	119,40	131,40	109,00	119,90	95,00	104,50
during the third year of experience	171,80	189,00	154,40	169,90	136,20	149,90	124,30	136,80	107,60	118,40
thereafter	192,80	212,10	173,90	191,30	153,00	168,30	139,00	152,90	120,10	132,20
Slaughterman's assistant—										
during the first year of experience	121,50	133,70	109,70	120,70	97,10	106,90	89,40	98,40	77,50	85,30
thereafter	134,80	148,30	122,20	134,50	108,30	119,20	99,20	109,20	85,20	93,80
Storeman—										
during the first year of experience	139,00	152,90	125,70	138,30	114,60	126,10	106,20	116,90	96,40	106,10
during the second year of experience	163,40	179,80	147,40	162,20	132,70	146,00	122,20	134,50	113,20	124,60
during the third year of experience	186,50	205,20	169,70	186,70	150,90	166,00	139,00	152,90	130,60	143,70
thereafter	210,90	232,00	191,40	210,60	169,00	185,90	155,80	171,40	147,40	162,20
Watchman—See last employee category in Table										
Employee not elsewhere in the paragraph specifically mentioned	125,00	137,50	112,50	123,80	99,90	109,90	91,50	100,70	79,60	87,60

347

	During the first 6 months after this amendment became operative	During the second 6 months after this amendment became operative	Thereafter	During the first 6 months after this amendment became operative	During the second 6 months after this amendment became operative	Thereafter	During the first 6 months after this amendment became operative	During the second 6 months after this amendment became operative	Thereafter	During the first 6 months after this amendment became operative	During the second 6 months after this amendment became operative	Thereafter	During the first 6 months after this amendment became operative	During the second 6 months after this amendment became operative	Thereafter
	Rand per week	Rand per week	Rand per week	Rand per week	Rand per week	Rand per week	Rand per week	Rand per week	Rand per week	Rand per week	Rand per week	Rand per week	Rand per week	Rand per week	Rand per week
Security guard—															
(i) whose ordinary hours of work do not exceed 48 per week	137,20	137,20	151,00	124,80	124,80	137,30	108,90	108,90	119,80	100,50	100,50	110,60	89,60	89,60	98,60
(ii) whose ordinary hours of work exceed 48 per week	139,20	164,00	188,70	126,80	149,20	171,60	110,90	130,40	149,80	102,50	120,30	138,10	91,60	107,40	123,20
Watchman—															
(i) whose ordinary hours of work do not exceed 48 per week	128,00	128,00	140,80	116,00	116,00	128,00	102,00	102,00	112,00	94,00	94,00	103,00	81,00	81,00	89,00
(ii) whose ordinary hours of work exceed 48 per week	130,00	153,00	176,00	118,00	139,00	160,00	104,00	122,00	140,00	96,00	112,50	129,00	83,00	97,00	111,00

* Provided that the wage of the employee may be reduced by not more than 10 per cent during the first six months, in the aggregate, of the employee's service with the same employer."

347

B. THE COLD STORAGE, BACON CURING AND SMALL GOODS INDUSTRY

	The Magisterial Districts of Alberton, Bellville, Benoni, Boksburg, Brakpan, The Cape, Chatsworth, Durban, Germiston, Goodwood, Inanda, Johannesburg, Kempton Park, Krugersdorp, Kuils River, Nigel, Oberholzer, Paarl, Pinetown, Port Elizabeth, Pretoria, Randburg, Randfontein, Roodepoort, Sasolburg, Simon's Town, Springs, Uitenhage, Vanderbijlpark, Vereeniging, Westonaria, Wonderboom and Wynberg		The Magisterial Districts of Bloemfontein, East London, Kimberley, Klerksdorp, Odendaalsrus, Pietermaritzburg, Potchefstroom, Somerset West, Stellenbosch, Strand, Virginia and Welkom and the municipal area of Witbank		The Magisterial Districts of Bethlehem, Delmas Estcourt, Heidelberg (Tvl), Highveld Ridge, Klip River, Kroonstad, Malmesbury, Port Shepstone and Worcester and the municipal areas of Empangeni, Ermelo, George, Grahamstown, Harrismith, Knysna, Middelburg (Tvl), Mossel Bay, Nelspruit, Newcastle, Oudtshoorn, Pietersburg, Potgietersrus, Rustenburg and Upington		The Magisterial Districts of Aliwal North, Balfour, Barkly West, Mooi River, Parys, Queenstown, Richmond and Standerton and the municipal area of Piet Retief	
	During the first 12 months after this amendment became operative	Thereafter	During the first 12 months after this amendment became operative	Thereafter	During the first 12 months after this amendment became operative	Thereafter	During the first 12 months after this amendment became operative	Thereafter
	Rand per week	Rand per week	Rand per week	Rand per week	Rand per week	Rand per week	Rand per week	Rand per week
Artisan	266,10	292,80	242,30	266,60	213,70	235,10	197,00	216,70
Artisan's aide—								
during the first six months of experience	134,80	148,30	122,20	134,50	108,30	119,20	99,20	109,20
during the second six months of experience	141,80	156,00	128,50	141,40	113,90	125,30	104,10	114,60
thereafter	148,80	163,70	134,80	148,30	118,70	130,60	109,00	119,90
Boiler attendant	125,00	137,50	112,50	123,80	99,90	109,90	91,50	100,60
Chargehand	125,00	137,50	112,50	123,80	99,90	109,90	91,50	100,60
Chauffeur	144,60	159,10	131,30	144,50	119,40	131,40	111,80	123,00
Clerk—								
during the first year of experience	139,00	152,90	125,70	138,30	114,60	126,10	106,20	116,90
during the second year of experience	163,40	179,80	147,40	162,20	132,70	146,00	122,20	134,50
during the third year of experience	186,50	205,20	169,70	186,70	150,90	166,00	139,00	152,90
thereafter	210,90	232,00	191,40	210,60	169,00	185,90	155,80	171,40
Cutter	141,80	156,00	128,50	141,40	113,90	125,30	104,10	114,60
Despatch clerk—								
during the first year of experience	139,00	152,90	125,70	138,30	114,60	126,10	106,20	116,90
during the second year of experience	163,40	179,80	147,40	162,20	132,70	146,00	122,20	134,50
during the third year of experience	186,50	205,20	169,70	186,70	150,90	166,00	139,00	152,90
thereafter	210,90	232,00	191,40	210,60	169,00	185,90	155,80	171,40
Driver of—								
a light motor vehicle	144,60	159,10	131,30	144,50	119,40	131,40	111,80	123,00
a medium motor vehicle (articulated)	168,30	185,20	153,00	168,30	135,50	149,10	126,40	139,10
a medium motor vehicle (rigid)	161,30	177,50	146,70	160,40	129,90	142,90	120,80	132,90
a heavy motor vehicle (articulated)	185,80	204,40	167,60	184,40	146,70	161,40	136,20	149,90
a heavy motor vehicle (rigid)	178,10	196,00	161,30	177,50	141,10	155,30	130,60	143,70
an extra heavy motor vehicle (articulated)	201,10	221,30	183,00	201,30	161,30	177,50	148,80	163,70
an extra heavy motor vehicle (rigid)	192,80	212,10	175,30	192,90	154,40	169,90	142,50	156,80
an ultra heavy motor vehicle	209,50	230,50	191,40	210,60	168,30	185,20	155,10	170,70

(347)

	The Magisterial Districts of Alberton, Bellville, Benoni, Boksburg, Brakpan, The Cape, Chatsworth, Durban, Germiston, Goodwood, Inanda, Johannesburg, Kempton Park, Krugersdorp, Kuils River, Nigel, Oberholzer, Paarl, Pinetown, Port Elizabeth, Pretoria, Randburg, Randfontein, Roodepoort, Sasolburg, Simon's Town, Springs, Uitenhage, Vanderbijlpark, Vereeniging, Westonaria, Wonderboom and Wynberg		The Magisterial Districts of Bloemfontein, East London, Kimberley, Klerksdorp, Odendaalsrus, Pietermaritzburg, Potchefstroom, Somerset West, Stellenbosch, Strand, Virginia and Welkom and the municipal area of Witbank		The Magisterial Districts of Bethlehem, Delmas Estcourt, Heidelberg (Tvl), Highveld Ridge, Klip River, Kroonstad, Malmesbury, Port Shepstone and Worcester and the municipal areas of Empangeni, Ermelo, George, Grahamstown, Harrismith, Knysna, Middelburg (Tvl), Mossel Bay, Nelspruit, Newcastle, Oudtshoorn, Pietersburg, Potgietersrus, Rustenburg and Upington		The Magisterial Districts of Aliwal North, Balfour, Barkly West, Mooi River, Parys, Queenstown, Richmond and Standerton and the municipal area of Piet Retief	
	During the first 12 months after this amendment became operative	Thereafter	During the first 12 months after this amendment became operative	Thereafter	During the first 12 months after this amendment became operative	Thereafter	During the first 12 months after this amendment became operative	Thereafter
	Rand per week	Rand per week	Rand per week	Rand per week	Rand per week	Rand per week	Rand per week	Rand per week
Driver-salesman—								
during the first six months of experience	190,70	209,80	172,50	189,80	152,30	167,60	139,70	153,70
thereafter	231,90	255,10	210,20	231,30	185,80	204,40	170,40	187,50
Factory clerk—								
during the first six months of experience	127,10	139,90	115,30	126,90	102,70	113,00	93,60	103,00
during the second six months of experience	134,80	148,30	122,20	134,50	108,30	119,20	99,20	109,20
thereafter	142,50	156,80	128,50	141,40	113,90	125,30	103,40	113,80
First-aid assistant	125,00	137,50	112,50	123,80	99,90	109,90	91,50	100,70
First-aid attendant	146,00	160,60	131,30	144,50	116,70	128,40	106,90	117,60
Grade I employee—								
during the first six months of experience	121,50	133,70	109,70	120,70	97,10	106,90	89,40	98,40
during the second six months of experience	128,50	141,40	116,00	127,60	102,70	113,00	92,20	101,50
thereafter	134,80	148,30	122,20	134,50	108,30	119,20	99,20	109,20
Grade II employee	121,50	133,70	109,70	120,70	97,10	106,90	89,40	98,40
Grade III employee	116,00*	128,00*	105,00*	116,00*	93,00*	102,00*	85,00*	94,00*
Handyman	155,10	170,70	140,40	154,50	127,10	139,90	118,00	129,80
Laboratory assistant—								
during the first year of experience	129,20	142,20	116,00	127,60	102,70	113,00	94,30	103,80
thereafter	145,90	160,50	131,30	144,50	116,70	128,40	106,90	117,60
Laboratory technician—								
during the first year of experience	139,00	152,90	125,70	138,30	114,60	126,10	106,20	116,90
during the second year of experience	156,50	172,20	141,10	155,30	124,30	136,80	113,90	125,30
during the third year of experience	173,90	191,30	157,20	173,00	138,30	152,20	127,10	139,90
during the fourth year of experience	190,70	209,80	172,50	189,80	152,30	167,60	139,00	152,90
during the fifth year of experience	208,10	229,00	188,60	207,50	166,90	183,60	152,30	167,60
thereafter	225,60	248,20	204,60	225,10	180,20	198,30	164,80	181,30

347

	The Magisterial Districts of Alberton, Bellville, Benoni, Boksburg, Brakpan, The Cape, Chatsworth, Durban, Germiston, Goodwood, Inanda, Johannesburg, Kempton Park, Krugersdorp, Kuils River, Nigel, Oberholzer, Paarl, Pinetown, Port Elizabeth, Pretoria, Randburg, Randfontein, Roodepoort, Sasolburg, Simon's Town, Springs, Uitenhage, Vanderbijlpark, Vereeniging, Westonaria, Wonderboom and Wynberg		The Magisterial Districts of Bloemfontein, East London, Kimberley, Klerksdorp, Odendaalsrus, Pietermaritzburg, Potchefstroom, Somerset West, Stellenbosch, Strand, Virginia and Welkom and the municipal area of Witbank		The Magisterial Districts of Bethlehem, Delmas Estcourt, Heidelberg (Tvl), Highveld Ridge, Klip River, Kroonstad, Malmesbury, Port Shepstone and Worcester and the municipal areas of Empangeni, Ermelo, George, Grahamstown, Harrismith, Knysna, Middelburg (Tvl), Mossel Bay, Nelspruit, Newcastle, Oudtshoorn, Pietersburg, Potgietersrus, Rustenburg and Upington		The Magisterial Districts of Aliwal North, Balfour, Barkly West, Mooi River, Parys, Queenstown, Richmond and Standerton and the municipal area of Piet Retief	
	During the first 12 months after this amendment became operative	Thereafter	During the first 12 months after this amendment became operative	Thereafter	During the first 12 months after this amendment became operative	Thereafter	During the first 12 months after this amendment became operative	Thereafter
	Rand per week	Rand per week	Rand per week	Rand per week	Rand per week	Rand per week	Rand per week	Rand per week
Meat cook—								
during the first year of experience	120,10	132,20	109,00	119,90	96,40	106,10	87,30	96,10
during the second year of experience	146,00	160,60	132,00	145,20	116,70	128,40	106,90	117,60
during the third year of experience	171,80	189,00	155,80	171,40	136,90	150,60	125,70	138,30
thereafter	197,00	216,70	179,50	197,50	158,50	174,40	144,60	159,10
Messenger	121,50	133,70	109,70	120,70	97,10	106,90	89,40	88,40
Mobile hoist operator	134,80	148,30	122,20	134,50	108,30	119,20	99,20	109,20
Refrigerator plant attendant—								
during the first year of experience	120,10	132,20	109,00	119,90	96,40	106,10	87,30	96,10
during the second year of experience	146,00	160,60	132,00	145,20	116,70	128,40	106,90	117,60
during the third year of experience	171,80	189,00	155,80	171,40	136,90	150,60	125,70	138,30
thereafter	197,00	216,70	179,50	197,50	158,50	174,40	144,60	159,10
Security guard—See second-last employee category in Table								
Slaughterman—								
during the first year of experience	133,40	146,80	120,80	132,90	106,90	117,60	97,80	107,60
during the second year of experience	149,50	164,50	135,50	149,10	119,40	131,40	109,00	119,90
during the third year of experience	171,80	189,00	154,40	169,90	136,20	149,90	124,30	136,80
thereafter	192,80	212,10	173,90	191,30	153,00	168,30	139,00	152,90
Slaughterman's assistant—								
during the first year of experience	121,50	122,70	109,70	120,70	97,10	106,90	89,40	98,40
thereafter	134,80	148,30	122,20	134,50	108,30	119,20	99,20	109,20
Small goodsman or bacon curer—								
during the first year of experience	134,80	148,30	122,20	134,50	108,30	119,20	99,20	109,20
during the second year of experience	183,70	202,10	166,20	182,90	146,70	161,40	135,50	149,10
during the third year of experience	231,20	254,40	210,20	231,30	185,80	204,40	170,40	187,50
thereafter	280,10	308,20	254,20	279,70	224,20	246,70	206,00	226,60
Supervisor	139,00	152,90	125,70	138,30	110,40	121,50	101,30	111,50
Watchman—See last employee category in Table								
Employee not elsewhere in the paragraph specifically mentioned	125,00	137,50	112,50	123,80	99,90	109,90	91,50	100,70

(347)

	During the first 6 months after this amendment became operative	During the second 6 months after this amendment became operative	Thereafter	During the first 6 months after this amendment became operative	During the second 6 months after this amendment became operative	Thereafter	During the first 6 months after this amendment became operative	During the second 6 months after this amendment became operative	Thereafter	During the first 6 months after this amendment became operative	During the second 6 months after this amendment became operative	Thereafter
	Rand per week	Rand per week	Rand per week	Rand per week	Rand per week	Rand per week	Rand per week	Rand per week	Rand per week	Rand per week	Rand per week	Rand per week
Security guard—												
(i) whose ordinary hours of work do not exceed 48 per week	137,20	137,20	151,00	124,80	124,80	137,30	108,90	108,90	119,80	100,50	100,50	100,60
(ii) whose ordinary hours of work exceed 48 per week	139,20	164,00	188,70	126,80	149,20	171,60	110,90	130,40	149,80	102,50	120,30	138,10
Watchman—												
(i) whose ordinary hours of work do not exceed 48 per week	128,00	128,00	140,80	116,00	116,00	128,00	102,00	102,00	112,00	94,00	94,00	103,00
(ii) whose ordinary hours of work exceed 48 per week	130,00	153,00	176,00	118,00	139,00	160,00	104,00	122,00	140,00	96,00	112,50	129,00

* Provided that the wage of the employee may be reduced by not more than 10 percent during the first six months, in the aggregate, of the employee's service with the same employer."

Amendment of regulation 4 of the Regulations

2. Regulation 4 of the Regulations is hereby amended—

(a) by the substitution for subregulation (1) of the following subregulation:

"(1) A member of the board or of a committee, other than a member who is an officer, shall be paid a remuneration or allowance of, in the case of a board member, R38,00 per hour with a maximum of R297,00 per day and, in the case of a committee member, R32,00 per hour with a maximum of R254,00 per day, in respect of every hour during which such member attends or travels to or from a meeting of the board or of a committee, as the case may be".

Commencement

3. The amendment of regulation 4 (1) of the Regulations shall be deemed to have come into operation on 1 August 1992.

Wysiging van regulasie 4 van die Regulasies

2. Regulasie 4 van die Regulasies word hierby gewysig—

(a) deur subregulasie (1) deur die volgende subregulasie te vervang:

"(1) 'n Lid van die raad of van 'n komitee, uitgesonderd 'n lid wat 'n beampte is, word 'n toelae of besoldiging betaal van, in die geval van 'n raadslid, R38,00 per uur met 'n maksimum van R297,00 per dag en, in die geval van 'n komiteelid, R32,00 per uur met 'n maksimum van R254,00 per dag, ten opsigte van elke uur waartydens so 'n lid 'n vergadering van die raad of van 'n komitee, na gelang van die geval, bywoon of daarheen of daarvandaan reis".

Inwerkingtreding

3. Die wysiging van regulasie 4 (1) van die Regulasies word geag op 1 Augustus 1992 in werking te getree het.

No. R. 2949 (347) **23 October 1992**

WAGE ACT, 1957

AMENDMENT OF WAGE DETERMINATION 463: MEAT, COLD STORAGE, BACON CURING AND SMALL GOODS INDUSTRY, CERTAIN AREAS

I, Glen Morris Edwin Carelse, Deputy Minister of Manpower, hereby, in terms of section 15 (6) of the Wage Act, 1957, amend Wage Determination 463: Meat, Cold Storage, Bacon Curing and Small Goods Industry, Certain Areas, published under Government Notice R. 1973 of 8 September 1989, in accordance with the Schedule hereto and fix the third Monday after the date of publication of this notice as the date from which the said amendment shall be binding.

G. M. E. CARELSE,
Deputy Minister of Manpower.

No. R. 2949 **23 Oktober 1992**

LOONWET, 1957

WYSIGING VAN LOONVASSTELLING 463: VLEIS-, KOELKAMER-, SPEKBEREIDING- EN KLEINGOEDERENYWERHEID, SEKERE GEBIEDE

Ek, Glen Morris Edwin Carelse, Adjunkminister van Mannekrag, wysig hierby kragtens artikel 15 (6) van die Loonwet, 1957, Loonvasstelling 463: Vleis-, Koelkamer-, Spekbereiding- en Kleingoederenywerheid, Sekere Gebiede, gepubliseer by Goewermentskennisgewing R. 1973 van 8 September 1989, ooreenkomstig die Bylae hiervan en bepaal die derde Maandag na die datum van publikasie van hierdie kennisgewing as die datum waarop genoemde wysiging bindend word.

G. M. E. CARELSE,
Adjunkminister van Mannekrag.

Death by diktat

S/Times [BUSS] 22/11/92

CHRIS Stals's refusal to print money to treat the ailing SA economy is exposing its many deficiencies. But the cry is still for treatment of the sympton rather than the disease. Comment by KEVIN DAVIE

A SPECTRE often raised is that a new government will introduce minimum wage legislation like Robert Mugabe did in Zimbabwe, bringing new inefficiencies, slowing economic growth and killing jobs.

But take a close look at South Africa and you will find that such legislation is alive and well and destroying jobs.

As we report today, an industrial council and wage board system sets minimum wages and regulates much of the formal economy. (347)

Hundreds of thousands of South Africans are prevented from working for less. Regulation of the labour market kills jobs, lowers output and pushes up prices.

So only the informal sector has experienced any growth in recent years.

Regulation suffocates the labour market. It prevents people from working for their social cost.

It leads to idle hands and hungry stomachs, fuelling the violence which is keeping investors at bay.

Where people are prevented from earning a living they have to turn to the State for support or to another well-entrenched SA institution, theft.

Subsidies normally go hand in hand with regulation. So a growing lobby of economists and unionists want a public works programme subsidised by the taxpayer to provide hundreds of thousands of jobs for the unemployed.

This is the South African way: first regulate and then bill the taxpayer for the costs which flow from the inefficiencies which regulation brings.

Then, as the system begins to strangle itself, cry for cheaper money. It is easier to print money than tackle vested interests which are artificially boosting prices in the first case.

Reserve Bank Governor Chris Stals says the restrictive monetary policy is exposing the numerous deficiencies of the economy.

He says distortions stem from the fact that the economy is overly protected from foreign competition.

High tariffs on imports, unrealistic regulation in labour and other markets, exchange controls and monopolistic practices all put pressure on prices.

These deficiencies have led SA to be one of the few remaining countries in the world which has unacceptably high inflation.

Simply put, SA becomes less and less competitive every year. Key industries, says Dr Stals, could disappear in about three years.

He noted in a recent speech that little progress has been made in the past year in freeing SA markets.

He has also said that the IMF believed that South Africans did not have the will to restructure. Dr Stals believes that a country which has the courage to create a new nation could also reform its economy.

Drastic economic reform will come. Whether it comes from domestically produced consensus and on SA's terms, or on IMF-imposed conditions when overregulation has strangled us near to death, remains to be seen.

Govt proposal on farm pay levels

DIRK HARTFORD

THE Manpower Department has prepared a working document which suggests the Wage Board should have the power to recommend guidelines for minimum wages in the agricultural sector.

According to Manpower Minister Leon Wessels, the document is a result of recommendations from the National Manpower Commission and discussions with Cosatu and the SA Agricultural Union.

But, his statement gives no indication that SAAU and Cosatu agree with the working document proposals. Wessels indicated the Wage Board should only issue "guidelines" on minimum wages, rather than prescribe minimum rates, as is the case with industrial workers, reports our Political Staff. B/DAY 24/12/92

The draft legislation aimed at amending the Wages Act recommends that "special circumstances" in the agricultural sector be taken into account by the Wage Board when it makes recommendations.

These considerations could be similar to guidelines already contained in the Wages Act. The current Act instructs the Wage Board to consider the ability of employers to do business successfully when making recommendations.

Distance from markets, transport costs and other relevant circumstances — like the cost of living in particular areas and the value of board, rations, lodging or other benefits provided for workers — also need to be considered.

The working document is the first step taken by government since a set of controversial agreements Wessels reached with Cosatu in November.

No. R. 3404 **24 December 1992**

(347)

WAGE ACT, 1957

AMENDMENT OF WAGE DETERMINATION 408: METAL CONTAINERS AND ALLIED PRODUCTS INDUSTRY, CERTAIN AREAS

I, Leon Wessels, Minister of Manpower, hereby, in terms of section 15 (6) of the Wage Act, 1957, amend Wage Determination 408: Metal Containers and Allied Products Industry, Certain Areas published under Government Notice No. R. 1039 of 22 May 1981, as amended by Government Notice R. 2365 of 5 November 1982 in accordance with the Schedule hereto and fix the third Monday after the date of publication of this notice as the date from which the said amendment shall be binding.

L. WESSELS,
Minister of Manpower.

SCHEDULE

1. *In clause 2,* substitute the following for subclause (1) (d):

"(d) ***Night shift:*** An employee, other than an employee excluded from the hours of work provisions by virtue of clause 5 (7) (a), or a security guard or a watchman, employed on night shift shall be paid for each such shift not less than his daily wage plus 10%.".

2. *In clause 4—*

(a) substitute the expression "6 (5)" for the expression "6 (4)" in subclause (1);

(b) substitute the expression "5 (7) (a) (i) and (ii)" for the expression "5 (9) (a)" in proviso (ii) to subclause (1).

3. Substitute the following for clause 5:

"5. ORDINARY HOURS OF WORK, OVERTIME AND PAYMENT FOR OVERTIME

(1) ***Ordinary hours of work:*** An employer shall not require or permit an employee to work more ordinary hours of work than, in the case of—

(a) *a casual employee* in an establishment in which the employees normally work on—

(i) not more than five days in a week, nine and a quarter on any day;

(ii) more than five days in a week, eight and a half on any day:

Provided that if such employee performs the duties of a security guard or a watchman he may, in the case of subparagraph (i), work not more than 12 ordinary hours and, in the case of subparagraph (ii), not more than 10 ordinary hours on any day;

(b) *a security guard or a watchman—*

(i) 60 in any week from Monday to Saturday, inclusive; and

(ii) subject to subparagraph (i), in the case of an employee who normally works on—

(aa) not more than five days in a week, 12 on any day;

(ab) more than five days in a week, 10 on any day;

(c) *any other class of employee—*

(i) 45 in any week from Monday to Saturday, inclusive; and

(ii) subject to subparagraph (i), in the case of an employee who normally works on—

(aa) not more than five days in a week, nine on any day;

No. R. 3404 **24 Desember 1992**

LOONWET, 1957

WYSIGING VAN LOONVASSTELLING 408: METAALHOUER- EN AANVERWANTE PRODUKTENYWERHEID, SEKERE GEBIEDE

Ek, Leon Wessels, Minister van Mannekrag, wysig kragtens artikel 15 (6) van die Loonwet, 1957, Loonvasstelling 408: Metaalhouer- en Aanverwante Produktenywerheid, Sekere Gebiede, gepubliseer by Goewermentskennisgewing No. R. 1039 van 22 Mei 1981, soos gewysig by Goewermentskennisgewing R. 2365 van 5 November 1982 ooreenkomstig die Bylae hiervan en bepaal die derde Maandag na die datum van publikasie van hierdie kennisgewing as die datum waarop genoemde wysiging bindend word.

L. WESSELS,
Minister van Mannekrag.

BYLAE

1. *In klousule 3,* vervang subklousule (1) (d) deur die volgende:

"(d) ***Nagskof:*** 'n Werknemer, uitgesonderd 'n werknemer wat uit hoofde van klousule 5 (7) (a) van die werkurebepalings uitgesluit is, of 'n sekuriteitswag of 'n wag, wat nagskof werk, moet vir elke sodanige skof minstens sy dagloon plus 10% betaal word.".

2. *In klousule 4 —*

(a) vervang die uitdrukking "6 (4)" in subklousule (1) deur die uitdrukking "6 (5)";

(b) vervang die uitdrukking "5 (9) (a)" in voorbehoudsbepaling (ii) van subklousule (1) deur die uitdrukking "5 (7) (a) (i) en (ii)".

3. Vervang klousule 5 deur die volgende:

"5. GEWONE WERKURE, OORTYD EN BETALING VIR OORTYD

(1) ***Gewone werkure:*** 'n Werkgewer mag nie van 'n werknemer vereis of hom toelaat om meer gewone werkure te werk nie as, in die geval van—

(a) *'n los werknemer* in 'n bedryfsinrigting waarin die werknemers gewoonlik op—

(i) hoogstens vyf dae in 'n week werk, nege en 'n kwart op 'n dag;

(ii) meer as vyf dae in 'n week werk, agt en 'n half op 'n dag:

Met dien verstande dat indien sodanige werknemer die pligte van 'n sekuriteitswag of 'n wag verrig, hy in die geval van subparagraaf (i) hoogstens 12 gewone werkure en in die geval van subparagraaf (ii) hoogstens 10 gewone werkure op enige dag kan werk;

(b) *'n sekuriteitswag of 'n wag—*

(i) 60 in 'n week van Maandag tot en met Saterdag; en

(ii) behoudens subparagraaf (i), in die geval van 'n werknemer wat gewoonlik op—

(aa) hoogstens vyf dae in 'n week werk, 12 op 'n dag;

(ab) meer as vyf dae in 'n week werk, 10 op 'n dag;

(c) *enige ander klas werknemer—*

(i) 45 in 'n week van Maandag tot en met Saterdag; en

(ii) behoudens subparagraaf (i), in die geval van 'n werknemer wat gewoonlik op—

(aa) hoogstens vyf dae in 'n week werk, nege op 'n dag;

(ab) more than five days in a week, eight on any day: Provided that the hours on one day do not exceed five.

(2) ***Meal intervals:*** An employer shall not require or permit an employee to work for more than five hours continuously without a meal interval of not less than one hour, during which interval such employee shall not be required or permitted to perform any work, and such interval shall not form part of the ordinary hours of work or overtime: Provided that—

(347)

(a) such interval may be reduced to not less than half an hour by written mutual agreement between an employer and his employee;

(b) periods of work interrupted by intervals of less than one hour, except when proviso (a) or (e) applies, shall be deemed to be continuous;

(c) if such interval is longer than one hour, except when proviso (g) applies, any period in excess of one and one quarter hours shall be deemed to be time worked;

(d) only one such interval during the ordinary hours of work of an employee on any day shall not form part of the ordinary hours of work;

(e) when on any day by reason of overtime worked an employer is required to give an employee a second meal interval, such interval may be reduced to not less than 15 minutes;

(f) a chauffeur or a driver of a motor vehicle who during such interval does not work other than being or remaining in charge of the vehicle or its load shall be deemed for the purposes of this subclause not to have worked during such interval;

(g) in the case of an employee who is wholly or mainly engaged in cleaning premises if such interval is longer than three hours, any period in excess of three hours shall be deemed to form part of the ordinary hours of work;

(h) such interval need not be granted to a boiler attendant or a shift worker during his ordinary hours of work on any shift, if he is given the opportunity during such hours of having a meal while at his post, unless this is prohibited in terms of any law.

(3) ***Rest intervals:*** An employer shall grant to each of his employees, other than a shift worker, a rest interval of not less than 10 minutes as nearly as practicable in the middle of each first work period and second work period of the day, and during such intervals such employee shall not be required or permitted to perform any work, and such interval shall be deemed to be part of the ordinary hours of work of such employee.

(4) ***Hours of work to be consecutive:*** Save as provided in subclause (2), all hours of work of an employee on any day shall be consecutive.

(5) ***Limitation of overtime:*** An employer shall not require or permit an employee to work overtime otherwise than in terms of an agreement concluded by him with the employee and such overtime shall not exceed, in the case of—

(a) a casual employee, three hours on any day;

(b) a security guard or a watchman, 12 hours in any week;

(c) any other class of employee, three hours on any day and 10 hours in any week:

(ab) meer as vyf dae in 'n week werk, agt op 'n dag: Met dien verstande dat die ure op een dag hoogstens vyf is.

(2) ***Etenspouses:*** 'n Werkgewer mag nie van 'n werknemer vereis of hom toelaat om onafgebroke meer as vyf uur sonder 'n etenspouse van minstens een uur te werk nie, en gedurende sodanige pouse mag daar nie van sodanige werknemer vereis word of mag hy nie toegelaat word om enige werk te verrig nie, en sodanige pouse maak nie deel van die gewone werkure of oortyd uit nie: Met dien verstande dat—

(a) sodanige pouse by skriftelike onderlinge ooreenkoms tussen 'n werkgewer en sy werknemer tot minstens 'n halfuur verkort kan word;

(b) werktydperke wat deur pouses van minder as een uur onderbreek word, uitgesonderd wanneer voorbehoudsbepaling (a) of (e) van toepassing is, geag word onafgebroke te wees;

(c) indien sodanige pouse langer as een uur duur, uitgesonderd wanneer voorbehoudsbepaling (g) van toepassing is, enige tydperk langer as een en 'n kwart uur geag word werktyd te wees;

(d) slegs een sodanige pouse gedurende 'n werknemer se gewone werkure op 'n dag nie deel van die gewone werkure mag uitmaak nie;

(e) wanneer daar op enige dag vanwee oortydwerk van 'n werkgewer vereis word om 'n tweede etenspouse aan 'n werknemer toe te staan, sodanige pouse tot minstens 15 minute verkort kan word;

(f) 'n chauffeur of 'n drywer van 'n motorvoertuig wat gedurende sodanige pouse geen ander werksaamheid as om in beheer van die voertuig of die vrag daarvan te wees of te bly nie, by die toepassing van hierdie subklousule geag word gedurende sodanige pouse nie te gewerk het nie;

(g) in die geval van 'n werknemer wat uitsluitlik of hoofsaaklik betrokke is by die skoonmaak van persele, indien sodanige pouse langer as drie uur duur, enige tydperk langer as drie uur, geag word deel van die gewone werkure uit te maak;

(h) sodanige pouse nie aan 'n ketelbediener of 'n skofwerker gedurende sy gewone werkure op enige skof toegestaan hoef te word nie, indien daar hom gedurende sodanige ure die geleentheid verskaf word om 'n ete te nutting terwyl hy op sy pos bly, tensy dit regsgevolge enige wet verbied word.

(3) ***Ruspouses:*** 'n Werkgewer moet aan elkeen van sy werknemers, uitgesonderd 'n skofwerker, 'n ruspouse van minstens 10 minute toestaan so na moontlik aan die middel van elke eerste werktydperk en tweede werktydperk van die dag, en gedurende sodanige pouse mag daar nie van sodanige werknemer vereis word of mag hy nie toegelaat word om enige werk te verrig nie, en sodanige pouse word geag deel van die gewone werkure van sodanige werknemer uit te maak.

(4) ***Werkure moet agtereenvolgend wees:*** Behoudens subklousule (2), moet alle werkure van 'n werknemer op 'n dag agtereenvolgend wees.

(5) ***Beperking van oortyd:*** 'n Werkgewer mag nie van 'n werknemer vereis of hom toelaat om oortyd te werk nie behalwe ingevolge 'n ooreenkoms wat hy met die werknemer aangegaan het en mits sodanige oortyd, in die geval van—

(a) 'n los werknemer, hoogstens drie uur op 'n dag is;

(b) 'n sekuriteitswag of 'n wag, hoogstens 12 uur in 'n week is;

(c) enige ander klas werknemer, hoogstens drie uur op 'n dag en 10 uur in 'n week is:

Provided that the limitation contained in paragraph (c) shall not apply in respect of a driver of a motorvehicle or an employee providing assistance on or accompanying a motor vehicle driven over a distance of more than 480 km in one direction from the point of departure to the destination if the ordinary hours of work of such driver or other member of the vehicle staff, together with any overtime worked, do not exceed 14 hours on any day: Provided further that whenever overtime in excess of the limitation contained in paragraph (c) is necessary—

(i) to meet a seasonal demand for the supply of petrol or oil containers;

(ii) in an establishment manufacturing metal containers or allied products required by an establishment engaged in the canning or preserving of foodstuffs to prevent the loss of perishable raw materials,

an employer may require or permit an employee to work additional overtime not exceeding 10 hours in any week.

(6) ***Payment for overtime:*** (a) An employer shall pay an employee, other than a casual employee, who works overtime, at a rate of not less than —

(i) one and a third times his hourly wage in respect of the total period not exceeding 10 hours in any week so worked by the employee;

(ii) one and a half times his hourly wage in respect of the hours in excess of 10 hours in any week so worked by the employee.

(b) An employer shall pay a casual employee who works overtime at a rate of not less than one and a third times his hourly wage in respect of the period so worked on any day.

(7) ***Savings:*** (a) This clause shall not apply to —

(i) a traveller or a traveller's assistant;

(ii) any other class of employee who is in receipt of a regular annual wage of not less than the remuneration stipulated in a current exemption published in terms of section 34 (1) of the Basic Conditions of Employment Act, 1983 (Act No. 3 of 1983), for the area in which he is employed;

(iii) an employee while employed on the manufacture of drawn and wall-ironed two-piece containers: Provided that such employee shall —

(aa) not be permitted or required to work more than 49 ordinary hours in any cycle of eight consecutive days;

(ab) be granted four rest intervals of at least 24 consecutive hours each during such cycle of eight consecutive days: Provided further that at least two of such rest intervals shall be consecutive;

(ac) while so employed, be paid an additional amount of not less than 15% of his wage:

Provided further that, subject to their written consent and to provisos (aa) to (ac) above, this clause shall also not apply to employees while employed in *in con-connection with* the manufacture of drawn and wall-ironed two-piece containers. For the purposes of this proviso "written consent" shall mean consent given in writing by a majority of the employees concerned.

(b) Subclauses (2), (3), (4) and (5) shall not apply to an employee while he is engaged on emergency work.

(c) Subclause (3) shall not apply to a boiler attendant, a chauffeur, a driver of a motor vehicle, a Grade III employee who accompanies such driver, or a first-aid attendant.

Met dien verstande dat die beperking vervat in paragraaf (c) nie ten opsigte van 'n drywer van 'n motorvoertuig of 'n werknemer wat bystand verleen op 'n motorvoertuig, of 'n motorvoertuig vergesel, wat 'n afstand van meer as 480 km in een rigting vanaf die vertrekpunt tot by die bestemming aflê, van toepassing is nie indien die gewone werkure van sodanige drywer of ander lid van die voertuigpersoneel, tesame met enige oortyd gewerk, hoogstens 14 uur op 'n dag is: Met dien verstande voorts dat wanneer meer oortyd as die beperking vervat in paragraaf (c) nodig is—

(i) om te voldoen aan 'n seiscensvraag na die verskaffing van petrol- of oliehouers;

(ii) in 'n bedryfsinrigting wat metaalhouers of aanverwante produkte vervaardig wat benodig word deur 'n bedryfsinrigting wat voedsel inmaak of preserveer, om die verlies van bederfbare grondstowwe te verhoed,

'n werkgewer kan vereis of toelaat dat 'n werknemer addisionele oortyd van hoogstens 10 uur in 'n week werk.

(6) ***Betaling vir oortyd:*** (a) 'n Werkgewer moet 'n werknemer, uitgesonderd 'n los werknemer, wat oortyd werk, betaal teen 'n tarief van minstens —

(i) een en 'n derdemaal sy uurloon ten opsigte van die totale tydperk van hoogstens 10 uur in 'n week aldus deur die werknemer gewerk;

(ii) een en 'n half maal sy uurloon ten opsigte van die ure meer as 10 uur in 'n week aldus deur die werknemer gewerk.

(b) 'n Werkgewer moet 'n los werknemer wat oortyd werk, betaal teen 'n tarief van minstens een en 'n derde maal sy uurloon ten opsigte van die tydperk aldus op 'n dag gewerk.

(7) ***Voorbehoudsbepalings:*** (a) Hierdie klousule is nie van toepassing nie op —

(i) 'n handelsreisiger of 'n handelsreisiger se assistent;

(ii) enige ander klas werknemer wat 'n gereelde jaarlikse loon ontvang van minstens die besoldiging gestipuleer in 'n bestaande vrystelling gepubliseer kragtens artikel 34 (1) van die Wet op Basiese Diensvoorwaardes, 1983 (Wet No. 3 van 1983), vir die gebied waarin hy werksaam is;

(iii) 'n werknemer terwyl hy werksaam is in die vervaardiging van getrokke en versterkte tweestukhouers: Met dien verstande dat sodanige werknemer —

(aa) nie toegelaat of dat van hom vereis word om meer as 49 gewone ure in 'n tydkring van agt agtereenvolgende dae te werk nie;

(ab) vier ruspouses elk van minstens 24 agtereenvolgende uur gedurende sodanige tydkring van agt agtereenvolgende dae toegestaan word: Met dien verstande voorts dat minstens twee van sodanige ruspouses agtereenvolgend is;

(ac) 'n addisionele bedrag van minstens 15% van sy loon betaal word terwyl hy hierdie werk doen:

Met dien verstande voorts dat hierdie klousule, onderworpe aan hul skriftelike instemming en voorbehoudsbepalings (aa) tot (ac) hierbo, ook nie van toepassing is nie op werknemers terwyl hulle werksaam is *in verband met* die vervaardiging van getrokke en versterkte tweestukhouers. By die toepassing van hierdie voorbehoudsbepaling beteken "skriftelike instemming" instemming wat skriftelik deur 'n meerderheid van die betrokke werknemers verleen is.

(b) Subklousules (2), (3), (4) en (5) is nie op 'n werknemer terwyl hy noodwerk verrig van toepassing nie.

(c) Subklousule (3) is nie van toepassing nie op 'n ketelbediener, 'n chauffeur, 'n drywer van 'n motorvoertuig, 'n werknemer graad III wat sodanige drywer vergesel of 'n eerstehulpbediener.

(d) Subclauses (2) and (3) shall not apply to an employee employed in a canteen or to a security guard or a watchman: Provided that if such employee is allowed a meal interval, the time taken up by such interval shall for the purposes of subclause (1), be regarded as time worked by him.

(8) For the purposes of this clause—

(a) "ordinary hours of work" means the hours of work prescribed in subclause (1) or if by agreement between an employer and his employee the latter works a lesser number of ordinary hours, it means such shorter hours;

(b) the proviso to clause 2 (52) shall no longer apply.".

4. Substitute the following for clause 6:

"6. ANNUAL LEAVE

(1) Subject to subclause (3), an employer shall grant to his employee, other than a casual employee, and the employee shall take, in respect of each completed period of 12 months of employment with the employer, leave as follows:

(a) *A traveller or a traveller's assistant* who in the performance of his duties has been absent from his place of residence and the employer's establishment for—

(i) at least three nights per month on average during the preceding 12 months and who normally works on—

(aa) not more than five days in a week, 20 consecutive work-days;

(ab) more than five days in a week, 24 consecutive work-days;

(ii) less than three nights per month on average during the preceding 12 months and who normally works on—

(aa) not more than five days in a week, 15 consecutive work-days;

(ab) more than five days in a week, 18 consecutive work-days:

Provided that an employee who before this amendment became binding had been entitled to a longer period of annual leave than that prescribed in subparagraph (ii), shall retain the right to such leave while employed by the same employer;

(b) *a security guard or a watchman* whose ordinary hours of work—

(i) *exceed 48 in a week* and who normally works on—

(aa) not more than five days in a week, 20 consecutive work-days;

(ab) more than five days in a week, 24 consecutive work-days;

(ii) *do not exceed 48* in a week and who normally works on—

(aa) not more than five days in a week, 15 consecutive work-days;

(ab) more than five days in a week, 18 consecutive work-days;

(c) *any other class of employee* who normally works on—

(i) not more than five days in a week, 15 consecutive work-days;

(ii) more than five days in a week, 18 consecutive work-days.

(d) Subklousules (2) en (3) is nie op 'n werknemer wat in 'n verversingslokaal werk of op 'n sekuriteitswag of 'n wag van toepassing nie: Met dien verstande dat indien 'n etenspouse aan sodanige werknemer toegestaan word, die tyd deur sodanige pouse in beslag geneem, by die toepassing van subklousule (1) geag word tyd te wees wat hy gewerk het.

(8) By die toepassing van hierdie klousule —

(a) beteken "gewone werkure" die werkure voorgeskryf by subklousule (1) of, indien volgens ooreenkoms tussen 'n werkgewer en sy werknemer laasgenoemde minder gewone ure werk, sodanige korter ure;

(b) is die voorbehoudsbepaling van klousule 2 (50) nie meer van toepassing nie.".

4. Vervang klousule 6 deur die volgende:

"6. JAARLIKSE VERLOF

(1) Behoudens subklousule (3), moet 'n werkgewer aan sy werknemer, uitgesonderd 'n los werknemer, ten opsigte van elke voltooide tydperk van 12 maande diens by die werkgewer soos volg verlof toestaan en moet die werknemer soos volg verlof neem:

(a) *'n Reisiger of 'n reisiger se assistent* wat in die uitvoering van sy pligte van sy woonplek en die werkgewer se bedryfsinrigting afwesig was vir gemiddeld—

(i) minstens drie nagte per maand gedurende die voorafgaande 12 maande en wat gewoonlik op—

(aa) hoogstens vyf dae in 'n week werk, 20 agtereenvolgende werkdae;

(ab) meer as vyf dae in 'n week werk, 24 agtereenvolgende werkdae;

(ii) minder as drie nagte per maand gedurende die voorafgaande 12 maande en wat gewoonlik op—

(aa) hoogstens vyf dae in 'n week werk, 15 agtereenvolgende werkdae;

(ab) meer as vyf dae in 'n week werk, 18 agtereenvolgende werkdae:

Met dien verstande dat 'n werknemer wat voordat hierdie wysiging bindend geword het, geregtig was op 'n langer tydperk van jaarlikse verlof as wat by subparagraaf (ii) voorgeskryf word, die reg op sodanige verlof behou terwyl hy by dieselfde werkgewer in diens is;

(b) *'n sekuriteitswag of 'n wag* wie se gewone werkure—

(i) *48 in 'n week te bowe gaan* en wat gewoonlik op—

(aa) hoogstens vyf dae in 'n week werk, 20 agtereenvolgende werkdae;

(ab) meer as vyf dae in 'n week werk, 24 agtereenvolgende werkdae;

(ii) *nie 48 in 'n week te bowe gaan nie* en wat gewoonlik op—

(aa) hoogstens vyf dae in 'n week werk, 15 agtereenvolgende werkdae;

(ab) meer as vyf dae in 'n week werk, 18 agtereenvolgende werkdae;

(c) *enige ander klas werknemer* wat gewoonlik op—

(i) hoogstens vyf dae in 'n week werk, 15 agtereenvolgende werkdae;

(ii) meer as vyf dae in 'n week werk, 18 agtereenvolgende werkdae.

(347)

(2) The employer shall pay his employee in respect of the leave prescribed in subclause (1), in the case of an employee referred to in—

(a) subclause (1) (a) (i) or (1) (b) (i), an amount of not less than four times,

(b) subclause (1) (a) (ii), (1) (b) (ii) or (1) (c) (i) or (ii), an amount of not less than three times,

the weekly wage which the employee was receiving immediately prior to the date on which the leave commenced.

(3) The leave prescribed in subclause (1) shall be granted and be taken, as the case may be, at the time to be fixed by the employer: Provided that—

(a) if such leave has not been granted and taken earlier, it shall, save as provided in subclause (4), be granted and be taken so as to commence within four months after the completion of the 12 months of employment to which it relates or, if the employer and his employee have agreed thereto in writing before the expiration of the said period of four months, the employer shall grant such leave to the employee and the employee shall take the leave from a date not later than two months after the expiration of the said period of four months;

(b) the period of leave shall not be concurrent with any period—

(i) of sick leave in terms of clause 7 (1) or with absence from work owing to incapacity in the circumstances set out in clause 7 (4) (a) or (b), amounting in the aggregate in any period of 12 months to not more than 15 weeks;

(ii) during which the employee is under notice of termination of employment in terms of clause 11; or

(iii) during which the employee is doing military service;

(c) an employer may set off against such period of leave any days of occasional leave granted on full pay to his employee at such employee's written request during the period of employment to which the annual leave relates;

(d) when an employer requires his employee to take leave before the expiration of the 12 months of employment to which such leave relates, the employer shall grant such employee the full period of leave accruable for 12 months of employment and, with due regard to the accrual of any increments in terms of clause 3, shall pay such employee in respect of such leave an amount of not less than that which the employee would have been entitled to at the date on which the leave would normally have accrued: Provided further that if such employee's employment terminates before the expiration of the 12 months in respect of which the leave was granted in terms of this proviso, the employer may set off against any remuneration due to the employee at the termination of his employment, the difference between the amount paid to the employee in terms hereof and the amount to which he would have been entitled at the termination of his employment in terms of subclause (6), had the leave not been granted to him.

(4) (a) At the written request of his employee an employer may permit the leave to accumulate over a period of not more than 24 months of employment: Provided that—

(i) the request is made by such employee not later than four months after the expiration of the first period of 12 months of employment to which the leave relates; and

(ii) the date of the receipt of the request is endorsed on the request over his signature by the employer, who shall retain the request at least until after the expiration of the period of leave.

(2) Die werkgewer moet sy werknemer ten opsigte van die verlof by subklousule (1) voorgeskryf, soos volg betaal: In die geval van 'n werknemer bedoel in—

(a) subklousule (1) (a) (i) of (1) (b) (i), 'n bedrag van minstens vier maal,

(b) subklousule (1) (a) (ii), (1) (b) (ii) of (1) (c) (i) of (ii), 'n bedrag van minstens drie maal,

die weekloon wat die werknemer onmiddellik voor die aanvangsdatum van die verlof ontvang het.

(3) Die verlof voorgeskryf by subklousule (1) moet toegestaan en geneem word, na gelang van die geval, op 'n tyd wat die werkgewer bepaal: Met dien verstande dat—

(a) indien sodanige verlof nie eerder toegestaan en geneem is nie, dit, behoudens subklousule (4), so toegestaan en geneem moet word dat dit begin binne vier maande na voltooiing van die 12 maande diens waarop dit betrekking het of, indien die werkgewer en sy werknemer voor die verstryking van genoemde tydperk van vier maande skriftelik daartoe ooreengekom het, die werkgewer sodanige verlof aan die werknemer moet toestaan en die werknemer die verlof moet neem vanaf 'n datum uiterlik twee maande na die verstryking van genoemde tydperk van vier maande;

(b) die verloftydperk nie mag saamval nie met 'n tydperk—

(i) van siekteverlof ingevolge klousule 7 (1) of met afwesigheid van die werk weens ongeskiktheid in die omstandighede uiteengesit in klousule 7 (4) (a) of (b), wat altesaam hoogstens 15 weke in 'n tydperk van 12 maande beloop;

(ii) waartydens die werknemer kennis van diensbeëindiging ingevolge klousule 11 uitdien; of

(iii) waartydens die werknemer militêre diens verrig;

(c) 'n werkgewer al die dae geleentheidsverlof wat op die skriftelike versoek van sy werknemer met volle betaling aan hom toegestaan is gedurende die tydperk van diens waarop die jaarlikse verlof betrekking het, van sodanige verloftydperk kan aftrek;

(d) wanneer 'n werkgewer van sy werknemer vereis om verlof te neem voor die verstryking van die 12 maande diens waarop sodanige verlof betrekking het, die werkgewer aan sodanige werknemer die volle verloftydperk oploopbaar vir 12 maande diens, moet toestaan en, met behoorlike inagneming van die toevalling van enige verhogings ingevolge klousule 3, aan sodanige werknemer ten opsigte van sodanige verlof 'n bedrag moet betaal van minstens dié waarop die werknemer geregtig sou gewees het op die datum waarop die verlof normaalweg sou toeval: Met dien verstande voorts dat, indien sodanige werknemer se diens eindig voor die verstryking van die 12 maande ten opsigte waarvan die verlof ingevolge hierdie voorbehoudsbepaling toegestaan is, die werkgewer die verskil tussen die bedrag aan die werknemer ingevolge hiervan betaal en die bedrag waarop hy ingevolge subklousule (6), by diensbeëindiging geregtig sou gewees het indien die verlof nie aan hom toegestaan was nie, kan aftrek van enige besoldiging wat aan die werknemer by diensbeëindiging verskuldig is.

(4) (a) Op die skriftelike versoek van sy werknemer kan 'n werkgewer toelaat dat die verlof oor 'n tydperk van hoogstens 24 maande diens oploop: Met dien verstande dat—

(i) sodanige werknemer die versoek rig uiterlik vier maande na die verstryking van die eerste tydperk van 12 maande diens waarop die verlof betrekking het; en

(ii) die werkgewer die datum van ontvangs van die versoek daarop aanbring en dit onderteken en die versoek tot minstens na die verstryking van die verloftydperk bewaar.

(b) Subclause (3) shall *mutatis mutandis* apply to the leave referred to in this subclause.

(5) The remuneration in respect of the leave prescribed in subclause (1), read with subclause (4), shall be paid not later than the last work-day before the date of commencement of the leave or, at the written request of the employee, not later than the first pay-day after the expiration of the leave.

(6) An employee whose employment terminates during any period of 12 months of employment before the period of leave prescribed in subclause (1) in respect of that period has accrued shall, upon such termination and in addition to any other remuneration which may be due to him, be paid in respect of each completed month of such period of employment an amount of not less than—

(a) in the case of an employee referred to in subclause (1) (a) (i) or (1) (b) (i), one third; and

(b) in the case of an employee referred to in subclause (1) (a) (ii), (1) (b) (ii) or (1) (c) (i) or (ii), one fourth,

of the weekly wage he was receiving immediately before the date of such termination: Provided that—

(i) an employer may make a proportionate deduction in respect of any period of leave granted to an employee in terms of proviso (c) to subclause (3);

(ii) an employee who leaves his employment without having given and served the period of notice prescribed in clause 11 shall be entitled to claim payment in terms of this subclause in respect of only such accrued leave money as exceeds the amount he was required to pay his employer in lieu of notice, unless—

(aa) the employer has waived such notice or the employee has paid the employer upon termination or prior to termination of service in lieu of notice; or

(ab) in failing to give and serve such notice the employee was acting within his legal rights.

(7) An employee who has become entitled to a period of leave prescribed in subclause (1), read with subclauses (3) (c) and (4), and whose employment terminates before such leave has been granted and been taken, shall and with due regard to subclause (8), upon such termination be paid the amount he would have received in respect of the leave had the leave been granted to and taken by him as at the date of the termination.

(8) For the purposes of this clause—

(a) the weekly wage at any date of an employee who is engaged on piece-work shall be his average weekly remuneration for the preceding 13 weeks or, if a lesser period has been worked, for the number of completed weeks so worked;

(b) the expressions "employment" and "period of employment" shall be deemed to include—

(i) any period in respect of which an employer pays an employee or an employee pays an employer in lieu of notice in terms of clause 11;

(ii) any period amounting in the aggregate in any period of 12 months, to not more than 15 weeks during which an employee is absent—

(aa) on leave in terms of this clause;

(ab) on sick leave in terms of clause 7 (1) or owing to incapacity in the circumstances set out in clause 7 (4) (a) or (b);

(ac) at the instance of his employer;

(b) Subklousule (3) is *mutatis mutandis* van toepassing op die verlof in hierdie subklousule bedoel.

(5) Die besoldiging ten opsigte van die verlof voorgeskryf by subklousule (1), gelees met subklousule (4), moet betaal word uiterlik op die laaste werkdag voor die aanvangsdatum van die verlof of, op die skriftelike versoek van die werknemer, uiterlik op die eerste betaaldag na die verstryking van die verlof.

(6) 'n Werknemer wie se diens gedurende 'n dienstermyn van 12 maande eindig voordat die verloftydperk voorgeskryf by subklousule (1) ten opsigte van daardie termyn opgeloop het, moet by sodanige diensbeëindiging en benewens enige ander besoldiging wat aan hom verskuldig is, ten opsigte van elke voltooide maand van sodanige dienstermyn 'n bedrag betaal word van minstens—

(a) in die geval van 'n werknemer in subklousule (1) (a) (i) of (1) (b) (i) bedoel, een derde; en

(b) in die geval van 'n werknemer in subklousule (1) (a) (ii), (1) (b) (ii) of (1) (c) (i) of (ii) bedoel, een vierde,

van die weekloon wat hy onmiddellik voor die datum van sodanige diensbeëindiging ontvang het: Met dien verstande dat—

(i) 'n werkgewer 'n eweredige bedrag kan aftrek ten opsigte van enige tydperk van verlof aan 'n werknemer toegestaan kragtens voorbehoudsbepaling (c) van subklousule (3);

(ii) 'n werknemer wat sy diens verlaat sonder om die tydperk kennis te gee en die kennisgewingstermyn uit te dien wat by klousule 11 voorgeskryf word, daarop geregtig is om betaling ingevolge hierdie subklousule te eis slegs ten opsigte van die opgeloopte verlofgeld bo die bedrag wat hy in plaas van kennisgewing aan sy werkgewer moet betaal, tensy—

(aa) die werkgewer van sodanige kennisgewing afsien of die werknemer die werkgewer by diensbeëindiging of voor diensbeëindiging betaal in plaas daarvan om kennis te gee; of

(ab) die werknemer by versuim om sodanige kennis te gee en uit te dien, binne sy wetlike regte handel.

(7) 'n Werknemer wat geregtig geword het op 'n tydperk van verlof voorgeskryf by subklousule (1), gelees met subklousules (3) (c) en (4), en wie se diens eindig voordat sodanige verlof toegestaan en geneem is, moet, met behoorlike inagneming van subklousule (8), by sodanige diensbeëindiging die bedrag betaal word wat hy ten opsigte van die verlof sou ontvang het as die verlof op die datum van diensbeëindiging aan hom toegestaan en deur hom geneem was.

(8) By die toepassing van hierdie klousule—

(a) is die weekloon, op enige datum, van 'n werknemer wat stukwerk verrig, sy gemiddelde weeklikse besoldiging vir die voorafgaande 13 weke of, indien 'n korter tydperk gewerk is, vir die getal voltooide weke aldus gewerk;

(b) word die uitdrukkings "diens" en "dienstermyn" geag die volgende te omvat—

(i) Enige tydperk ten opsigte waarvan 'n werkgewer 'n werknemer of 'n werknemer 'n werkgewer ingevolge klousule 11 betaal in plaas van kennis te gee;

(ii) enige tydperk van altesaam hoogstens 15 weke in 'n tydperk van 12 maande wat 'n werknemer afwesig is—

(aa) met verlof ingevolge hierdie klousule;

(ab) met siekteverlof ingevolge klousule 7 (1) of weens ongeskiktheid in die omstandighede uiteengesit in klousule 7 (4);

(ac) op las of versoek van sy werkgewer;

(347)

(ad) with the consent or condonation of his employer;

(ae) for any other reason that is not in breach of his contract of employment; and

(iii) any period during which an employee is absent from work while on military service: Provided that an employee shall not be entitled to claim as employment, in any period of 12 months' employment, more than four months of such service,

and employment shall be deemed to commence—

(aa) in the case of an employee who, before this amendment became binding, had become entitled to a period of annual leave in terms of any law, on the date on which he last became entitled to leave under that law;

(ab) in the case of an employee who was in employment before this amendment became binding and to whom any law providing for annual leave applied but who had not yet become entitled to a period of leave in terms thereof, on the date on which such employment commenced;

(ac) in the case of any other employee, on the date on which such employee entered his employer's service or on the date on which this amendment became binding, whichever is the later.

(9) (a) Notwithstanding anything to the contrary contained in this clause, an employer may for the purposes of annual leave, at any time, but not more than once in any period of 12 months, close his establishment for 21 consecutive days or suspend an activity for 21 consecutive days and in that case he shall remunerate his employee in terms of subclause (2) or in terms of paragraph (c) hereof, as the case may be.

(b) Whenever a paid holiday falls on a day which otherwise would be a workday for an employee and such paid holiday falls within the closed or suspension period referred to in paragraph (a), another workday shall be added to the said closed or suspension period as a further period of leave and the employee shall be paid an amount of not less than his daily wage in respect of each such day added.

(c) An employee who, at the date on which an establishment or activity in which he is employed is closed or suspended, is not entitled to the full period of annual leave prescribed in subclause (1) shall, in respect of any leave due to him, be paid by his employer on the basis set out in subclause (6), and for the purposes of annual leave thereafter his employment shall be deemed to commence on the date of such closing of the establishment or such suspension of the activity.

(10) For the purposes of this clause—

(a) "military service" means any period of service or training in terms of the Defence Act, 1957 (Act No. 44 of 1957);

(b) "paid holiday" means New Year's Day or the succeeding Monday whenever New Year's Day falls on a Sunday, Good Friday, Family Day, Workers' Day, Ascension Day, Republic Day, Day of the Vow and Christmas Day.".

(ad) met die toestemming of kondonering van sy werkgewer;

(ae) om enige ander rede wat nie 'n verbreking van sy dienskontrak is nie; en

(iii) enige tydperk wat 'n werknemer van sy werk afwesig is vir militêre diens: Met dien verstande dat 'n werknemer nie daarop geregtig is om in 'n tydperk van 12 maande diens meer as vier maande van sodanige afwesigheid as diens te eis nie,

en word diens geag te begin—

(aa) in die geval van 'n werknemer wat, voordat hierdie wysiging bindend geword het, kragtens enige wet op 'n tydperk van jaarlikse verlof geregtig geword het, op die datum waarop hy laas kragtens daardie wet op verlof geregtig geword het;

(ab) in die geval van 'n werknemer wat, voordat hierdie wysiging bindend geword het, in diens was en op wie enige wet wat vir jaarlikse verlof voorsiening maak, van toepassing was, maar wat nog nie daarkragtens op 'n tydperk van verlof geregtig geword het nie, op die aanvangsdatum van sodanige diens;

(ac) in die geval van enige ander werknemer, op die datum waarop sodanige werknemer by sy werkgewer in diens getree het of op die datum waarop hierdie wysiging bindend geword het, èn wel op die jongste van die twee datums.

(9) (a) Ondanks andersluidende bepalings in hierdie klousule, kan 'n werkgewer vir die doel van jaarlikse verlof te eniger tyd, maar hoogstens een maal in 'n tydperk van 12 maande, sy bedryfsinrigting vir 21 agtereenvolgende dae sluit of 'n bedrywigheid vir 21 agtereenvolgende dae staak, en in daardie geval moet hy sy werknemer ingevolge subklousule (2) of ingevolge paragraaf (c) hiervan, na gelang van die geval, besoldig.

(b) Wanneer 'n betaalde vakansiedag op 'n dag val wat andersins vir 'n werknemer 'n werkdag sou wees en sodanige betaalde vakansiedag binne die geslote of stakingstydperk bedoel in paragraaf (a) val, moet 'n ander werkdag by genoemde geslote of stakingstydperk gevoeg word as 'n verdere verloftydperk en moet die werknemer 'n bedrag van minstens sy dagloon betaal word ten opsigte van elke sodanige dag wat bygevoeg word.

(c) 'n Werknemer wat op die datum waarop 'n bedryfsinrigting of bedrywigheid waarin hy werksaam is, gesluit of gestaak word, nie op die volle tydperk van jaarlikse verlof voorgeskryf by subklousule (1) geregtig is nie, moet ten opsigte van enige verlof wat aan hom verskuldig is, deur sy werkgewer betaal word op die grondslag in subklousule (6) uiteengesit, en vir die doel van jaarlikse verlof daarna word sy diens geag te begin op die datum waarop die bedryfsinrigting aldus gesluit of die bedrywigheid aldus gestaak word.

(10) By die toepassing van hierdie klousule beteken—

(a) "militêre diens" 'n tydperk van diens of opleiding kragtens die Verdedigingswet, 1957 (Wet No. 44 van 1957);

(b) "betaalde vakansiedag" Nuwejaarsdag of die daaropvolgende Maandag wanneer Nuwejaarsdag op 'n Sondag val, Goeie Vrydag, Gesinsdag, Werkersdag, Hemelvaartdag, Republiekdag, Geloftedag en Kersdag.".

5. Substitute the following for clause 7:

"7. SICK LEAVE (347)

(1) Subject to subclause (2), an employer shall grant to his employee, other than a casual employee, who is absent from work through incapacity—

(a) in the case of an employee who normally works on not more than five days in a week, not less than 30 work-days, and

(b) in the case of any other employee, not less than 36 work-days,

sick leave during each cycle of 36 consecutive months of employment with him, and shall pay the employee in respect of any period of absence in terms of this subclause not less than the wage he would have received had he worked during such period: Provided that—

(i) in the first cycle of 36 consecutive months of employment an employee shall not be entitled to sick leave on full pay at a rate of more than, in the case of an employee who works on not more than five days in a week, one work-day in respect of each completed period of five weeks of employment and, in the case of any other employee, one work-day in respect of each completed month of employment;

(ii) if in the first cycle of 36 consecutive months of employment an employee is absent owing to incapacity for longer than the number of days of paid sick leave to which he is entitled in terms of subparagraph (i), his employer shall not, at that stage, be required to effect any payment in respect of the excess sick leave taken: Provided further that if he has not previously done so the employer shall at the end of the first cycle of 36 months of employment pay the employee an amount equal to not less than the difference between the sick leave payment that has already been made and the employee's wage for the full period of his incapacity, up to a maximum of 30 work-days or 36 work-days, as the case may be, and such compensation shall be effected at a rate of not less than the employee's wage at the commencement of his incapacity: Provided further that where the employee's contract of employment terminates before the expiry of such first cycle the employee shall be entitled to claim payment from his employer of an amount equal to the difference between the sick leave pay that he has already received and his wage for the full period of his incapacity, but at a rate not exceeding his wage for one work-day for each completed period of five weeks of employment in the case of an employee who normally works on not more than five days in a week, and one work-day for each month of service in the case of any other employee, and for the purposes of this proviso the expression **"wage"** means the wage the employee was receiving at the commencement of his incapacity;

(iii) where an employer is by any law required to pay fees for hospital or medical treatment in respect of an employee, and pays such fees, the amount so paid may be set off against the payment due in respect of absence owing to incapacity in terms of this clause;

(iv) payment for any period of absence on sick leave in terms of this clause to an employee who is employed on piece-work shall be at the rate of not less than the employee's average remuneration for the 13 weeks preceding the commencement of the sick leave or, if a lesser period has been worked, for the number of completed weeks so worked.

5. Vervang klousule 7 deur die volgende:

"7. SIEKTEVERLOF

(1) Behoudens subklousule (2), moet 'n werkgewer aan sy werknemer, uitgesonderd 'n los werknemer, wat weens ongeskiktheid van die werk afwesig is, siekteverlof toestaan van—

(a) in die geval van 'n werknemer wat gewoonlik op hoogstens vyf dae in 'n week werk, minstens 30 werkdae, en

(b) in die geval van enige ander werknemer, minstens 36 werkdae,

gedurende elke tydkring van 36 agtereenvolgende maande diens by hom, en moet hy die werknemer ten opsigte van enige tydperk van afwesigheid ingevolge hierdie subklousule minstens die loon betaal wat hy sou ontvang het as hy gedurende sodanige tydperk gewerk het: Met dien verstande dat—

(i) 'n werknemer gedurende die eerste tydkring van 36 agtereenvolgende maande diens nie op meer siekteverlof met volle betaling geregtig is nie as, in die geval van 'n werknemer wat op hoogstens vyf dae in 'n week werk, een werkdag ten opsigte van elke voltooide tydperk van vyf weke diens en, in die geval van enige ander werknemer, een werkdag ten opsigte van elke voltooide maand diens;

(ii) indien 'n werknemer gedurende die eerste tydkring van 36 agtereenvolgende maande diens weens ongeskiktheid langer afwesig is as die getal dae betaalde siekteverlof waarop hy kragtens subparagraaf (i) geregtig is, sy werkgewer nie in daardie stadium verplig is om enige betaling ten opsigte van die langer siekteverlof wat geneem is, te doen nie: Met dien verstande voorts dat die werkgewer, indien hy dit nie reeds gedoen het nie, aan die einde van die eerste tydkring van 36 maande diens aan die werknemer 'n bedrag moet betaal gelyk aan minstens die verskil tussen die siekteverlofbetaling wat reeds gedoen is en die werknemer se loon vir die volle tydperk van sy ongeskiktheid, tot 'n maksimum van 30 werkdae of 36 werkdae, na gelang van die geval, en sodanige vergoeding moet betaal word teen 'n tarief van minstens die werknemer se loon by die aanvang van sy ongeskiktheid: Met dien verstande voorts dat waar die werknemer se dienskontrak voor die verstryking van sodanige eerste tydkring eindig, die werknemer daarop geregtig is om van sy werkgewer die betaling te eis van 'n bedrag gelyk aan die verskil tussen die siekteverlofbetaling wat hy reeds ontvang het en sy loon vir die volle tydperk van sy ongeskiktheid, maar teen 'n tarief nie hoër nie as sy loon vir een werkdag vir elke voltooide tydperk van vyf weke diens in die geval van 'n werknemer wat gewoonlik op hoogstens vyf dae in 'n week werk, en een werkdag vir elke maand diens in die geval van enige ander werknemer, en by die toepassing van hierdie voorbehoudsbepaling die uitdrukking **"loon"** die loon beteken wat die werknemer by die aanvang van sy ongeskiktheid ontvang het;

(iii) waar 'n werkgewer ingevolge enige wet gelde vir hospitaal- of mediese behandeling ten opsigte van 'n werknemer moet betaal, en sodanige gelde betaal, die bedrag wat aldus betaal is, afgetrek kan word van die betaling wat ingevolge hierdie klousule ten opsigte van afwesigheid weens ongeskiktheid verskuldig is;

(iv) betaling vir 'n tydperk van afwesigheid met siekteverlof ingevolge hierdie klousule aan 'n werknemer wat stukwerk verrig, geskied teen die tarief van minstens die werknemer se gemiddelde besoldiging vir die 13 weke wat die aanvang van die siekteverlof voorafgegaan het of, indien 'n korter tydperk gewerk is, vir die aantal voltooide weke aldus gewerk.

(2) An employer may, as a condition precedent to the payment by him of any amount claimed in terms of this clause by an employee in respect of any absence from work—

(a) for more than two consecutive work-days; or

(b) on the work-day immediately preceding or the work-day immediately succeeding a Sunday, a paid holiday or the Tuesday immediately succeeding the Monday following New Year's Day whenever the latter falls on a Sunday,

require the employee to produce a certificate signed by a registered medical practitioner stating the nature and duration of the employee's incapacity: Provided that if an employee has received payment in terms of this clause or two or more occasions during any period of up to eight weeks without producing such a certificate his employer may, in the next eight weeks require him to produce such a certificate in respect of any period of absence.

(3) For the purposes of this clause the expression—

(a) **"employment"** shall be deemed to include—

(i) any period amounting in the aggregate in any cycle of 36 months, to not more than 30 weeks during which an employee is absent—

(aa) on leave in terms of clause 6;

(ab) on sick leave in terms of subclause (1) or owing to incapacity in the circumstances set out in subclause (4) (a) or (b);

(ac) at the instance of his employer;

(ad) with the consent or condonation of his employer;

(ae) for any other reason that is not in breach of his contract of employment;

(ii) any period during which an employee is absent from work on military service: Provided that an employee shall not be entitled to claim as employment, in any period of 12 months' employment, more than four months of such service; and

(iii) any period of employment which an employee has had with the same employer immediately before the date on which this amendment became binding, and any sick leave on full pay granted to such employee during such period shall be deemed to have been granted under this determination;

(b) **"incapacity"** means inability to work owing to any sickness of injury, other than sickness or injury caused by an employee's own misconduct: Provided that any such inability to work, caused by an accident or scheduled disease for which compensation is payable under the Workmen's Compensation Act, 1941 (Act No. 30 of 1941), shall only be regarded as incapacity during any period in respect of which no disablement payment is payable in terms of that Act;

(c) **"military services"** shall have the meaning assigned to the expression in clause 6 (10) (a).

(d) **"paid holiday"** shall have the meaning assigned to the expression in clause 6 (10) (b).

(4) **Savings:** This clause shall not apply—

(a) to an employee at whose written request an employer makes contributions, at least equal to those made by the employee, to any fund or organisation nominated by the employee, which fund or organisation guarantees to the employee, in the event of his incapacity in the circumstances set out in this clause, the payment to him of an amount not less than the equivalent of his wage for any period of such leave in terms of subclause (1);

(2) 'n Werkgewer kan, as 'n opskortende voorwaarde vir die betaling deur hom van 'n bedrag wat 'n werknemer kragtens hierdie klousule eis ten opsigte van enige afwesigheid van sy werk—

(a) van langer as twee agtereenvolgende werkdae; of

(b) op die werkdag onmiddellik voor of die werkdag onmiddellik na 'n Sondag, 'n betaalde vakansiedag of die Dinsdag onmiddellik na die Maandag wat volg op Nuwejaarsdag wanneer laasgenoemde op 'n Sondag val,

van die werknemer vereis om 'n sertifikaat voor te lê wat deur 'n geregistreerde geneesheer onderteken is en waarin die aard en duur van die werknemer se ongeskiktheid vermeld word: Met dien verstande dat, indien 'n werknemer by twee of meer geleenthede gedurende 'n tydperk van tot agt weke betaling ingevolge hierdie klousule ontvang het sonder om so 'n sertifikaat voor te lê, sy werkgewer in die daaropvolgende agt weke van hom kan vereis om so 'n sertifikaat ten opsigte van enige tydperk van afwesigheid voor te lê.

(3) By die toepassing van hierdie klousule—

(a) word die uitdrukking **"diens"** geag die volgende te omvat—

(i) enige tydperk van altesaam hoogstens 30 weke in 'n tydkring van 36 maande wat 'n werknemer afwesig is—

(aa) met verlof ingevolge klousule 6;

(ab) met siekteverlof ingevolge subklousule (1) of weens ongeskiktheid in die omstandighede uiteengesit in subklousule (4);

(ac) op las of versoek van sy werkgewer;

(ad) met die toestemming of kondonering van sy werkgewer;

(ae) om enige ander rede wat nie 'n verbreking van sy dienskontrak is nie;

(ii) enige tydperk wat 'n werknemer van sy werk afwesig is vir militêre diens: Met dien verstande dat 'n werknemer nie daarop geregtig is om in 'n tydperk van 12 maande diens meer as vier maande van sodanige afwesigheid as diens te eis nie; en

(iii) enige tydperk van diens wat 'n werknemer by dieselfde werkgewer gelewer het onmiddellik voor die datum waarop hierdie wysiging bindend geword het, en alle siekteverlof met volle betaling wat aan sodanige werknemer gedurende sodanige tydperk toegestaan is, word geag ingevolge hierdie vasstelling toegestaan te gewees het;

(b) beteken die uitdrukking **"ongeskiktheid"** onvermoë om te werk weens enige siekte of besering, behalwe 'n siekte of besering wat deur 'n werknemer se eie wangedrag veroorsaak is: Met dien verstande dat enige sodanige onvermoë om te werk wat veroorsaak is deur 'n ongeval of vergoedingspligtige siekte waarvoor vergoeding ingevolge die Ongevallewet, 1941 (Wet No. 30 van 1941), betaalbaar is, slegs as ongeskiktheid beskou word gedurende enige tydperk ten opsigte waarvan geen ongeskiktheidsbetaling ingevolgende daardie Wet betaalbaar is nie;

(c) het die uitdrukking **"militêre diens"** die betekenis wat in klousule 6 (10) (a) daaraan toegeken is;

(d) het die uitdrukking **"betaalde vakansiedag"** die betekenis wat in klousule 6 (10) (b) daaraan toegeken is.

(4) ***Voorbehoudsbepalings:*** Hierdie klousule is nie van toepassing nie—

(a) op 'n werknemer op wie se skriftelike versoek 'n werkgewer bydraes wat minstens gelykstaande is met dié van die werknemer, betaal aan 'n fonds of organisasie deur die werknemer benoem, welke fonds of organisasie die werknemer waarborg om in die geval van sy ongeskiktheid in die omstandighede in hierdie klousule uiteengesit, aan hom 'n bedrag te betaal van minstens die ekwivalent van sy loon vir enige tydperk van sodanige verlof ingevolge subklousule (1);

(b) in respect of any period of incapacity of an employee in respect of which the employer is required by any law to pay to the employee not less than his full wage.".

6. Substitute the following for clause 8:

"8. PAID HOLIDAYS AND SUNDAYS

(1) *Compensation for work on a paid holiday:* (a) Whenever an employee, other than a casual employee, **does not work** on a paid holiday and such day falls on a day which otherwise is an ordinary work-day for the employee, his employer shall pay him in respect of that day an amount equal to at least his daily wage: Provided that whenever Family Day falls within a period during which additional overtime is worked by an employee in terms of the second proviso to clause 5 (5), his employer may substitute for that day any work-day falling within 90 days after such paid holiday but if the employment of an employee who worked on Family Day without having been paid in terms of paragraph (b), terminates for whatever cause, before the day so substituted, his employer shall on such termination pay such employee, in addition to any other remuneration due to him, an amount of not less than his daily wage.

(b) Whenever an employee, other than a casual employee, **works** on a paid holiday, his employer shall pay him in respect of that day—

(i) an amount calculated at a rate of not less than double his wage in respect of the total period worked by him on such day, or double his daily wage, whichever is the greater; or

(ii) an amount calculated at a rate of not less than one and a third times his hourly wage in respect of the total period worked by him on that day, and grant to him, within seven days of such day, one day's leave and pay him in respect of such leave an amount of not less than his daily wage.

(2) ***Compensation for work on a Sunday:*** (a) Whenever an employee, other than a casual employee, works on a Sunday and that day is also a paid holiday, his employer shall compensate him on the basis set out in subclause (1) (b).

(b) Whenever an employee, other than a casual employee, works on a Sunday which is not also a paid holiday, his employer shall pay him—

(i) if he works for not more than four hours, an amount equal to at least his daily wage;

(ii) if he works for longer than four hours—

(aa) an amount calculated at a rate of not less than double his hourly wage in respect of the total period worked by him on such Sunday, or an amount of not less than double his daily wage, whichever is the greater, or

(ab) an amount calculated at a rate of not less than one and a third times his hourly wage in respect of the total period worked by him on such Sunday and grant to him, within seven days of such Sunday, one day's leave and pay him in respect of such leave an amount of not less than his daily wage.

(3) Whenever an employee works for a period which falls—

(a) partly on a paid holiday and partly on a Sunday; or

(b) partly on a paid holiday and partly on an ordinary work-day; or

(c) partly on a Sunday and partly on an ordinary work-day,

he shall for the purposes of this clause be deemed to have worked the whole period on the day on which the major portion of such work period falls.

(b) ten opsigte van enige tydperk van [illegible] 'n werknemer ten opsigte waarvan daar [illegible] enige wet van die werkgewer vereis word om die werknemer minstens sy volle loon te betaal.".

6. Vervang klousule 8 deur die volgende:

"8. BETAALDE VAKANSIEDAE EN SONDAE

(1) ***Vergoeding vir werk op 'n betaalde vakansiedag:*** (a) Wanneer 'n werknemer, uitgesonderd 'n los werknemer, **nie** op 'n betaalde vakansiedag **werk nie** [illegible] op 'n dag val wat vir die werknemer andersins 'n gewone werkdag is, moet sy werkgewer hom ten opsigte van daardie dag 'n bedrag gelyk aan minstens sy dagloon [illegible] dien verstande dat wanneer Gesinsdag binne 'n [illegible] waarin 'n werknemer ingevolge die tweede voorbehoudsbepaling van klousule 5 (5) addisionele oortyd werk, 'n werkgewer daardie dag kan vervang deur enige werkdag wat binne 90 dae na sodanige betaalde vakansiedag [illegible] as die diens van 'n werknemer wat op Gesinsdag gewerk het sonder dat hy ingevolge paragraaf (b) betaal is, om [illegible] rede ook al eindig voor die dag wat aldus [illegible] Gesinsdag vervang, moet sy werkgewer hom by sodanige eindiging [illegible] wens enige ander besoldiging wat aan hom [illegible] verskuldig is 'n bedrag van minstens sy dagloon betaal.

(b) Wanneer 'n werknemer, uitgesonderd 'n los werknemer, op 'n betaalde vakansiedag **werk**, moet sy werkgewer hom ten opsigte van daardie dag soos volg betaal:

(i) 'n Bedrag bereken teen 'n tarief van [illegible] sy loon ten opsigte van die volle tyd wat hy op [illegible] dag werk, of dubbel sy dagloon, watter bedrag [illegible] die grootste is; of

(ii) 'n bedrag bereken teen 'n tarief van [illegible] en 'n derde maal sy uurloon ten opsigte van die volle tyd wat hy op daardie dag werk, en moet sy werkgewer aan hom binne sewe dae na daardie dag een dag verlof toestaan en hom ten opsigte van sodanige verlof 'n bedrag van minstens sy dagloon betaal.

(2) ***Vergoeding vir werk op 'n Sondag:*** (a) Wanneer 'n werknemer, uitgesonderd 'n los werknemer, op 'n Sondag werk en daardie dag ook 'n betaalde vakansiedag is, moet sy werkgewer hom vergoed op die grondslag [illegible] subklousule (1) (b) uiteengesit.

(b) Wanneer 'n werknemer, uitgesonderd 'n los werknemer, op 'n Sondag werk wat nie ook 'n betaalde vakansiedag is nie, moet sy werkgewer hom soos volg betaal:

(i) Indien hy hoogstens vier uur werk, 'n bedrag gelyk aan minstens sy dagloon;

(ii) indien hy langer as vier uur werk—

(aa) 'n bedrag bereken teen 'n tarief van minstens dubbel sy uurloon ten opsigte van die volle tyd wat hy op sodanige Sondag werk, of 'n bedrag van minstens dubbel sy dagloon, watter bedrag ook al die grootste is; of

(ab) 'n bedrag bereken teen 'n tarief van minstens een en 'n derde maal sy uurloon ten opsigte van die volle tyd wat hy op daardie Sondag werk, en moet sy werkgewer aan hom binne sewe dae na daardie Sondag een dag verlof toestaan en hom ten opsigte van sodanige verlof 'n bedrag van minstens sy dagloon betaal.

(3) Wanneer 'n werknemer vir 'n tydperk werk wat—

(a) gedeeltelik op 'n betaalde vakansiedag en gedeeltelik op 'n Sondag val; of

(b) gedeeltelik op 'n betaalde vakansiedag en gedeeltelik op 'n gewone werkdag val; of

(c) gedeeltelik op 'n Sondag en gedeeltelik op 'n gewone werkdag val,

word hy by die toepassing van hierdie klousule [illegible] tydperk te gewerk het op dié dag waarop die meeste gedeelte van sodanige werktydperk val.

1347

(4) ***Compensation to a casual employee for work on a paid holiday or a Sunday:*** Whenever a casual employee works on a paid holiday or on a Sunday his employer shall pay him in respect of the total period worked by him on such day an amount calculated at a rate of double the hourly wage prescribed for or double the lowest hourly wage actually being paid to an employee in the same area who performs for him the same class of work as the casual employee is required to do, whichever is the greater amount: Provided that where the employer requires a casual employee—

(a) to perform the work of a class of employee for whom wages on a rising scale are prescribed, the expression 'hourly wage' shall mean the hourly wage for a qualified employee of that class as calculated in terms of clause 3 (4);

(b) to work for less than four hours on such day, he shall be deemed to have worked for four hours.

(5) ***Payment:*** The remuneration payable in terms of this clause to an employee, other than a casual employee, shall be paid to him not later than the pay-day immediately after the day in respect of which such remuneration is payable. A casual employee shall be remunerated as set out in clause 4 (2).

(6) For the purposes of this clause the expression 'paid holiday' shall have the meaning assigned to it in clause 6 (10) (b).

(7) ***Savings:*** This clause, except subclause (1) (a), shall not apply to an employee referred to in clause 5 (7) (a).".

7. *In clause 11—*

(a) substitute the expression "7 (4) (a) and (b)" for the expression "7 (5) (a) and (b)" in subclause (3) (ii);

(b) substitute the expression "6 (6)" for the expression "6 (5)" in subclause (4).

8. Substitute the following for clause 12:

"12. UNIFORMS, OVERALLS AND PROTECTIVE CLOTHING

(1) An employer shall supply and maintain in serviceable and clean condition, free of charge, any uniform, overall, gumboots, cap or other protective clothing which he is required by law to provide to his employee or which his employee is required by law to wear and such apparel shall not be removed from the premises of the employer except for cleaning, repair or replacement or where, owing to the nature of his duties, it is necessary for the employee to wear such apparel also when away from the premises of the employer.

(2) An employer to whom subclause (1) does not apply but who nevertheless provides his employee with protective clothing shall supply and maintain it in good and clean condition free of charge.

(3) Any protective clothing which has been provided free of charge to an employee shall remain the property of the employer.

(4) Notwithstanding the provisions of subclauses (1) and (2) an employer may permit an employee to clean his protective clothing himself in his own time, in which event the employer shall pay the employee an allowance of not less than R1,50 per week for each week in respect of which the employee is required to wear the article: Provided that where an employer provides a laundry service the allowance shall not be payable to an employee who elects to clean his protective clothing himself in his own time.".

(4) ***Vergoeding aan 'n los werknemer vir werk op 'n betaalde vakansiedag of 'n Sondag:*** Wanneer 'n los werknemer op 'n betaalde vakansiedag of op 'n Sondag werk, moet sy werkgewer hom ten opsigte van die volle tyd wat hy op sodanige dag werk, 'n bedrag betaal, bereken teen 'n tarief van dubbel die uurloon voorgeskryf vir of dubbel die laagste uurloon werklik betaal aan 'n werknemer in dieselfde gebied wat vir hom dieselfde klas werk verrig as wat van die los werknemer vereis word, watter bedrag ook al die grootste is: Met dien verstande dat waar die werkgewer van 'n los werknemer vereis—

(a) om die werk te verrig van 'n klas werknemer vir wie 'n loon teen 'n stygende skaal voorgeskryf word, die uitdrukking 'uurloon' die uurloon vir 'n gekwalifiseerde werknemer van daardie klas beteken, soos bereken ingevolge klousule 3 (4);

(b) om minder as vier uur op sodanige dag te werk, hy geag word vier uur lank te gewerk het.

(5) ***Betaling:*** Die besoldiging wat ingevolge hierdie klousule aan 'n werknemer, uitgesonderd 'n los werknemer, betaalbaar is, moet aan hom betaal word uiterlik op die eersvolgende betaaldag na die dag ten opsigte waarvan sodanige besoldiging betaalbaar is. 'n Los werknemer moet besoldig word soos in klousule 4 (2) uiteengesit.

(6) By die toepassing van hierdie klousule het die uitdrukking 'betaalde vakansiedag' die betekenis wat in klousule 6 (10) (b) daaraan toegeken is.

(7) ***Voorbehoudsbepalings:*** Hierdie klousule, uitgesonderd subklousule (1) (a), is nie op 'n werknemer bedoel in klousule 5 (7) (a) van toepassing nie.".

7. *In klousule 11—*

(a) vervang die uitdrukking "7 (5) (a) en (b)" in subklousule (3) (ii) deur die uitdrukking "7 (4) (a) en (b)";

(b) vervang die uitdrukking "6 (5)" in subklousule (4) deur die uitdrukking "6 (6)".

8. Vervang klousule 12 deur die volgende:

"12. UNIFORMS, OORPAKKE EN BESKERMENDE KLERE

(1) 'n Werkgewer moet enige uniform, oorpak, rubberstewels, pet of ander beskermende klere wat hy by wet verplig is om aan sy werknemer te verskaf of wat sy werknemer by wet verplig is om te dra, gratis verskaf en in 'n bruikbare en skoon toestand hou, en sodanige kledingstukke mag nie van die werkgewer se perseel verwyder word nie behalwe vir skoonmaak, herstel of vervanging, of waar dit vanweë die aard van sy pligte vir die werknemer nodig is om sodanige kledingstukke te dra ook wanneer hy weg van die werkgewer se perseel af is.

(2) 'n Werkgewer op wie klousule (1) nie van toepassing is nie maar wat sy werknemer nogtans van beskermende klere voorsien, moet dit gratis verskaf en in 'n goeie en skoon toestand hou.

(3) Enige beskermende klere wat gratis aan 'n werknemer verskaf is, bly die eiendom van die werkgewer.

(4) Ondanks die bepalings van subklousules (1) en (2) kan 'n werkgewer 'n werknemer toelaat om sy beskermende klere self in sy eie tyd skoon te maak, in welke geval die werkgewer die werknemer 'n toelae moet betaal van minstens R1,50 per week vir elke week ten opsigte waarvan daar van die werknemer vereis word om die kledingstuk te dra: Met dien verstande dat waar 'n werkgewer 'n was- en strykdiens verskaf, die toelae nie betaalbaar is aan 'n werknemer wat verkies om sy beskermende klere self in sy eie tyd skoon te maak nie.".

THURSDAY, 14 JANUARY 1993

Joint Committee on Home Affairs (Public Service Labour Relations Bill [B13—93 (GA)]).

MONDAY, 18 JANUARY 1993

Joint Committee on Provincial Accounts.

Joint Committee on Health (Social Work Amendment Bill [B14—93 (GA)]).

TUESDAY, 19 JANUARY 1993

Joint Committee on Provincial Accounts.

Joint Committee on Agriculture, Water Affairs and Forestry (Report).

Joint Committee on Health (Social Work Amendment Bill [B14—93 (GA)]).

WEDNESDAY, 20 JANUARY 1993

Joint Committee on Provincial Accounts.

Joint Committee on Agriculture, Water Affairs and Forestry (Report).

THURSDAY, 21 JANUARY 1993

Joint Committee on Provincial Accounts.

TUESDAY, 26 JANUARY 1993

Joint Committee on Finance (Financial Supervision of the Multilateral Motor Vehicle Accidents Fund Bill [B11—93 (GA)] and Secret Services Amendment Bill [B16—93 (GA)]).

WEDNESDAY, 27 JANUARY 1993

Joint Committee on Environment, Mineral and Energy Affairs (Liquid Fuel and Oil Act Repeal Bill [B12—93 (GA)] and Petroleum Products Amendment Bill [B18—93 (GA)]).

Enquiries: Mr W. Fourie, Head: Committee Section, Tel. (021) 403-2568. Beltel Page No. 3199.

(24 December 1992)

NOTICE 1166 OF 1992

347

DEPARTMENT OF MANPOWER

PROPOSED AMENDMENT OF THE WAGE ACT, 1957

1. A draft Amendment Bill, set out in the Schedule hereto, is published as a working document for general information and comment.

2. (a) All interested parties are invited to submit ***written*** comment on the draft Amendment Bill as soon as possible. Such comment should be forwarded to the **Director-General: Manpower, Private Bag X117, Pretoria, 0001,** or Fax No. (012) 320-0799, for the attention of Mr F. S. Watermeyer [Tel. (012) 310-6334].

(b) Comment should reach the Director-General by not later than ***26 February 1993.***

(c) The name, telephone number, fax number and address of a person who may be contacted in regard to the comment should also be stated clearly.

DONDERDAG, 14 JANUARIE 1993

Gesamentlike Komitee oor Binnelandse Sake (Wetsontwerp op Arbeidsverhoudinge, vir die Staatsdiens [W13—93 (AS)]).

MAANDAG, 18 JANUARIE 1993

Gesamentlike Komitee oor Provinsiale Rekenings.

Gesamentlike Komitee oor Gesondheid (Wysigingswetsontwerp op Maatskaplike Werk [W14—93 (AS)]).

DINSDAG, 19 JANUARIE 1993

Gesamentlike Komtiee oor Provinsiale Rekenings.

Gesamentlike Komitee oor Landbou, Waterwese en Bosbou (Verslag).

Gesamentlike Komitee oor Gesondheid (Wysigingswetsontwerp op Maatskaplike Werk [W14—93 (AS)]).

WOENSDAG, 20 JANUARIE 1993

Gesamentlike Komitee oor Provinsiale Rekenings.

Gesamentlike Komitee oor Landbou, Waterwese en Bosbou (Verslag).

DONDERDAG, 21 JANUARIE 1993

Gesamentlike Komitee oor Provinsiale Rekenings.

DINSDAG, 26 JANUARIE 1993

Gesamentlike Komitee oor Finansies (Wetsontwerp op Finansiële Toesighouding oor die Multilaterale Motorvoertuigongelukkefonds [W11—93 (AS)] en Wysigingswetsontwerp op Geheime Dienste [W16—93 (AS)]).

WOENSDAG, 27 JANUARIE 1993

Gesamentlike Komitee oor Omgewing-, Mineraal- en Energiesake (Wetsontwerp tot Herroeping van die Wet op Vloeibare Brandstof en Olie [W12—93 (AS)] en Wysigingswetsontwerp op Petroleumprodukte [W18—93 (AS)]).

Navrae: Mnr. W. Fourie, Hoof: Komitee-afdeling, Tel. (021) 403-2568. Beltel Bladsy No. 3199.

(24 Desember 1992)

KENNISGEWING 1166 VAN 1992

DEPARTEMENT VAN MANNEKRAG

VOORGESTELDE WYSIGING VAN DIE LOONWET, 1957

1. 'n Konsepwetsontwerp wat in die Bylae hieronder verskyn, word as 'n werksdokument vir algemene inligting en kommentaar gepubliseer.

2. (a) Alle belanghebbendes word versoek om so spoedig moontlik ***skriftelik*** kommentaar op die Konsepwysigingswetsontwerp te lewer. Die kommentaar moet gestuur word aan die **Direkteur-generaal: Mannekrag, Privaatsak X117, Pretoria, 0001,** of Faksno. (012) 320-0799, vir die aandag van mnr. F. S. Watermeyer [Tel. (012) 310-6334].

(b) Kommentaar moet die Direkteur-generaal nie later nie as ***26 Februarie 1993*** bereik.

(c) Die naam, telefoonnommer, faksnommer en adres van 'n persoon met wie oor die kommentaar geskakel kan word, moet ook duidelik gemeld word.

(347)

3. The final Amendment Bill will be submitted by the Department of Manpower to the Government after the comment received on this working document contained in the Schedule has been processed.

4. The working document must be seen against the recommendations of the NMC in this regard, as well as the comment that was received on the NMC's recommendations. The NMC was not unanimous in its recommendations. Certain members recommended the extension of the Wage Act to the agricultural sector, others recommended that the extension of the Wage Act should be postponed for 24 months and that in the meantime guidelines be published and a third group was in favour of the *status quo*.

5. It is recommended in the working document that the Wage Board should set guidelines for the agricultural sector. In setting these guidelines, the special circumstances that prevail in the agricultural sector should be taken into account. One of the consequences of this recommendation could be that the Wage Board fully investigate this sector in order to obtain better information and the possible effect the guidelines might have in respect of minimum wages on this sector.

GENERAL EXPLANATORY NOTE

[ ] Words in bold type in square brackets indicate omissions from existing enactments.

——— Words underlined with a solid line indicate insertions in existing enactment.

BILL

To amend the provisions of the Wage Act, 1957, so as to insert certain definitions; to enable the wage board to submit guidelines pertaining to conditions of employment for employees employed in farming activities to the Minister; and to provide for matters connected therewith.

BE IT ENACTED by the State President and the Parliament of the Republic of South Africa, as follows:

Amendment of section 1 of Act 5 of 1957, as amended by section 1 of Act 48 of 1981 and section 1 of Act 58 of 1981

1. Section 1 of the Wage Act, 1957 (hereinafter referred to as the principal Act), is hereby amended by the insertion after the definition of "employers' organisation" of the following definitions:

" 'farm' includes fresh water and sea water in so far as farming activities are carried on therein or thereon;

3. Die finale Wysigingswetsontwerp sal deur die Departement van Mannekrag aan die Regering voorgelê word nadat kommentaar wat op hierdie werksdokument wat in die Bylae verskyn, verwerk is.

4. Die werksdokument moet gesien word teen die aanbevelings van die NMK in hierdie verband, asook die kommentaar wat op die NMK se aanbevelings ontvang is. Die NMK was nie eenstemmig in sy aanbevelings nie. Sekere lede het die uitbreiding van die Loonwet na die landbousektor aanbeveel, ander het aanbeveel dat die uitbreiding van die Loonwet vir 24 maande uitgestel word en dat riglyne in die tussentyd gepubliseer word en 'n derde groep was ten gunste daarvan dat die *status quo* gehandhaaf word.

5. Dit word in die werksdokument aanbeveel dat die Loonraad riglyne vir die landbousektor moet neerlê. By die neerlê van hierdie riglyne moet die spesiale omstandighede wat in die landbousektor heers, in ag geneem word. Een van die gevolge van hierdie aanbeveling kan wees dat die Loonraad hierdie sektor ten volle ondersoek ten einde beter inligting te bekom en vas te stel watter moontlike gevolge die riglyne ten opsigte van minimum lone op hierdie sektor sal hê.

ALGEMENE VERDUIDELIKENDE NOTA

[ ] Woorde in vet druk tussen vierkantige hake dui skrappings uit bestaande verordenings aan.

——— Woorde met 'n volstreep daaronder, dui invoegings in bestaande verordenings aan.

WETSONTWERP

Tot wysiging van die Loonwet, 1957, ten einde sekere omskrywings in te voeg; om die loonraad in staat te stel om riglyne met betrekking tot diensvoorwaardes vir werknemers in diens in boerderybedrywighede aan die Minister voor te lê; en om vir bykomstige aangeleenthede voorsiening te maak.

DAAR WORD BEPAAL deur die Staatspresident en die Parlement van die Republiek van Suid-Afrika, soos volg:

Wysiging van artikel 1 van Wet 5 van 1957, soos gewysig deur artikel 1 van Wet 48 van 1981 en artikel 1 van Wet 58 van 1981

1. Artikel 1 van die Loonwet, 1957 (hieronder die Hoofwet genoem), word hierby gewysig—

(a) deur na die omskrywing van "beloning" die volgende omskrywing in te voeg:

" 'boerderybedrywigheid' enige bedrywigheid op 'n plaas in verband met die landbou, met inbegrip van veeteelt, tuinbou en bosbou;";

'farming activity' means any activity on a farm in connection with agriculture, including stock-breeding, horticulture and forestry;

347

'guidelines' means guidelines regarding conditions of employment in respect of employees employed in farming activities as referred to in section 14A;".

Amendment of section 2 of Act 5 of 1957, as amended by section 2 of Act 48 of 1981, section 2 of Act 58 of 1981 and section 1 of Act 26 of 1984.

2. Section 2 of the principal Act is hereby amended by the substitution for subsection (2) of the following subsection:

"(2) This Act shall not apply to persons in respect of their employment **in farming operations,** excluding section 14A, or in domestic service in private households, nor to officers of Parliament in respect of their employment as such, nor to persons employed by the State in respect of their employment as such, nor to the performance of work in a charitable institution for which the persons performing it receive no remuneration, nor to persons employed by any organisation registered or deemed to be registered as a welfare organisation in terms of section 13 of the National Welfare Act, 1978 (Act No. 100 of 1978), which receives financial aid from the State, in respect of their employment as such, nor to work in or in connection with any university, college, school or other educational institution maintained wholly or partly from public funds, as part of the education or training of the persons performing it, nor to university students in respect of their employment in any trade as part of their university training if such employment is required for the completion of their curricular.".

Amendment of section 7 of Act 5 of 1957

3. Section 7 of the principal Act is hereby amended—

(a) by the deletion of the word "and" at the end of paragraph (f); and

(b) by the insertion of the following paragraph after paragraph (f):

"(fA) the seasonal nature of and special circumstances in the agriculture; and".

(b) deur na die omskrywing van "perseel" met die volgende omskrywing in te voeg:

" 'plaas' ook varswater en seewater vir sover boerderybedrywighede daarin of daarop beoefen word;"; en

(c) deur na die omskrywing van "regulasie" die volgende omskrywing in te voeg:

" 'riglyne' riglyne oor diensvoorwaardes ten opsigte van werknemers in diens in boerderybedrywighede soos bedoel in artikel 14A;".

Wysiging van artikel 2 van Wet 5 van 1957, soos gewysig deur artikel 2 van Wet 48 van 1981, artikel 2 van Wet 58 van 1981 en artikel 1 van Wet 26 van 1984

2. Artikel 2 van die Hoofwet word hierby gewysig deur subartikel (2) deur die volgende subartikel te vervang:

"(2) Hierdie Wet is nie van toepassing op persone ten opsigte van hul diens **in boerderybedrywighede,** uitgesonderd artikel 14A, of in huishoudelike diens in private huishoudings nie, nòg op amptenare van die Parlement ten opsigte van hul diens as sodanig, nòg op persone in diens van die Staat ten opsigte van hul diens as sodanig nòg op die verrigting van werk in 'n liefdadigheidsinrigting waarvoor die persone wat dit verrig geen beloning ontvang nie, nòg op persone in diens van enige organisasie wat ingevolge artikel 13 van die Nasionale Welsynswet, 1978 (Wet No. 100 van 1978), as 'n welsynsorganisasie geregistreer is of geag word as 'n welsynsorganisasie geregistreer te wees en wat geldelike hulp van die Staat ontvang, ten opsigte van hul diens as sodanig, nòg op werk wat aan of in verband met enige universiteit, kollege, skool of ander opvoedkundige inrigting wat geheel en al of gedeeltelik uit staatsfondse onderhou word, verrig word as deel van die opvoeding of opleiding van die persone wat dit verrig, nòg op universiteitstudente ten opsigte van hul diens in enige bedryf as deel van hul universiteitsopleiding as daardie diens vereis word vir die voltooiing van hul leergange.".

Wysiging van artikel 7 van Wet 5 van 1957

3. Artikel 7 van die Hoofwet word hierby gewysig—

(a) deur die woord "en" aan die einde van paragraaf (f) te skrap; en

(b) deur die volgende paragraaf na paragraaf (f) in te voeg:

"(fA) die seisoenale aard van en spesiale omstandighede in die landbou; en".

Insertion of section 14A in Act 5 of 1957

4. The following section is hereby inserted in the principal Act after section 14:

347

"Guidelines regarding conditions of employment in respect of farming activities

14A. (1) The Minister may at any time request the board to make an investigation for the provision of guidelines pertaining to the conditions of employment as referred to in section 8 (1) (a), (b), (c) and (f), (2), (3), (4) and (5) in respect of farming activities and to submit proposals thereon to him.

(2) On receipt of the proposals as contemplated in subsection (1), the Minister may, if he deems it expedient to do so, publish the proposals for general information in the *Gazette*.

(3) The provisions of sections 3 (10) and (11); 4 (2), (3), (4) and (5), 5, 7, 8 (1) (a), (b), (c) and (f), (2), (3), (4) and (5), 9, 10, 11, 12 and 33 are *mutatis mutandis* applicable to an investigation as referred to in subsection (1) in respect of the accomplishment of guidelines in respect of employees employed in farming activities.".

Short title and commencement

5. This Act shall be called the **Wage Amendment Act, 1993,** and shall come into operation on a date fixed by the State President by proclamation in the *Gazette*.

(24 December 1992)

Invoeging van artikel 14A in Wet 5 van 1957

4. Die volgende artikel word hierby in die Hoofwet na artikel 14 ingevoeg:

"Riglyne oor diensvoorwaardes ten opsigte van boerderybedrywighede

14A. (1) Die Minister kan die raad te eniger tyd versoek om 'n ondersoek in te stel vir die neerlê van riglyne oor die diensvoorwaardes soos bedoel in artikel 8 (1) (a), (b), (c) en (f), (2), (3), (4) en (5) ten opsigte van boerderybedrywighede en voorstelle hieroor aan hom voor te lê.

(2) By ontvangs van die voorstelle soos bedoel in subartikel (1), kan die Minister, indien hy dit dienstig ag, die voorstelle vir algemene inligting in die *Staatskoerant* publiseer.

(3) Die bepalings van artikels 3 (10) en (11); 4 (2), (3), (4) en (5), 5, 7, 8 (1) (a), (b), (c) en (f), (2), (3), (4) en (5), 9, 10, 11, 12 en 33 is *mutatis mutandis* op 'n ondersoek soos bedoel in subartikel (1) van toepassing ten opsigte van die daarstelling van riglyne ten opsigte van werknemers in diens in boerderybedrywighede.".

Kort titel en inwerkingtreding

5. Hierdie Wet heet die **Loonwysigingswet, 1993,** en tree in werking op 'n datum wat die Staatspresident by proklamasie in die *Staatskoerant* bepaal.

(24 Desember 1992)

NOTICE 1168 OF 1992

DEPARTMENT OF TRANSPORT

AIR SERVICE LICENSING ACT, 1990
(ACT No. 115 OF 1990)

Pursuant to the provisions of section 15 (1) (b) of Act No. 115 of 1990 and regulation 8 of the Domestic Air Services Regulations, 1991, it is hereby notified for general information that the application(s) details of which appear in the Schedule hereto, will be considered by the Air Service Licensing Council.

Representations in accordance with section 15 (3) of Act No. 115 of 1990 in support of, or in opposition to, an application, should reach the Air Service Licensing Council, Private Bag X193, Pretoria, 0001, within 21 days of the date of publication hereof.

SCHEDULE 1

APPLICATION FOR THE GRANT OF A LICENCE

(A) Full name and trade name of applicant. (B) Full business or residential address of applicant. (C) Class of licence applied for. (D) Type of air service to which application applies. (E) Category of aircraft to which application applies.

(A) Benoni-Brakpan Flight School CC. (B) P.O. Box 7379, Ravensmoor, 1469. (C) Class III. (D) Type G9. (E) Category A4.

(24 December 1992)

KENNISGEWING 1168 VAN 1992

DEPARTEMENT VAN VERVOER

WET OP DIE LISENSIËRING VAN LUGDIENSTE, 1990 (WET No. 115 VAN 1990)

Hierby word ingevolge die bepalings van artikel 15 (1) (b) van Wet No. 115 van 1990 en regulasie 8 van die Regulasies vir Binnelandse Lugdienste, 1991, vir algemene inligting bekendgemaak dat die Lugdienslisensiëringsraad die aansoeke waarvan besonderhede in die Bylae hieronder verskyn, sal oorweeg.

Vertoë ingevolge artikel 15 (3) van Wet No. 115 van 1990 ter ondersteuning of bestryding van 'n aansoek moet die Lugdienslisensiëringsraad, Privaat Sak X193, Pretoria, 0001, binne 21 dae na die datum van publikasie hiervan bereik.

BYLAE 1

AANSOEK OM DIE TOESTAAN VAN 'N LISENSIE

(A) Volle naam en handelsnaam van aansoeker. (B) Volle besigheids- of woonadres van aansoeker. (C) Klas lisensie waarom aansoek gedoen word. (D) Tipe lugdiens waarop aansoek betrekking het. (E) Kategorie lugvaartuig waarop aansoek betrekking het.

(A) Benoni-Brakpan Flight School BK. (B) Posbus 7379, Ravensmoor, 1469. (C) Klas III. (D) Tipe G9. (E) Kategorie A4.

(24 Desember 1992)

Star 10/2/93

No minimum wages for domestics

(347)

CAPE TOWN — Draft labour rights for domestic workers did not prescribe minimum wages while proposed changes to the Wage Act set minimum earnings guidelines only for farm workers, Manpower Minister Leon Wessels said yesterday.

Addressing the Institute of Personnel Management in Stellenbosch, he said recent developments in the labour field had covered the extension of basic labour rights to domestics and farmworkers.

Cosatu and the SA Agricultural Union (SAAU) disagreed on key aspects regarding the application of the Labour Relations Act to agriculture.

Because of the sensitivity of the matter, the Government had taken the unusual step of publishing the Basic Conditions of Employment Act regulations for farmworkers for further comment.

The amended Act had been approved by Parliament last year. Cosatu and the SAAU had, however, still not reached consensus on a separate labour law for agriculture, and it needed further attention. — Sapa

Star 5/3/93

Better deal for domestics mooted

CAPE TOWN — The Government is considering the possibility of legislation to impose minimum wages for domestic workers, Manpower Minister Leon Wessels has indicated.

He said a committee was investigating the regulation of domestics' wages and the impact this would have on jobs.

Tabling of legislation would depend upon the committee's recommendations, due by September. However, other legislation would be introduced during the present sitting of Parliament to improve the working hours and service conditions of domestics. — Political Staff.

Union bid to scrap Wage Act

B/DAY 27/4/93 (347)

GERALD REILLY

PRETORIA — The SA Agricultural Union (SAAU) is to press for abolition of the Wage Act in negotiations with Manpower Minister Leon Wessels.

Cabinet decided earlier this month to extend the Basic Conditions of Employment Act to the farming industry from May. But the SAAU is opposing a Cosatu drive to have the Wage Act and the Labour Relations Act applied to the industry to "protect" farm workers from exploitation.

The SAAU's negotiating committee will meet tomorrow to plan its strategy for the talks, which will include a plea for a single piece of legislation for agriculture.

SAAU chief negotiator Kobus Kleynhans said the Wage Act was archaic and no longer had a place in modern SA labour legislation. The SAAU's main objection was to the imposition of a minimum wage for farm workers.

Kleynhans said that those pressing for the application of the Acts to the industry, including Cosatu, based their positions on an International Labour Organisation (ILO) minimum wage recommendation made in 1951.

"That was 42 years ago. The Act is obsolete and should be replaced with legislation more appropriate to today's economic conditions," he said.

Kleynhans said only one third of ILO member countries accepted the recommendation, which did not mean any of them were actually applying the principle.

Kleynhans said the SA farming industry with its huge debt load could not afford to have trade unions dictating unrealistic minimum wages to farmers who were struggling to survive the debt crisis.

As it was, he said, for the first time last year total farm wages — R3,18bn for nearly 1-million workers — exceeded interest payments (R2,83bn) as the biggest single cost factor in farming.

□ Sapa reports from Bloemfontein that the Free State and Transvaal agricultural unions will organise a farmers' rally at Potchefstroom on May 6 to discuss labour legislation. Matters which include farm safety, land affairs and the financial position of farmers will also be discussed.

Free State Agricultural Union manpower and training officer Piet Moller said the rally had been organised to express dissatisfaction with the unilateral implementation of legislation affecting farming.

Wage Board revisions

(347)

Renee Grawitzky

BD 19/9/95

AFTER further investigation into the commercial distributive trade covering employers and employees in the retail sector, the Wage Board has published a number of amendments in a new wage determination which came into effect last week.

Wage determination 478 replaces determination 455 and includes a number of significant amendments for parties in the retail sector.

In the light of the trend to Sunday work, the determination provides for employees to be remunerated for working on Sunday at normal rates of pay on condition that hours of work be reduced to 40 a week.

The determination reduces the ratio of employment from three casuals for every full-time employee to two casuals per full-time employee.

Some definitions are reworded, and piecework systems may be introduced only by agreement with employees.

Minimum wage to rekindle business-labour hostilities

(354) ST 19/11/95

by CIARAN RYAN

A SHOWDOWN is looming between labour and business over demands for a national minimum wage.

With both sides preparing to debate the issue this week in public hearings organised by the Labour Market Commission, business has sworn to resist labour's calls for a minimum wage on the grounds that it would do little to uplift the most needy.

In submissions received so far by the LMC, several trade unions have come out in favour of a national minimum wage, but none has said what it should be.

The industrial council system and the Wages Act make extensive provision for setting minimum wages in various industrial sectors, but about two thirds of the workforce is not covered by these minimum wage levels.

"Most of the submissions for these hearings are more concered with the need for a national minimum wage in unregulated economic sectors, such as agricultural and domestic workers, although we are discussing minimum wage regulation in general," says David Lewis, co-chairman of the LMC.

"Most of those in favour of a national minimum wage also see the need for flexibility. They see the need to phase in minimum wages, and the problems associated with having a single national minimum wage, given the regional and sectoral disparities which already exist in wages and costs of living. Everyone seems to acknowledge that we have a problem of poverty among many of the employed, but the general view is that the issue must be approached cautiously."

The main argument for minimum wages is that it narrows the poverty gap and guards against labour exploitation. Many against the national minimum wage say it tampers with the market system for labour and is inappropriate in a country where 45% of the workforce is not formally employed.

"In general, I am against a national minimum wage, but normally in Africa minimum wage levels are so low they do not pose a serious problem," says Hein van der Walt, director of the Confederation of Employers of South Africa, a federation of 20 employer organisations representing 120 000 employers and 2,5-million workers.

In its submission to the LMC, the South African Chamber of Business says a national minimum wage may lead to fewer job opportunities and the benefits would be felt only in the formal sector, while small business, which is sensitive to changes in labour costs, would have to be exempt from the minimum wage. Sacob wants a more flexible system based on agreements reached through collective bargaining.

Small businesses have argued that their survival in the face of competition from big business depends on their ability to trim costs wherever possible.

Alternatives to a national minimum wage which are being investigated include a social wage system, where underprivileged workers enjoy the benefit of a national pension scheme and other social benefits.

Recent international research has called into question the popular association between minimum wage legislation and job destruction, says Mr Lewis. "There is little evidence that wage regulations at the lowest end of the pay scale will have the same impact as at the upper end," he says.

The present average minimum wage, according to a report by Andrew Levy and Associates, is R1 314 a month, varying from R1 254 a month for mine workers to R2 371 a month in the tyre industry.

These sectoral disparities pose problems in determining an across-the-board national minimum wage, making it more likely that minimum wages would vary according to region and economic sector.